

Griffith, Carol

From: Grants <Grants@centraltexasfoodbank.org>
Sent: Thursday, March 5, 2026 4:28 PM
To: Griffith, Carol; Grants
Subject: [EXTERNAL] [SUSPICIOUS MESSAGE] Re: CDBG and HSAB applications

This Message contains suspicious characteristics and has originated outside your organization.

Carol,

Sorry that I missed your call. I was actually in San Marcos for the training by Community Action, which was very good!

We are applying for \$125,000 total from the City of San Marcos between CDBG and HSAB.

Thank you,
Alyssa



Alyssa Gooch

Government Grants Manager
Direct: 512.684.2119

6500 Metropolis Drive, Austin, TX 78744
centraltexasfoodbank.org



From: Griffith, Carol <CGriffith@sanmarcostx.gov>
Sent: Thursday, March 5, 2026 3:25 PM
To: Grants <Grants@centraltexasfoodbank.org>
Subject: CDBG and HSAB applications

CAUTION: This is an external email and may be malicious. Please take care when clicking links or opening attachments. When in doubt, contact your IT Department.

Alyssa,

Because the CDBG and HSAB application periods happened at the same time this year, I decided to contact each agency for clarification when they applied for both grants.

After briefly reviewing the two applications from Central Texas Food Bank, I believe it would be helpful if you will add a note that clarifies whether your total request is \$250,000. If you will send me a quick explanation, I will add it to both applications.

Thank you very much! Carol



Carol Griffith

Housing and Community Development Manager | Planning & Development Services
630 E. Hopkins St, San Marcos, TX 78666
512-393-8147

Please take a moment to complete the City of San Marcos [Customer Satisfaction Survey](#).

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**CITY OF SAN MARCOS HUMAN SERVICES GRANT
FY 2026-2027 APPLICATION**

I. SUMMARY INFORMATION

Please spell out organization name and program name completely, without acronyms.

Applicant Organization: Central Texas Food Bank

Contact Name, Title: Alyssa Gooch, Government Grants Manager

Telephone: 512-684-2119

Contact E-Mail Address: grants@centraltexasfoodbank.org

Website: centraltexasfoodbank.org

Mailing Address:

6500 Metropolis Dr

Austin, TX 78744

Do you have a location in San Marcos where people can walk in and ask questions about the program? If so, what is the address? N/A

Who is authorized to execute program documents? (Name, Title): Sari Vatske, President + CEO

Program Name: San Marcos Nutrition Access Program

Amount of Funds Requested: \$125,000

What percentage of the cost of this program is requested as funding through this application?

15%

II. SHORT ESSAY QUESTIONS

All questions must be answered. Please type your answers. Application evaluations will be based on, but not necessarily limited to the criteria stated in each section.

OVERVIEW

1. Summarize the program for which funding is being requested, the services it provides, and the clients it serves.

Since 2023, food insecurity in Hays County has risen 27%. To meet increasing demand, Central Texas Food Bank (CTFB) respectfully requests \$125,000 from the City of San Marcos to procure food for our Nutrition Access Program, an investment that directly benefits San Marcos neighbors experiencing food insecurity and will provide 375,000 meals with our proven ability to stretch food dollars further.

CTFB is the largest non-profit hunger relief organization in Central Texas. We procure food at reduced costs through strong partnerships in agriculture, retail, and manufacturing. Our regional warehouse and transportation operations allow us to store, sort, and efficiently deliver food to 440 community organizations across 21 Central Texas counties, including eight sites in San Marcos. In CY 2025, CTFB distributed 1.5M meals in San Marcos. In addition to food, we provide our partners with technical assistance and capacity building support, including grants for infrastructure improvements.

One of our key partners in San Marcos is the Hays County Food Bank (HCFB). CTFB has partnered with HCFB since 1992 and provided 90% of the food that they distributed in FY24. Our partnership is intentionally complementary: CTFB's infrastructure and cross-sector retail and producer relationships enable us to secure and deliver large volumes of diverse foods, thus supporting HCFB's community-based distributions. By coordinating closely, we combine our strengths to expand overall food access in San Marcos.

To supplement the work of our partners, CTFB utilizes data to strategically host mobile pantries in areas with high need but limited food availability. We also operate specialized distributions for populations who experience disproportionate levels of food insecurity, including:

- Home delivery to neighbors with limited mobility or access to transportation, including older adults and those with disabilities;
- "Mobile FARMacies" in partnership with healthcare entities, providing dietician-approved foods to patients with chronic diet-related illnesses;
- Farmers-market-style "Golden Harvest" distributions at senior-living facilities; and
- School-based pantries at Title 1 schools and college campuses.

CTFB's expert nutrition team, including a Registered Dietician, supports our meal distribution programs by disseminating educational materials and conducting onsite nutrition education classes and cooking demonstrations. San Marcos residents can access these distributions throughout Hays County, and with additional funding we could launch initiatives within San Marcos city limits.

Beyond food distribution, CTFB offers direct services that address the root causes of food insecurity, including poverty. Our Benefits and Emergency Services (BES) team provides one-on-one assistance to neighbors applying for federal nutrition programs such as SNAP, a critical support that increases a family's monthly food budget and offers stability

FY2027 HSAB APPLICATION Last updated 01/06/26

that charitable food alone cannot provide. We offer case management to neighbors awaiting benefit approval, including access to food at CTFB's on-site Fresh Harvest Market. During the grant timeframe, CTFB will hold one San Marcos-based SNAP-a-thon, a family-friendly event to increase awareness of and enrollment in government benefit programs.

To further promote economic mobility, CTFB operates Culinary and Warehouse Workforce Training programs for community members with employment barriers, including young adults, individuals involved in the justice system, veterans, and individuals with income at or below 200% of the federal poverty level. CTFB's Workforce Training team offers wraparound services and six months of post-graduation case management to support each student's transition from unemployment to career management and development. In 2024, 100% of graduates secured employment within six months of graduation with earnings between \$37,440-\$59,000/yr.

CTFB serves a wide audience that is ethnically, linguistically and culturally diverse: 35% of clients are children or youth aged 15 years or younger; 1% are college age; 2% are military/veterans; and 18% are older adults. Approximately 17% of CTFB clients are Black, 50% are Hispanic or Latino, and 30% are White.

CTFB's holistic services meet the basic needs of San Marcos neighbors while preserving dignity and improving health outcomes. Funding from the City of San Marcos will help CTFB meet the rising demand for accessible food and better support partners such as HCFB, ensuring that all neighbors have reliable access to nourishing food.

COMMUNITY NEED AND JUSTIFICATION –20 POINTS

Evaluation: documentation and justification of the need for the program in the City of San Marcos.

1. Describe in detail the need for this program in San Marcos.

CTFB's 2025 Food Access Convening Tool (FACT) estimates that 23% of San Marcos residents experience food insecurity, exceeding the 17.6% rate for all of Hays County. Further, according to 2024 census data, San Marcos' poverty rate (26.9%) is more than double that of Hays County (10.8%) and the United States (10.6%), indicating many households are at heightened risk for food insecurity.

To better understand local challenges, CTFB conducted a Hays County Community Needs Assessment (CNA) in 2024, during which San Marcos neighbors shared their lived experiences with food access. This CNA revealed that in addition to household financial strain, convenience stores and fast-food outlets in Hays County outnumber supermarkets 8:1, creating "food swamps" where affordable, nutritious options are limited. As one neighbor expressed, "We want to stay healthy. Our pocket can't support that."

CTFB's programs directly address these needs by ensuring a stable pipeline of nutritious food and promoting economic stability and mobility.

2. Has the need for this program been increasing in recent years?

Yes, the need has been increasing in recent years. A \$125,000 investment from the City of San Marcos will equip CTFB to meet a growing demand by providing 375,000 meals to San Marcos residents. According to CTFB's FACT, the percentage

of Hays County residents experiencing food insecurity rose 27% between 2023 and 2025. Major drivers of this growth include population increase, reduced public benefit support, and a rising cost of living. Pervasive unemployment and underemployment, resulting from steep job competition, racial and ethnic disparities, and personal circumstances also continue to affect neighbors. Combined, these factors have led to an increased need for food assistance as more households struggle to make ends meet and afford their basic needs. As one neighbor shared in our CNA, “The cost of food’s going up... Especially like, [for] me — I’m on disability. I’m a student...And I’m feeding [my son] three times a day, even if I don’t eat.” CTFB has witnessed this intensifying need firsthand and distributed 18% more pounds of food in San Marcos from CY2024 to CY2025.

IMPLEMENTATION –15 POINTS

Evaluation:

- *The application demonstrates that resources needed to manage the proposed program are available and ready.*
- *Applicant has clearly defined objectives focusing on results and measurable outcomes vs. only program activities descriptions and numbers served.*
- *Past performance of programs funded by Human Services Grants has met expectations.*

1. Are all resources in place to be able to implement this program? If not, what is missing?

CTFB has the full infrastructure in place for this program, including experienced warehouse, transportation, and direct-service staff. Our 35,000-square-foot warehouse and fleet of 28 refrigerated box trucks and vans further enable efficient receiving, storage, and delivery at scale.

As food insecurity has risen, CTFB has experienced a dramatic change in the origin of our food: due to federal budget changes in 2025, long-standing federal contracts that provided food commodities and financial support were canceled, resulting in a loss of \$6.5M. In response, CTFB spends \$1.4M/month to procure sufficient food to meet the need for charitable food assistance in Central Texas, including approximately \$23,000/month for San Marcos. This sustained level of spending places considerable strain on our operations and limits our ability to fully meet community needs. Local investment will help backfill these cuts and can be deployed immediately to expand services for San Marcos neighbors.

2. What specific, measurable outcomes or results do you hope to achieve with this program?

Funding from the City of San Marcos will contribute to the following specific, measurable results within the contract timeframe:

- Distribute at least 1.25M meals;
- Support at least 200,000 San Marcos neighbor encounters;
- Establish a Mobile FARMacy partnership in San Marcos;
- Establish at least one Home Delivery enrollment partnership in San Marcos;
- Establish one new Mobile Pantry distribution in San Marcos; and
- Host at least one San Marcos-based SNAP-a-thon.

Together, these will expand existing services and bring proven, evidence-based distribution models to San Marcos.

3. If funding is not available at the requested amount, what is the minimum Human Services Grant funding needed to be able to run this program?

Our 40+ years of operation demonstrate our ability to scale services responsively and maximize every dollar invested in our mission. While we can maintain operations with a lower award amount, the full \$125,000 request will enable us to expand our reach by distributing 375,000 meals and establishing relationships to launch new programming. This positions us to meet growing community demand and ensure our neighbors have consistent access to the nutritious food they need to thrive.

Funding below \$125,000 will reduce the number of meals distributed in San Marcos at a time when food insecurity in the area has grown to 23%. CTFB's program is scalable, with every dollar providing three meals. A lower level of funding will reduce CTFB's ability to keep pace with the area's growing population of food insecure residents.

IMPACT AND COST EFFECTIVENESS –20 POINTS

Evaluation:

- *impact on the identified need*
 - *implementation costs compared to impact*
 - *use of available resources (financial, staff, volunteer)*
 - *impact compared to other applicants*
1. Programs can provide value by deeply impacting the lives of a few, with effects that may ripple through generations, or by providing smaller but meaningful impact to a larger group. Describe in detail the impact this program will have on the identified need and on San Marcos residents.

Food is a basic need; however, around one in five San Marcos residents struggle to access this vital resource. This is where CTFB and our partners step in. As one neighbor accessing a CTFB distribution shared, "[It provides a] lot of tranquility. A lot of peace of mind because we know there is going to be something on our plate... and much, much gratitude." This quote exemplifies the critical importance of our work in expanding food access, which makes an immediate impact on our neighbors' lives.

Feeding America reports that food insecurity is associated with poor health outcomes including diabetes, obesity, high blood pressure, and heart disease. Hunger in children can lead to problems in school and other social situations. Increased food access is a practical and effective lever to improve community health and wellbeing. CTFB's own data supports this:

- 43% of Home Delivery participants reported feeling "much better" since enrolling;
- 87% of seniors receiving nutrition education materials at their pantry visits reported that the information helps them understand the importance of a healthy diet;
- 78% of families accessing school pantries report the pantry helps them eat healthier; and
- 70% of Mobile FARMacy patients reported health improvements.

A \$125,000 investment keeps the San Marcos safety net strong and ensures that CTFB and our partners can maintain frequent, community-based food delivery where and how neighbors need it most. Partnership with the City of San Marcos provides a more robust, responsive, and resilient local food system that allows our neighbors to stay healthy and provide for their families.

2. Briefly describe other funding sources, volunteers, or in-kind donations that will be used with this program.

CTFB raises funds from diverse streams, including:

- Individual donors;

- Private foundations;
- Corporations;
- Government contracts;
- Cause Marketing partnerships; and
- Third party events and food drives.

As a member of the Feeding America network, we benefit from national partnerships and shared resources.

In addition to financial support, our retail rescue program provides in-kind food donations from more than 200 retail store partners across our 21-county service area, such as H-E-B, Walmart, and Target. These donations are critical to maintaining a reliable, nutritious food supply. Further, we receive donations from individual community members and food drives. Between July 1, 2024 – June 30, 2025, 51.9M pounds, or 68.1%, of the food we received was donated.

3. How many total annual unduplicated direct clients is this program expected to serve? What percentage will be San Marcos residents?

The San Marcos Nutrition Access Program will support distributions accessible to San Marcos residents. We anticipate at least 200,000 touchpoints with San Marcos residents during the contract timeframe.

4. Please list the agencies with which you partner to provide this program’s services.

CTFB provides approximately 75% of the food distributed by our partners across Central Texas. In San Marcos, we currently deliver food to:

- Two Hays County Food Bank locations;
- A pantry at an apartment complex;
- The San Marcos Housing Authority;
- Bonham Pre-K;
- San Marcos Treatment Center; and
- San Marcos CISD warehouse.

We also host one Golden Harvest distribution at a senior apartment complex. These partnerships ensure food reaches neighbors efficiently and through trusted locations. We are exploring additional partnerships to better reach priority populations and high-need areas.

In 2025, CTFB also launched the region’s first Regional Food System Council (RFSC, www.centraltxfoodsystem.org/rfsc), a collaborative network of academics, government officials, food industry and agricultural leaders, community partners, and county-level coalitions, including the Healthy Hays Coalition. The RFSC brings these diverse stakeholders together to identify priorities and implement solutions that address upstream causes of food insecurity. This systems-level work complements our partnerships in San Marcos by strengthening the broader food system residents rely on and creating more coordinated, equitable access to nutritious food.

COMMUNITY SUPPORT – 15 POINTS

Evaluation:

- *A minimum of three letters of reference that indicate strong local support for the program and the agency’s ability to implement it as described in the application. Letters must be in support of the specific program requesting funding, not the agency as a whole. Letters will preferably be from San Marcos residents as well as direct clients of the program.*
- *Evidence that volunteers play a vital role in the program or agency’s operation.*
- *Evidence that board members are actively involved in and supportive of the agency*

1. What actions do Board members take to support the programs of the agency?

CTFB's Board of Directors sets data- and community-informed priorities for our programs and services, guiding the strategic direction of the organization. Board members also play a critical role in fundraising and network-building, helping us establish relationships that advance our mission. In 2025, Board members collectively contributed nearly \$50,000 in personal gifts, demonstrating their deep commitment to our work. Many members also give their time to volunteer in our programs, witnessing firsthand the impact of our collective work.

2. Briefly describe the number and role of volunteers in the program or agency's operation.

Between July 1, 2024 – June 30, 2025, 27,000+ volunteers donated 135,000+ hours to support our operations.

Volunteers help:

- sort and inspect donations;
- build Home Delivery boxes;
- prepare meals in our kitchen;
- stock our Fresh Harvest Market;
- distribute food in the community; and
- tend to our one-acre farm.

Their service significantly expands our capacity, allowing us to reach far more neighbors than would otherwise be possible.

COUNCIL PRIORITIES - 20 POINTS

1. How long has this program served San Marcos residents? (10 points if at least 2 years)

CTFB has served the San Marcos community for over 44 years since our founding in 1982.

2. In what ways does your agency actively conduct outreach to engage San Marcos residents in its programs and services? How will San Marcos residents access those services? (up to 10 points)

San Marcos residents can access food distributions through CTFB's partners, who conduct regular outreach through trusted community channels to inform neighbors of their hours of operation and services. CTFB also maintains an online Find Food Now tool (www.centraltexasfoodbank.org/find-food-now) with real-time information on distribution locations and hours, including our mobile and specialized distributions, and we amplify this information through social media and local news outlets.

To ensure dignified, low-barrier access, CTFB and our partners serve any neighbor who declares a need for food. This approach recognizes that neighbors know their own needs best and removes barriers that can prevent people from seeking help when they need it most.

RISK - 10 POINTS

1. How many years' experience does the agency have in implementing a program of this size and complexity? (5 points if more than 5 years)

CTFB has led the Central Texas region in hunger response for over 40 years, bringing extensive experience in large-scale food procurement/distribution, partner coordination, and direct service delivery. Our operational expertise spans multiple models including:

- **Food distribution through partner agencies since 1982** – We have stocked community pantries since our founding and are a vital source of food for the community. Between July 1, 2024 – June 30, 2025, we distributed over 53M meals through our partner agencies.
- **Benefits and emergency services since 2006** – We have connected neighbors to federal benefits for two decades, unlocking 2.7M meals between July 1, 2024-June 30, 2025.
- **Mobile pantries since 2008** – We conduct over 40 mobile pantries each month and provided 3.6M meals between July 1, 2024-June 30, 2025 through these distributions.
- **Workforce Training since 2018** – To address two pervasive underlying causes of food insecurity, unemployment and underemployment, CTFB has operated a Workforce Training program for nearly a decade. 60 students have graduated from this program since its inception, and it currently has over 76% employment retention rates at 30, 60, and 90 days.
- **Home delivery since 2020** – Launched during the COVID-19 pandemic, our Home Delivery program has become a vital part of our operations and provided 845,190 meals to Central Texas neighbors between July 1, 2024-June 30, 2025.
- **College Pantries since 2022** – We established and deliver free food and support to 18 college campus food pantries throughout Central Texas, including ACC Hays, providing innovative approaches to address food insecurity amongst college students, faculty, and staff.
- **Mobile FARMacies since 2023** – We have deepened our efforts to promote food as medicine with our Mobile FARMacy program and currently have relationships with 13 healthcare providers. Between July 1, 2024 – June 30, 2025, we provided nearly 250,000 meals through these distributions.
- **Feeding Futures School Pantries since 2024** – We launched our K-12 school pantry program to bring food to families in welcoming, familiar spaces. We have become a dependable partner for 15 schools across five school districts, with six new sites in January 2026. Between July 1, 2024 – June 30, 2025, we provided 276,734 meals through these pantries.
- **Golden Harvest since 2025** – Despite being our newest program, Golden Harvest has been very well-received in the community and is steadily growing with 11 partnership sites across Central Texas.

This deep programmatic experience, combined with our strong infrastructure and established partnerships, positions CTFB to expand our work in San Marcos effectively and sustainably.

2. What percentage of the program’s funding is non-City? (5 points if at least 50%)

85% of the program’s funding is non-City.

III. FUNDING RESTRICTIONS

By signing this application I certify the following to be true:

1. All Human Services Grant funding will be spent on San Marcos residents, except for school-based programs, in which case it may be spent within the San Marcos Consolidated Independent School District boundary.
2. Funding requested is not more than 50% of the total funding for the agency.
3. Funding will not be used to fund more than 20% of a full time position.
4. Agency has been in existence for at least 2 years. (This can include serving communities other than San Marcos.)

SUBMITTAL APPROVED BY:



Signature

_____ March 2, 2026

Date

_____ Sari Vatske

Printed Name

_____ President + CEO

Title

Budgets



Note: FY25 was shortened as we adjusted our FY timeframe from Oct-Sept to July-June. Therefore, this budget only represents Oct 1, 2024-June 30, 2025.

FY25 OPERATING BUDGET DETAIL:

	<u>FY25 (Budget)</u>
Revenue	
Private Contributions	\$22,152,423.00
Government	\$5,748,891.00
Program	\$822,150.00
Investment and Other	\$3,681,859.00
<i>Total Revenue</i>	<u>\$32,405,323.00</u>
Expenses	
Personnel	\$12,150,036.00
Food and Other Program Expenses	\$12,435,587.00
Transportation	\$886,900.00
Occupancy	\$712,933.00
Equipment Rental and Maintenance	\$705,301.00
Professional Services	\$1,645,221.00
Office and Technology	\$156,985.00
Supplies	\$402,908.00
Depreciation	\$1,128,228.00
Insurance	\$444,788.00
Hospitality, Training, Travel	\$204,848.00
Agency Support	\$124,358.00
Other	\$63,750.00
<i>Total Expense</i>	<u>\$31,061,843.00</u>
Total Surplus/(Deficit)	<u>\$1,343,480.00</u>
San Marcos Nutrition Access Program Expenses	\$621,236.86



FY26 OPERATING BUDGET DETAIL:

	<u>FY26 (Budget)</u>
Revenue	
Private Contributions	\$27,788,034.00
Government	\$3,350,874.00
Program	\$4,264,019.00
Investment and Other	\$3,113,304.00
<i>Total Revenue</i>	<u>\$38,516,231.00</u>
Expenses	
Personnel	\$16,431,104.00
Food and Other Program Expenses	\$16,287,716.00
Transportation	\$1,474,145.00
Occupancy	\$1,491,487.00
Equipment Rental and Maintenance	\$705,301.00
Professional Services	\$1,907,507.00
Office and Technology	\$827,424.00
Supplies	\$776,109.00
Depreciation	\$1,979,221.00
Insurance	\$784,732.00
Hospitality, Training, Travel	\$194,280.00
Agency Support	\$267,753.00
Other	\$355,004.00
<i>Total Expense</i>	<u>\$42,776,482.00</u>
Total Surplus/(Deficit)	<u>(\$4,250,251.00)</u>

San Marcos Nutrition Access Program Expenses ***\$855,529.64***

San Marcos Nutrition Access Program Budget

Expense	Total Budget	City of San Marcos	Other Funding Source	Other Funds Amount
Support for Partner Agencies	\$ 5,355.06		Government contracts and private contributions	\$ 5,355.06
Depreciation	\$ 39,584.42		Government contracts and private contributions	\$ 39,584.42
Food and Other Program Expenses	\$ 325,754.32	\$ 125,000.00	Government contracts and private contributions	\$ 200,754.32
Hospitality, Training, Travel	\$ 3,885.60		Government contracts and private contributions	\$ 3,885.60
Insurance	\$ 15,694.64		Government contracts and private contributions	\$ 15,694.64
Occupancy	\$ 29,829.74		Government contracts and private contributions	\$ 29,829.74
Office and Technology	\$ 16,548.48		Government contracts and private contributions	\$ 16,548.48
Other	\$ 7,100.08		Government contracts and private contributions	\$ 7,100.08
Personnel	\$ 328,622.08		Government contracts and private contributions	\$ 328,622.08
Professional Services	\$ 38,150.14		Government contracts and private contributions	\$ 38,150.14
Supplies	\$ 15,522.18		Government contracts and private contributions	\$ 15,522.18
Transportation	\$ 29,482.90		Government contracts and private contributions	\$ 29,482.90
TOTAL	\$ 855,529.64	\$ 125,000.00		\$ 730,529.64

% City funding 15%

Board of Directors Materials

Board of Directors Roster

Name	City of Residence	Title
Kathleen Farlow	Houston	Chair
Cassie Ross	Austin	Secretary
Angela M. VanScoy	Leander	Treasurer
Marili C. Burbes	Austin	Vice Chair
Raul Amado	Georgetown	Member
Joe Bland	Austin	Member
Melissa Garza	Austin	Member
Josh Hittman	Austin	Member
Collin Miller	Kyle	Member
Edwin Page	Hewitt	Member
Ramiro Palma	Austin	Member
Justin R. Rose	Austin	Member
Mark Sanchez	Austin	Member
Harpreet Singh	Austin	Member
Trent Townsend	Austin	Member

FY26 Board Meeting Attendance

Board of Director:	8/27/2025	11/12/2025	2/18/2026	5/13/2026	6/17/2026
Kathleen Farlow, Chair	Present	Present	Present		
Marili Burbes, Vice Chair	Present	Present	Present		
Angela VanScoy, Treasurer	Present	Present	Present		
Cassie Ross, Secretary	Present	Present	Present		
Raul Amado	Present	Present	Present		
Joe Bland	Absent	Present	Present		
Geoff Borlet*	Present	Present	N/A		
Melissa Garza	Present	Present	Present		
Josh Hittman	Present	Present	Present		
Collin Miller	Present	Present	Present		
Ed Page	Absent	Present	Present		
Ramiro Palma	Absent	Present	Present		
Justin Rose	Absent	Present	Present		
Mark Sanchez	Present	Present	Present		
Trent Townsend	Present	Present	Present		
Harpreet Singh	Present	Absent	Absent		
Attendance Rate	75%	94%	93%		

*Resigned from board after 11/12 meeting

BOD Membership Criteria

Currently, we do not have fixed or rigid criteria for selecting a board member. Instead, we evaluate candidates based on the current needs of the organization. For example, if we identify a gap in financial oversight, we may prioritize individuals with a finance background. Similarly, we consider other areas of expertise depending on where strategic support is most needed.

While our criteria are needs-based and flexible, we do follow a formal selection process to ensure consistency and thoughtful evaluation. This process allows us to assess candidates carefully and ensure alignment with the organization's mission, goals, and governance standards.

990

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Form 990

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)
Do not enter social security numbers on this form as it may be made public.
Go to www.irs.gov/Form990 for instructions and the latest information.

2023

Open to Public Inspection

A For the 2023 calendar year, or tax year beginning **OCT 1, 2023** and ending **SEP 30, 2024**

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization CENTRAL TEXAS FOOD BANK, INC.		D Employer identification number 74-2217350
	Doing business as		E Telephone number (512) 282-2111
	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	G Gross receipts \$ 149,404,381.
	6500 METROPOLIS DRIVE		H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
	City or town, state or province, country, and ZIP or foreign postal code AUSTIN, TX 78744		H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No
F Name and address of principal officer: SARI VATSKE SAME AS C ABOVE		If "No," attach a list. See instructions	
I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) () (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527			
J Website: CENTRALTEXASFOODBANK.ORG			
K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other		L Year of formation: 1982	M State of legal domicile: TX

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: THE MISSION OF THE CENTRAL TEXAS FOOD BANK (CTFB) IS TO ENSURE EQUITABLE ACCESS TO HEALTHY FOOD FOR		
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	3 Number of voting members of the governing body (Part VI, line 1a)	3	16
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	16
	5 Total number of individuals employed in calendar year 2023 (Part V, line 2a)	5	229
	6 Total number of volunteers (estimate if necessary)	6	26761
	7 a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9 Program service revenue (Part VIII, line 2g)	113,083,496.	133,686,006.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	911,507.	1,787,022.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	2,252,697.	5,791,736.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	38,792.	112,851.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	116,286,492.	141,377,615.
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	91,470,962.	110,747,787.
	14 Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	11,253,853.	14,171,040.
	16a Professional fundraising fees (Part IX, column (A), line 11e)	24,000.	52,550.
	b Total fundraising expenses (Part IX, column (D), line 25)	2,767,352.	
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	8,689,584.	8,333,755.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	111,438,399.	133,305,132.	
19 Revenue less expenses. Subtract line 18 from line 12	4,848,093.	8,072,483.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year	End of Year
	21 Total liabilities (Part X, line 26)	104,838,627.	114,637,232.
	22 Net assets or fund balances. Subtract line 21 from line 20	5,596,170.	2,291,432.
22 Net assets or fund balances. Subtract line 21 from line 20	99,242,457.	112,345,800.	

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here	Signature of officer		Date		
	SARI VATSKE, PRESIDENT & CEO Type or print name and title				
Paid Preparer Use Only	Print/Type preparer's name	Preparer's signature	Date	Check <input type="checkbox"/> if self-employed	PTIN
	RENAE DUNCAN	<i>Rena Duncan, CPA</i>	08/11/25	<input type="checkbox"/>	P01257722
Preparer Use Only	Firm's name	Firm's EIN		Phone no.	
	ATCHLEY & ASSOCIATES, LLP	74-2920819		(512) 346-2086	
Firm's address					
1005 LA POSADA DRIVE AUSTIN, TX 78752					

May the IRS discuss this return with the preparer shown above? See instructions Yes No

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III [X]

1 Briefly describe the organization's mission: THE MISSION OF THE CENTRAL TEXAS FOOD BANK (CTFB) IS TO ENSURE EQUITABLE ACCESS TO HEALTHY FOOD FOR ALL NEIGHBORS WHILE STRENGTHENING THE FOOD SYSTEM TO BUILD SUSTAINABLE AND THRIVING COMMUNITIES.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? [] Yes [X] No If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? [] Yes [X] No If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ 113,857,219. including grants of \$ 110,747,787.) (Revenue \$ 1,787,022.) FOOD DISTRIBUTION - FOOD IS DISTRIBUTED TO PARTNER AGENCIES AND PROVIDED TO LOW-INCOME INDIVIDUALS AND FAMILIES FOR FREE.

4b (Code:) (Expenses \$ 7,189,100. including grants of \$) (Revenue \$) MOBILE FOOD PANTRY - MOBILE FOOD PANTRIES FILL GEOGRAPHIC AND SERVICE GAPS IN EMERGENCY FOOD ASSISTANCE. THESE MOBILE FOOD PANTRIES PROVIDE BASIC STAPLES, FRUITS, VEGETABLES, AND FROZEN FOODS.

4c (Code:) (Expenses \$ 1,306,275. including grants of \$) (Revenue \$) FRESH FOOD FOR FAMILIES - FRESH FOOD FOR FAMILIES PROVIDES FREE MONTHLY DISTRIBUTIONS OF FRUITS, VEGETABLES, AND OTHER FRESH FOODS TO LOW-INCOME FAMILIES.

4d Other program services (Describe on Schedule O.) (Expenses \$ 4,506,625. including grants of \$) (Revenue \$)

4e Total program service expenses 126,859,219.

Non-Discrimination Policy Statement

1.0 EMPLOYMENT POLICIES

1.1 Equal Employment Opportunity

Equal opportunity employment has been, and will continue to be, a fundamental principle at CTFB, where employment and opportunities are based upon merit, qualifications, and personal capabilities without regard to race, creed, color, age, sex, marital status, veteran status, religion, national origin, class origin, nationality, gender identity, physical or mental disability which can be reasonably accommodated, military status, sexual orientation, pregnancy, or any other legally protected status.

Employment decisions covered by this policy include recruiting, hiring, promotion, training, compensation, benefits, transfers, corrective discipline, layoffs, termination, and other terms or conditions of employment.

CTFB is committed to providing a work environment free of discrimination, intimidation, or unlawful harassment based on any legally protected characteristic.

The Central Texas Foodbank is committed to understanding, communicating and establishing trust with individuals from various cultural backgrounds. We are committed to create an environment that respects and accommodates the cultural diversity of the workforce and community. Our commitment extends to recruiting a culturally and linguistically diverse governance, leadership and workforce that are responsive to the population in the service area. We actively seek to recruit and cultivate staff and supporters who bring new approaches and experiences to our mission, and continually champion tolerance, acceptance, and cultural competence.

1.2 Americans with Disabilities Act

The Americans with Disabilities Act (ADA) prohibits discrimination in all employment practices, including job application procedures, hiring, firing, advancement, compensation, training, and other terms, conditions, and privileges of employment. It applies to recruitment, advertising, tenure, layoff, leave, fringe benefits, and all other employment-related activities.

Individuals with disabilities may request reasonable accommodations to accommodate a "known" disability of a qualified applicant or employee. Accommodations must be made on an individual basis, as requirements vary in each case. If the employee does not request an accommodation, CTFB is not obligated to provide one except where an individual's known disability impairs their ability to know of, or effectively communicate a need for, an accommodation that is obvious to the employer.

Under the ADA, an employer is not required to reallocate essential functions of a job as a reasonable accommodation.

1.3 Employee Relations

We believe regular, open and respectful discussions between you and your manager is important to manage performance, concerns, and provide constructive feedback (good and bad). At times, the People team may be brought in to help facilitate these conversations.

Our open-door philosophy provides an effective method for resolution of differences without fear of reprisal or retaliation.

Where and when appropriate, you are encouraged to seek assistance through the following chain of command:

1. Immediate Supervisor (Supervisor-Manager-Director-Chief Officer)
2. Chief People Officer or member of the People team
3. President & CEO

We will use appropriate discretion, care, and do our best to investigate your complaint or concern to resolve any internal conflict and find a satisfactory resolution.

1.4 At-Will Employment

CTFB is an “at-will” employer. This means, you may resign at any time with or without advance notice and with or without cause. Likewise, CTFB may make a decision to terminate at any time with or without advance notice and with or without cause. Only the President & CEO has the authority to make an agreement contrary to the “at-will” employment status, which must be in writing to be effective.

In compliance with the Immigration Reform and Control Act of 1986, you must complete an employment eligibility verification form and provide proof of eligibility to work in the United States no later than three business days after your first day of work. If the employee has not provided proof of eligibility to work within these three days, employment may be terminated. In addition, we participate in E-Verify to confirm your identity and work status electronically.

1.5 Non-Discrimination and Anti-Harassment

Any type of harassment is not tolerated at CTFB. We are committed to providing a positive work environment free of unlawful harassment. The work environment is not limited to our facilities, but also includes client and vendor facilities, as well as anywhere a business-related function is taking place. In addition, our work environment includes our electronic communications and computer systems.

CTFB prohibits sexual harassment and harassment because of race, color, religion, national origin, ancestry, sex, age, mental or physical disability, medical condition, pregnancy, sexual orientation, marital status or veteran status, or any other legally protected characteristic.

Unlawful harassment includes, but is not limited to, verbal harassment, visual harassment, physical harassment, any threats or demands made, and retaliation to anyone who reports harassment.

Sexual harassment includes unwelcome sexual advances, requests for sexual favors, harassment or offensive conduct directed at an employee because of gender, whether or not motivated by sexual attraction and regardless of the sexual orientation of the individuals involved, and other verbal or physical harassment of a sexual nature.

The harassment prohibited by this standard encompasses conduct between individuals of the opposite sex, individuals of the same sex, volunteers, supervisors and employees, co-employees, and between an employee and any individual who has a business, service, or professional relationship with CTFB.

Unlawful harassment includes, but is not limited to, the following:

- Verbal harassment such as epithets, derogatory jokes or comments, slurs, or unwanted comments and jokes;
- Visual harassment such as derogatory posters, photography, cartoons, drawings, or gestures;
- Physical harassment such as assault, unwanted touching, blocking normal movement, restraining, or otherwise physically interfering with the work of another individual;
- Threats or demands that an individual submit to certain conduct or perform certain actions to keep or get a job, to avoid some other loss, or as a condition of job benefits, security, or promotion; and
- Retaliation for having reported, or threatened to report, harassment or discrimination, or having assisted another employee to report harassment or discrimination.

Sexual harassment includes unwelcome sexual advances, requests for sexual favors, harassment or offensive conduct directed at an employee because of gender, whether or not motivated by sexual attraction and regardless of the sexual orientation of the individuals involved, and other verbal or physical harassment of a sexual nature when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
- Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; and
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

CTFB provides a mandatory yearly anti-harassment training for its employees.

Any employee found to have unlawfully or sexually harassed another employee, volunteer, vendor, or customer will be subject to disciplinary action, up to and including termination.

1.6 Complaint and Violation Reporting and Resolution

If you have witnessed prohibited harassment or believe you have been subjected to prohibited harassment, you are encouraged, if appropriate and comfortable, to confront the offender first. However, if this action is uncomfortable and/or the harassing behavior continues, immediately report the harassment to supervisory personnel or to a member of the People Team, without fear of reprisal. In addition, any supervisory and managerial personnel who learn of conduct that may constitute prohibited harassment must immediately inform The People Team.

The People Team has the primary responsibility of investigating and resolving complaints of harassment. All investigations shall be conducted in as confidential a manner as is compatible with a thorough investigation of the complaint. All employees have a duty to cooperate in investigations of alleged harassment.

Any employee of CTFB, if determined by an impartial investigation to have violated CTFB harassment standard, will be subject to appropriate corrective action, up to and including, termination.

Letters of Support



Hays County Health Department
101 Thermon Drive, San Marcos, Texas 78666

Local Health Director

February 27, 2026

Sari Vatske, President and CEO
Central Texas Food Bank
6500 Metropolis Drive
Austin, TX 78744

Dear Ms. Vatske:

On behalf of the Healthy Hays Coalition, I am pleased to support the Central Texas Food Bank's (CTFB) application for funding from the San Marcos Human Services Advisory Board (HSAB). Our coalition envisions a Healthy Hays fully committed to equitable access to resources where all people are thriving and resilient. We are committed to improving the quality of life in Hays County by collaborating to ensure a system of high-quality physical & mental health services, education, employment, and infrastructure is available to all. CTFB's work strongly advances this vision, especially for our neighbors experiencing hardship.

CTFB is a vital part of our local social service network, and we wholeheartedly believe in your ability to use HSAB funds to create immediate and significant impact. As an employee of the Hays County Health department, I personally witness the importance of nonprofits like CTFB in promoting economic stability and positive health outcomes. Through diverse and evidence-based services, CTFB ensures more neighbors can live healthy, active lives.

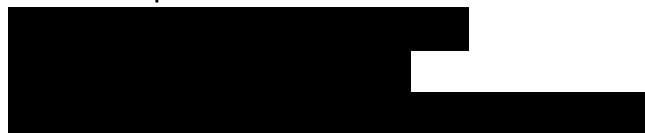
CTFB has a proven ability to execute large-scale operations while also remaining nimble enough to swiftly adapt services in response to emergent needs. HSAB's investment of \$100,000 for food purchases will be amplified by CTFB's efficiency and proven capabilities.

Thank you for your leadership in building a strong system of support in our community and improving the quality of life for our neighbors.

Sincerely,

Matthew Gonzales

Matthew Gonzales, MHA
Health Department Director





Debbie Gonzales Ingalsbe
Hays County Commissioner
Precinct 1

February 27, 2026

Sari Vatske, President and CEO
Central Texas Food Bank
6500 Metropolis Drive
Austin, TX 78744-3123

Dear Sari Vatske:

On behalf of Hays County Commissioner's Court, I am pleased to express my full support for Central Texas Food Bank's (CTFB) application for funding from the City of San Marcos, as the proposed funding has the potential to make a meaningful impact on the health and well-being of our community. As the governing body of Hays County, we are fortunate to have CTFB's immense support to improve access to nutritious food for Hays County residents.

CTFB has led the region to address food insecurity for four decades, leveraging its robust network to ensure a reliable source of nutritious food for our neighbors. Over the course of its history, CTFB has continuously innovated its services to meet emerging needs. Your ability to adapt, particularly in challenging times, has made CTFB a critical asset for our community. Our neighbors know they can trust CTFB to provide food when, where, and how they need it most.

The Hays County Commissioner's Court wholeheartedly supports CTFB's commitment to providing high-quality food and resources to residents. CTFB's integrated services promoting food access, nutrition education, and economic stability are vital to our neighbors' wellbeing and long-term prosperity. We are grateful for your fierce commitment to serving our neighbors in need.

Thank you for all you do for our community.

Sincerely,

Debbie Gonzales Ingalsbe



**American
Red Cross**

Community Adaptation
Program

February 16, 2026

Sari Vatske, President and CEO
Central Texas Food Bank
6500 Metropolis Drive
Austin, TX 78744

Dear Ms. Vatske:

Please accept this letter of support for your application to the City of San Marcos to enhance your nutrition access program. The American Red Cross partners with the Central Texas Food Bank (CTFB) through our Community Adaptation Program (CAP), which aims to lessen the impact of extreme weather events and disaster-caused displacement. Through CAP, we work to reduce the number of families that fall into poverty after being forced from their homes by extreme weather events. To enhance their capacity, capability, and continuity, our field teams collaborate with existing community partners like CTFB.

CTFB has consistently proven to be a reliable and highly effective partner in these efforts. During the January 2026 winter storms, CTFB stepped up to provide nourishing food for neighbors at Hays County warming shelters. In times of crisis, access to food not only meets essential needs but also provides peace of mind and a sense of security in otherwise tumultuous times. Beyond disaster response, CTFB's year-round work to expand food access helps families better achieve stability, reducing the likelihood that short-term crises will escalate into long-term hardship.

Given CTFB's proven track record of rapidly responding to community needs, we are confident that City funding will be used efficiently and effectively. We look forward to our continued partnership with CTFB to serve more neighbors.

Sincerely,

Stephanie Cerda

Stephanie Cerda
Community Risk Reduction Manager, Hays County TX
Community Adaptation Program, American Red Cross