



Scope of Activity and Financial Data 2019

As an organization working together with the large public to reduce poverty, provide assistance to populations in need, instill values of mutual responsibility and change leading within Israeli society, we believe in values of integrity, reliability, professionalism and strict adherence to complete financial transparency. As such, we have published for more than fifteen years all financial data of the organization, including financial statements.

The aid programs Latet is operating rely on around 19,000 volunteers providing 450,000 hours of voluntary service, including thousands of regular volunteers. The organization manages a \$29M budget (not including the \$2M worth of volunteering hours), acts as an umbrella organization and a national food bank, supports around 60,000 families in need together with a network of partner NGOs, assists 1,120 Holocaust survivors on an ongoing basis and runs a youth organization with 2,500 participants and about 250 volunteering counselors, among them 130 young social leaders.

The executive team, that is also responsible for developing aid programs, encouraging thousands of volunteers, bringing assistance to people in need, managing projects and implementing supervision and monitoring mechanisms, allows for the optimal use of donations money and ensures the aid is delivered to the recipients while adhering to the organization's ethical code and preventing recipients from receiving the aid twice. The development of a model which is based on sustainability, professionalism, efficiency and effectiveness, enables us to realize our mission and help the maximum number of people living in poverty.

Measures of success, scope of activity and wage brackets

Overhead: 6% (94% of the organization's budget is directly allocated to the projects and providing assistance)

SROI (Social Return On Investment): The optimal leverage of the invested funds into the Nutritional Security Initiative. For every dollar invested in infrastructure and operation, we provide \$9 dollar worth of food.

Planned 2019 Scope of Activity:

Annual turnover: \$29.1M (in-kind – \$19.8M, monetary – \$9.3M)

Scope of assistance: Ongoing assistance to 60,000 families and monthly assistance to 1,120 Holocaust survivors.

Geographic distribution: National presence in 115 communities, in all sectors of Israeli society.

Partnerships: National network of 180 local partner NGOs, partnerships with dozens of business companies, philanthropic foundations, local authorities and communities, media outlets and organizations.

Youth: Youth organization with 2,500 participants, partnerships with youth organizations and educational institutions.

Market worth of the assistance (food and products) given to people in need: \$29M

Sustainability development: \$24.7M market worth of food rescue.

Managing and executing team: 73 full time positions (field coordinators, programs managers, operation and fundraising)

Salary policy: The salary policy is determined by the board of the organization, and its basic principles are: adherence to a low overhead, adherence to the Proper Management Guidelines and the specifications of the Registry of Associations and Accountant General of the Ministry of Finance, willingness to offer fair and



appropriate retribution to the committed and professional employees, whose earning potential is higher in the private sector, but also in comparison to other leading associations in Israeli society.

Board: Social entrepreneurs, business men and women who operate on a voluntary basis.

Volunteering: 19,000 volunteers providing 452,000 hours of voluntary service annually, worth \$1.9M.

Ratio employee/volunteer: 1:260