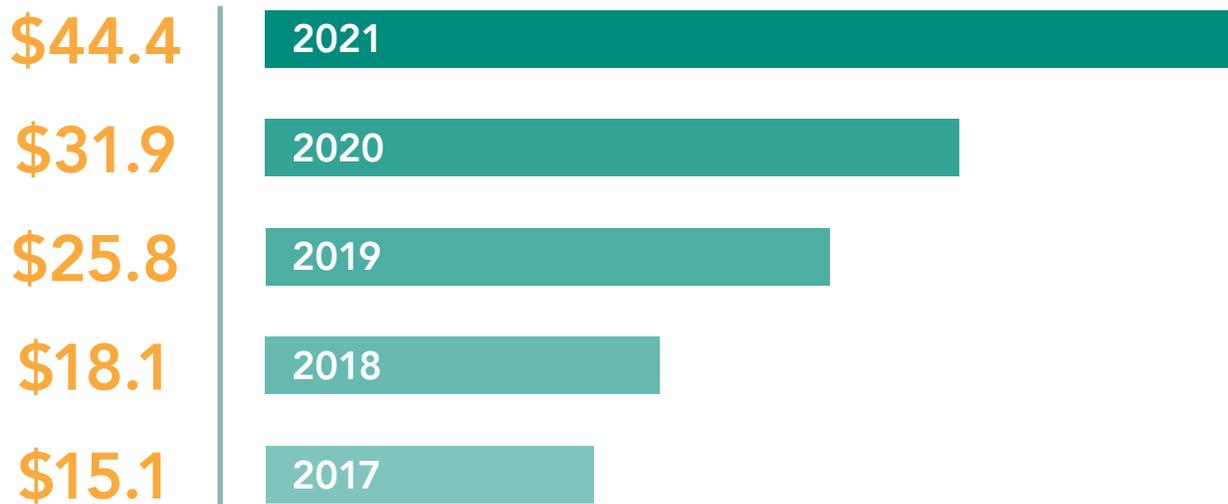


TOTAL GRANTMAKING since the Foundation's inception in 1986: **\$356.1M**  
This equates to approximately \$432.4M when adjusted for inflation.

## Grantmaking by Year



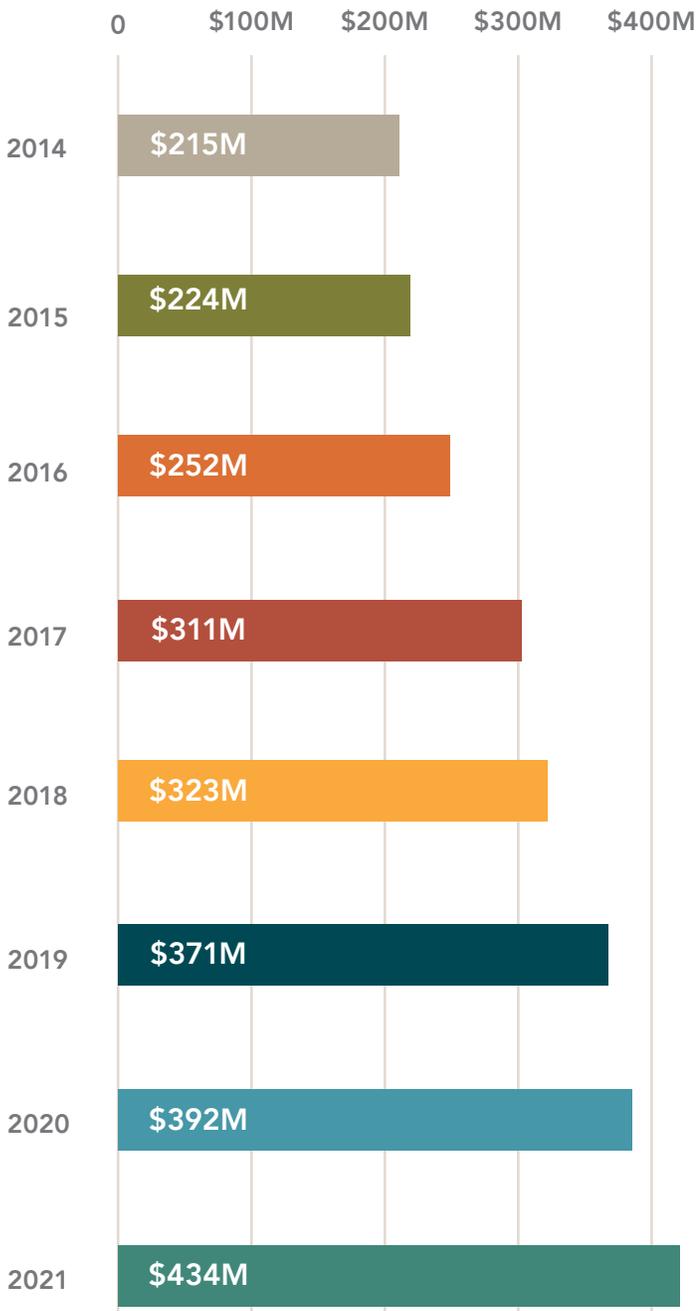
## At Work in the Community in 2021



- ✓ Grants: **\$44.4 Million**
- ✓ Mission Investments: **\$17.9 Million**
- ✓ Programmatic Activity: **\$5.6 Million**

# FINANCIAL DATA

## TOTAL ASSETS



## NET INVESTMENT RETURNS

as of December 31, 2021

### Socially Responsible Pool

	1 Yr.	3 Yr.	5 Yr.
Socially Responsible Pool	11.7%	14.6%	10.9%
Target Benchmark	10.8%	14.5%	10.5%

**Balance: \$121.8 million**

### Mid-Term Pool

	1 Yr.	3 Yr.	5 Yr.
Mid-Term Pool	8.3%	11.8%	8.6%
Target Benchmark	8.6%	12.1%	8.6%

**Balance: \$3.6 million**

### Long-Term Pool

	1 Yr.	3 Yr.	5 Yr.
Long-Term Pool	11.7%	12.7%	9.7%
Target Benchmark	11.6%	14.1%	10.2%

**Balance: \$195.2 million**



# MISSION INVESTMENTS

# \$18.1M

Total currently  
invested in Vermont

as of December 31, 2021, through the VT  
Investment Pool and other investments



A portion of every  
fund at the Community  
Foundation is invested  
in the Vermont  
Investment Pool.

Before a donor advised fund has made its first grant, five percent of the money is making a difference in the community through downtown redevelopment, affordable housing, entrepreneurship, job creation, clean energy, and more. This puts charitable investments alongside grantmaking for greater impact—with a return that is far more than just financial.



THE  
Vermont  
Community Foundation

[vermontcf.org/missioninvestments](http://vermontcf.org/missioninvestments)

# VERMONT COMMUNITY FOUNDATION MISSION INVESTMENT HIGHLIGHTS



How do you support people in recovery or those who are formally incarcerated while at the same time contributing to the economy and community? Enter Working Fields, a mission-driven staffing agency that provides coaching and job-placement to individuals in recovery or re-entering the workforce after incarceration. The

Community Foundation's Vermont Investment Pool was an early supporter of the company and their mission to provide a promising career pathway for vulnerable Vermonters.

[WORKINGFIELDS.COM](http://WORKINGFIELDS.COM)



Glavel, located in Burlington, is the only company in the country powered entirely by renewable energy that manufactures lightweight, high-strength foam glass (aggregate) building material from post-consumer recycled glass. The company's deep commitment to environmentally conscious practices and job creation, combined with its strong growth potential makes it well-aligned with the Community Foundation's investment strategy.

[GLAVEL.COM](http://GLAVEL.COM)



**Vermont manufacturer introduces low-embodied carbon building material to US**

[Read more](#)



*"Giving people a second chance through employment is how we begin to break the cycle of incarceration."*

**—ROB CONBOY**

Founder and CEO of Glavel on why he partners with Working Fields for staffing



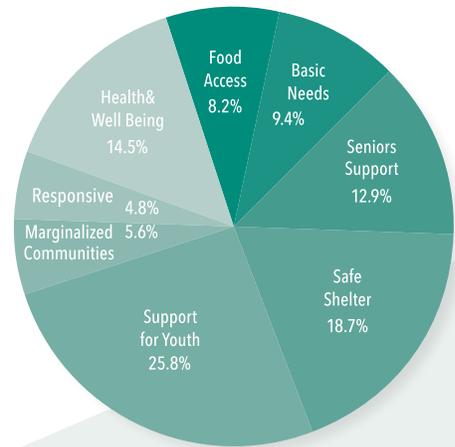
# Nearly \$10M in grantmaking through the VT COVID-19 RESPONSE FUND

“ Getting resources to our nonprofit partners quickly and efficiently so that they could continue to serve their communities through challenging times was our priority. Supporting the Community Foundation’s VT COVID-19 Response Fund allowed us to do so rapidly and strategically.”

— DAPHNE ROWE, The Donley Foundation

## RESPONSE GRANTMAKING

\$5,978,140



**TOTAL VT COVID-19  
RESPONSE FUND  
GRANTMAKING  
FROM MARCH 2020  
TO DECEMBER 2021:**

**\$5,978,140**  
**+ \$4,020,330**  

---

**\$9,998,470**

THE FUND WAS CREATED to support both short-term response and longer-term recovery. Putting resources in the hands of nonprofits at a time of urgency was our first priority, and the work our partners are carrying forward is just as essential.

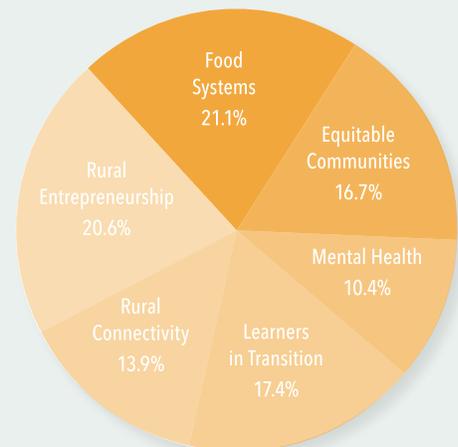
The \$9,998,470 distributed through the VT COVID-19 Response Fund represents about half of the \$19.02 million in COVID-related grants made

through the Community Foundation from donor advised funds, supporting organizations, and people and places funds between March 2020 and December 2021. Our fundholders and other donors stepped up in a big way to make this possible.

**Together we are rewriting the script for Vermont communities and creating fundamental changes toward a vibrant, equitable, healthy, and diverse future.**

## RECOVERY INITIATIVE GRANTMAKING

\$4,020,330



[vtcovid19response.org](https://vtcovid19response.org)

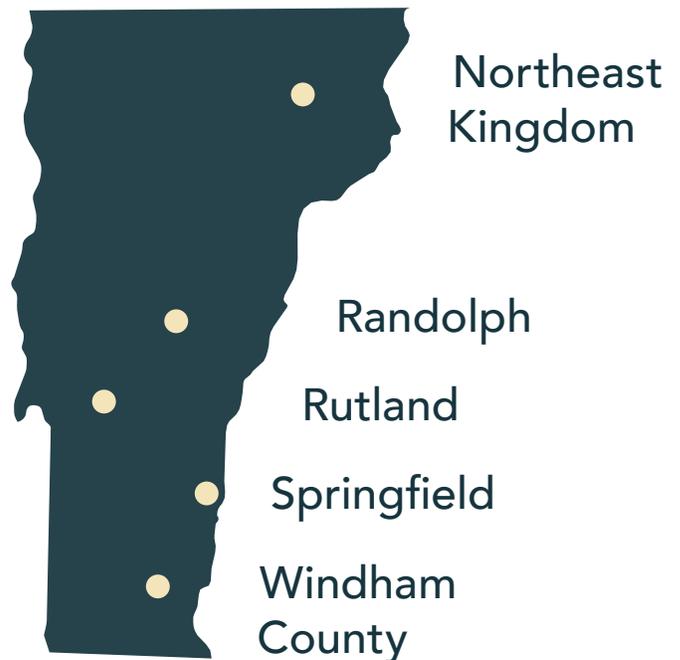


## Center on Rural Innovation

The mission for the Center on Rural Innovation (CORI) is to advance economic prosperity in rural America through the creation of inclusive digital economy ecosystems that support scalable entrepreneurship and tech job creation.

“It’s important for us that CORI’s skills and knowledge be applied in Vermont,” notes Vermont Community Foundation President and CEO Dan Smith.

Those skills support rural communities as they build digital economy ecosystems—an economic development model that works to educate and train local residents in digital skills, employ them in digital jobs, and empower them to launch the startups that will drive their local economy.



[Read  
More](#)



As part of its efforts to support economic resilience, the Vermont Community Foundation provided **\$250,000** from the VT COVID-19 Response Fund to support CORI’s digital economic strategy services in five Vermont communities.

# Fiber Optic Loan Guarantee

In 2021, the Vermont Community Foundation and other partners stepped up with a loan guarantee to make possible the purchase of **2,000 miles** of fiber optic cable before an imminent price increase.

“The all-hands-on-deck moment to capture and leverage resources from the state and federal government, private institutions, and municipalities across the state” saved the state nearly \$2 million according to Robert Fish, deputy director of the Vermont Community Broadband Board. It also guaranteed that the cable would be on hand at the start of Vermont’s short construction season.

For the 81,000 people in Vermont without access to high-speed internet, the cable purchase was a step toward ensuring they can access remote work, telemedicine, and online learning opportunities.



## Public-private effort to accelerate fiber broadband construction

Mon, 12/13/2021 - 2:40pm --  
VSECU, Vermont Community Foundation, Vermont Communications Union Districts Association (VCUDA) Deal Provides Communications Union Districts (CUDs) Access to Fiber Optic Cable in Time for 2022 Construction Season at a Substantial Cost Savings



[Read the article](#)



NETWORK

## Vermont Wants to Beat the Rush on Fiber Materials, Labor

As prices for fiber-optic cable heat up, Vermont isn't waiting around for federal funds. The state is also preparing a broadband technician training program that pays students, so long as they share some income if hired.

December 15, 2021 • Julie Patterson-Gordon



[Read the article](#)

# "St. Johnsbury's narrative about itself is changing."

—**Gillian Sewake**, Director  
St. Johnsbury Chamber of Commerce

There is no one project that fully captures the momentum in St. Johnsbury. It's the story of a town coming together around a shared vision to create a place anchored by history, surrounded by nature, and thriving with arts, culture, and commerce.

"We've been pushing a boulder uphill for seven years and we're finally at the top. It's been a lot of work, but it feels pretty good."

— **Joe Kasprzak**  
Assistant Town Manager  
St. Johnsbury

businesses and restaurants downtown—are creating an enormous amount of excitement and energy, as well as a renewed a sense of pride in the community.



Historic New Avenue building reopened in downtown St Johnsbury

Facebook LinkedIn Twitter

Wed, 12/08/2021 - 3:43pm

[Read the article](#)

## Foundation-Driven Mission Investment

PEOPLE & PLACES

**Lamoille Valley Rail Trail enters final phase of across-the-state construction**

By Shaun Robinson  
Apr 7 2022

[Read the article](#)

## Individual/Family-Driven Donor Advised Fund Grant

**St. Johnsbury succeeds in campaign to save Observatory Knob**

3 Min Read / December 15, 2021

[Read the article](#)

## Community-Driven Northeast Kingdom Fund Grant

# Grants & Community Impact



## Vermont arts community sees funding, new partnerships

By Keith Whitcomb Jr. Staff Writer May 19, 2022

[Read the article](#)

 Beginning in 2020, the Vermont Arts Council and the Vermont Community Foundation agreed to join the resources of Community Foundation's Vermont Arts Endowment Fund with the grants programming, resources, and staff expertise held by the Arts Council. As the pandemic gripped Vermont in spring of the same year, the two organizations worked together to establish the **Arts Recovery Fund**—designed to be flexible and direct resources where needs were greatest. Through these two partnerships, the Vermont Community Foundation has provided nearly \$200,000 from its own grantmaking to support the Vermont Arts Council since 2020, in addition to the more than \$450,000 in grants from donor advised funds housed at the Community Foundation.



LOCAL NEWS  
MARCH 9, 2021

## The Better Places Partnership announces nearly \$130,000 in grants for eight Vermont communities



Center Street Improvements in Downtown Rutland

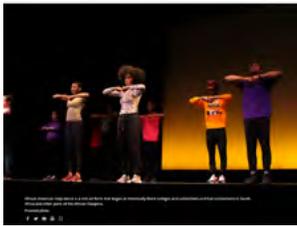
Grants awarded to Barton, Ludlow, Middlesex, Northfield, Rutland, Springfield, White River Junction, and Wilmington

[Read the article](#)

 The **Better Places Partnership** is a community-led matching grant program that empowers Vermonters to raise funds to build local, vibrant spaces, and in turn qualify for a 2:1 matching grant. This means individual projects can raise up to \$20,000 to qualify for an additional \$40,000 matching grant from the state, distributed through a partnership of the Vermont Department of Housing and Community Development, Vermont Department of Health, and the Vermont Community Foundation, as well as Patronicity, a technology and technical assistance provider.

# Spark Connecting Community

Spark Connecting Community is a competitive grant program at the Foundation that puts building and nurturing community front and center. The Community Foundation aims to support the work happening throughout the state that builds social capital—where a small amount can fuel connections that enable larger impact over time. The grants light the spark that keeps Vermonters healthy and happy.

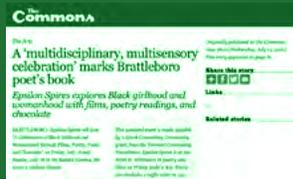


### Soul Steps to bring African American step dance to Bennington

Community Workshops and Performances taught African American step dance workshops and interactive performances to Bennington youth, exposing them to the dynamic art form and its cross-cultural history while fostering age-appropriate reflections on race, systems of oppression, and inclusivity.



[Read the article](#)



### A 'multidisciplinary, multisensory celebration' marks Brattleboro poet's book

Exploring Race, Gender, and Time was a poetry and film weekend featuring local artist Shanta Lee Gander and young poets of color.



[Read the article](#)



Arts & Leisure  
Winter music series streams live concerts on TV  
January 13, 2022



### Winter music series streams live concerts on TV

Five Town Art Spark: Igniting the Arts and Culture in Bristol and Surrounding Towns provided artistic and cultural events, including free concerts, poetry and art-making workshops, and historical presentations in Bristol during the winter months, providing social opportunities and exposure to the arts.



[Read the article](#)



STJ Art on the Street Debuts Summer Exhibit  
Jun 28, 2021 updated Jun 28, 2021



### STJ Art on the Street

STJ Art on the Street was a safe, grassroots effort to gather community by filling empty storefronts in downtown St. Johnsbury.



[Read the article](#)



The Arts  
River Gallery School receives grant to start BIPOC Creative Community space

BRATTLEBORO—River Gallery School (RGS) recently received \$5,000 from the Vermont Community Foundation's Spark Connecting Community grant program. The grant will help further RGS's mission of reducing the economic, racial, and social barriers to art making.

### River Gallery School receives grant to start BIPOC Creative Community space

The Spark grant will help the River Gallery School further RGS's mission of reducing the economic, racial, and social barriers to art making.



[Read the article](#)



# Vermont Community Foundation INSIGHT HUB

The Insight Hub—Vermont Community Foundation’s news and research arm—offers feature stories, briefing papers, audio, and video, as well as virtual and in-person events designed to build **deeper understanding of critical Vermont challenges** and inform effective philanthropy in response.



The Insight Hub assists charitable individuals as they search for solutions and ask:  
**How can we help?**

Learn more at  
[vermontcf.org/insighthub](https://vermontcf.org/insighthub)



# CHANGEMAKERS

The Vermont Changemakers Table is an annual cohort of about 20 young Vermonters convened by the Community Foundation and Vermont Businesses for Social Responsibility, which designs a process to deploy grants that address current challenges facing Vermont communities.

In 2021–2022, the Changemakers prioritized supporting BIPOC (Black, Indigenous, and People of Color) across Vermont. After hearing from multiple guest speakers about the disproportionate lack of resources for the wellbeing of BIPOC in Vermont and barriers keeping resources from BIPOC leaders, the cohort designed a **\$63,000 grant round supporting 23 organizations** and initiatives led by and in service of BIPOC communities across the state.





## EARLY CHILDHOOD EDUCATION SYSTEMS CHANGE IN ACTION

Thanks to support from 35,322 Vermonters, in 2021 the Vermont State Legislature passed a comprehensive bill that set in motion a public commitment to achieve a statewide system of early childhood education that centers equity, affordability, and quality. Simultaneously, Let's Grow Kids invested in child care capacity, quality, and systems innovations—including creating **1,441 new child care spaces** statewide!

“

If it wasn't for this grant, I couldn't have opened my program because I couldn't afford to do it by myself. This grant helped me open successfully, I have employed a qualified infant teacher so that I can increase capacity because families in my community are struggling to get infant spots... With the help of Let's Grow Kids, I opened a beautiful child care center and a successful business that will help my community forever.”

—Thembi Muhlauri



# THE J. WARREN & LOIS MCCLURE FOUNDATION

## 14 YEARS OF SUPPORTING COLLEGE AND CAREER TRAINING

When college and career training is guaranteed to be affordable and accessible, Vermonters will enroll. In 2021, the McClure Foundation called for Vermont to get serious about public policy priorities for higher education, publishing a white paper that overviews the state's current policy and funding framework for higher education and offers several possible paths forward.





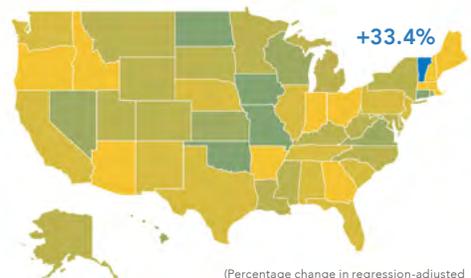
# A PROMISE OF A FREE DEGREE

Thanks to the McClure Foundation’s Free Degree Promise through the state’s Early College Program at the Community College of Vermont (CCV), Vermont students who are entering grades 9–12 have the option of a free associate degree the year after high school graduation. The Foundation’s promise will cover tuition and fees after any federal and state financial aid, and provide enhanced advising as well as stipends to help with books, transportation, and any other costs associated with going to college.

## Impact snapshot

In 2020, the Foundation promised Vermont’s entire high school class of 2020 one free course of their choosing at CCV. The promise resulted in the **doubling** of recent high school grad enrollment at CCV at a time when new enrollment at community colleges nationally was plummeting. That enrollment surge put Vermont on the map—literally:

### Change in enrollment rates (2019–2020)

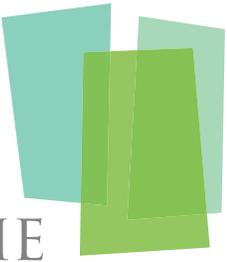


(Percentage change in regression-adjusted enrollment rates of the 2020 cohort compared to the 2019 cohort, by student state of residence)

-20 -15 -10 -5 0 5 10 15 20 25 30%

Source: College Board, "College Enrollment and Retention in the Era of Covid," June 2021.





THE  
CURTIS  
FUND

## NEARLY \$1.7 MILLION IN SCHOLARSHIPS

When Ian Baker graduated from Vermont Technical College with a Bachelor of Science in Manufacturing Engineering Technology in May 2022, he joined more than 11,500 Vermont students who have received a Curtis Fund scholarship. "Overcoming challenges is in itself a reward and motivator for me," says Ian, who has cerebral palsy. Ian was recognized as Vermont Tech's Student Engineering Technician of the year and plans to start his own company to prototype affordable assistive devices.



# CURTIS FUND SCHOLARS

## LOGAN BAILEY



After graduating from Spaulding High School in 2021 Logan enrolled at the Advance Welding Institute in South Burlington. In doing so, Logan joined a growing number of high school graduates who are choosing a **Credential of Value (CoV) program** to reach their postsecondary education goals. CoV programs prepare students for many of Vermont's high-demand, high-wage jobs including IT Service Desk Specialist, Licensed Practical Nursing, Computer Coding and Software Development, Graphic Design, and Certified Production Technician – to name a few. Logan is interested in becoming an underwater welder and one day hopes to own his own welding business.

## VICKY MILLS

Vicky earned her associate degree from CCV in 2021 and is pursuing a bachelor's degree at NVU as a hybrid student, which means she takes classes online and in person at any of the four Vermont State Colleges. This program gives Vicky the **flexibility she needs to care for her family** while pursuing her degree. Vicky returned to school after decades in the workforce. She notes, "As a child I was very alone in my education, with no help or support on my homework. Neither my mom nor brother graduated high school and my dad died when I was young." This lack of early support is now being made up for by her advisors at and NVU who Vicky credits with "...inspiring [her] to keep going."



Read more  
success stories from  
The Curtis Fund

[thecurtisfund.org/success-stories](https://thecurtisfund.org/success-stories)



## \$331,000 IN GRANTS

A focused effort to encourage applications from nonprofits serving diverse populations of women and girls led to a record-setting grantmaking year for the Vermont Women's Fund. Grants totaling \$331,000 were awarded to 29 nonprofits that are driving economic and social change for women and girls in Vermont. In 2021, the Women's Fund's partnership-initiative, **Change The Story**, released a wage equity toolkit to help small to mid-sized businesses achieve pay equity—a groundbreaking achievement.

### WOMEN-OWNED BUSINESSES, STAND UP!



The Women's Fund **This Way UP** campaign aims to identify women-owned businesses and women leaders across Vermont. Learn more and get counted at [thiswayupvt.com](http://thiswayupvt.com).



# WHEN WOMEN THRIVE

The Vermont Women's Fund is proud to announce its endowment campaign: When Women Thrive. The goal is to raise **\$3 million** which doubles our endowment and impact. We have a unique opportunity in Vermont to drive real change and fulfill a vision where all women and girls can truly rise and thrive. Doubling our endowment will empower the Women's Fund to exponentially increase its annual grantmaking and transform the systems that affect women's lives in our state. These include child and eldercare, wage equity, and career advancement across all businesses.

## ENDOWMENT COMMITTEE:

Mary Powell, Co-Chair

Win Smith, Co-Chair

Dana Donaldson

Lauren Anne Geiger

Elizabeth Catlin

Alex MacLean

Shana Trombley



LEARN MORE  
AND MAKE  
A GIFT

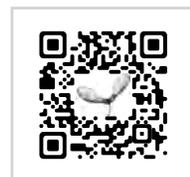




the samara fund  
at the Vermont Community Foundation

# FUND ASSETS REACH \$1 MILLION

Donors to **Our Work is Not Done: Campaign for the Samara Fund** lifted the combined fund assets to more than \$1 million, helping to ensure that LGBTQ+ Vermonters are connected, healthy, appreciated, safe, and empowered. Samara is the only set of endowments in Vermont ensuring a permanent base of funding for LGBTQ+ Vermonters across all regions and ages.



# NORTHEAST KINGDOM FUND

## \$129,500 IN GRANTS

2021 was one of the Northeast Kingdom Fund's largest grantmaking years to date, supporting youth and education, community engagement, access to healthcare, and outdoor recreation. Among **23 grantees**, the Vermont Land Trust received \$5,000 to support St. Johnsbury in the acquisition and conservation of **Observatory Knob**, a 114-acre property within walkable distance of downtown. One component of broader downtown revitalization, Observatory Knob protects a recreational resource in the heart of St. Johnsbury.





# MIDDLEBURY INDOOR TENNIS

*Addison Community Athletics Foundation*

## 14 OUTREACH SCHOLARSHIPS

Promoting health through athletics and physical activity—the mission of the Addison Community Athletics Foundation—was especially meaningful during the pandemic. Through Middlebury Indoor Tennis, the Foundation provided 14 scholarships to young players, encouraging good health and good fun in a safe environment.



# OPPORTUNITY FUND FOR SOUTHSHIRE YOUTH

## \$73,850 IN GRANTS SINCE INCEPTION

A new mural at Mount Anthony Union (MAU) High School is among the projects funded by the Opportunity Fund for Southshire Youth in 2021. The permanent, visual reminder that **diversity is valued and everyone is welcome** at MAU was designed by the school's Sexuality and Gender Awareness Alliance (SAGAA) Club. Since its inception four years ago, the fund has fueled \$73,850 in grants for Bennington-area teenagers dealing with poverty and marginalization.





# HIGH MEADOWS FUND

at the Vermont Community Foundation

## FOREST HEALTH AND INTEGRITY INITIATIVE

Resilient and adaptable forests provide homes for birds and wildlife, sequester carbon, and provide meaningful livelihoods. With support from the Vermont Community Foundation's Colby Hill Fund, the High Meadows Fund awarded \$310,000 to build trust with landowners, coordinate and enhance forest management expertise, and promote a vibrant forest economy.

**In 2021, the High Meadows Fund completed its work as an independent organization.**

Since it was established in 2004, the High Meadows Fund has committed **\$20.7 million** to promoting vibrant communities and a healthy natural environment in Vermont. After over 16 years of pursuing this vital mission, HMF has decided to pass the torch of its important work to the Vermont Community Foundation. More information about the priorities and activities of a new fund, the Daybreak Fund for Climate and Community Resilience, will be made available in 2022.



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# FACTS ABOUT OUR FUNDHOLDERS

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**78%**

of Donor Advised  
Fundholders  
live in VT

**22%** reside out of state

**In 2021**

Donor Advised  
Fundholders  
made more than

**\$17M**

in grants

Fundholders and  
donors contributed

**\$52.9M**

to the Foundation

Nonprofit organizations in  
Vermont hold nearly **\$70M**  
in reserve and endowment  
funds with the Vermont  
Community Foundation.

This gives even small nonprofits  
access to the Foundation's **world-  
class investment tools** and services  
so they can focus on their mission.

---

**56%** of donations  
to the VT

COVID-19 Response Fund  
were made by Community  
Foundation donor  
advised fundholders

**44%** came from other donors



# What our fundholders and partners are saying



“ We’re not ambivalent donors; we start with what we know, but we like to add on. The Foundation keeps an open mind to where needs are greatest, then facilitates in those areas.”

—Will and Lynette Raap

“ The fees support the great work on the ground that the Community Foundation does in towns and with nonprofits all around the state—from supporting broadband expansion in the Northeast Kingdom to funding community-based organizations to increase access to mental health and suicide prevention care services for more Vermonters. You can’t get this kind of on the ground work with commercial donor advised funds.”

—Rodney Buck



“ The Vermont Community Foundation makes it simple for people with charitable intent to invest in Vermont.”

—Jeff Morin  
Financial Advisor and Managing Partner  
at JMM & Associates



“ We share the same prime focus as the Community Foundation—supporting communities in Vermont and making it a better place. For people who feel they have discretionary income to donate, it’s a much simpler way to go about it instead of setting up a formal foundation, and it makes tax accounting so much easier.”

—Kit Gates and Mark Yorra



# NEW STAFF



**AL BELLUCHE**  
Program Manager  
for Health Equity



**ERIK BURGE**  
Finance Manager



**NANCY ROWDEN BROCK**  
Vice President for Finance



**ANNA GRADY**  
Vice President for Operations  
and Administration



**AUSTIN HAYNES**  
Grants Specialist for Charitable  
and Nonprofit Funds



**AMY JEAN  
IMMEN**  
Operations Associate



**CAIT LAVERNE-LILY**  
Development and  
Administrative Coordinator



**REBEKAH MEYER**  
Accountant



**HOLLY MOREHOUSE**  
Vice President for Grants and  
Community Impact



**KATE NEUBAUER**  
Program Officer  
for Community and  
Environment



**KAREN SCOTT**  
Grants Specialist for  
Strategic Partnerships



**JEFF SMITH**  
Accountant

# BOARD OF DIRECTORS



**KATHY AUSTIN**  
Morgan



**KRISTIN CARLSON**  
Montpelier



**CINDY CHAR**  
Montpelier



**MARK FOLEY, JR.**  
Rutland



**DIMITRI GARDER**  
Bennington



**SPENCER KNAPP**  
Shelburne



**ALLYSON LAACKMAN**  
Out of state



**JOHN VOGEL**  
Norwich



**KATE WILLIAMS**  
Waitsfield

## CAROLYN DWYER

**Chair: 2020 – 2022 | Vice Chair: 2018 – 2020 | Director: 2014 – 2023**



### Thank you, Carolyn!

The Vermont Community Foundation recognizes Carolyn for her nine years of service as a board member. Carolyn will be completing her term as board chair at the end of October 2022. Thank you for helping to inspire giving and bring together people and resources to make a difference in Vermont.



# ELECTION RESULTS

The Nominating Committee submits the following report to the Annual Meeting of the Vermont Community Foundation.

## NEW DIRECTORS

**Laurie Beyranevand** Windsor  
**Nicole Curvin** Addison

**Lindsay DesLauriers** Chittenden  
**Tammy Newmark** Addison

## FIRST FOUR-YEAR TERM DIRECTORS

**Cynthia Char** Washington

**Kate Williams** Washington

## NEW MEMBERS

**Laurie Beyranevand** Windsor  
**Tabitha Bowling** Caledonia  
**Emily Bradbury** Lamoille  
**Tim Briglin** Orange  
**Rod Buck** Washington  
**Brian Campion** Bennington  
**Nicole Curvin** Addison  
**Mike Foote** Chittenden

**Mitzi Johnson** Grand Isle  
**April Lemay** Essex  
**Emily McClure** Orleans  
**Tammy Newmark** Addison  
**Andy Paluch** Rutland  
**Kerry Secrest** Windham  
**Amit Sharma** Windham  
**Sarah Tischler** Chittenden

## NOMINATING COMMITTEE

**Cindy Char** Washington  
**Nicole Curvin** Addison  
**Charles Hancock** Franklin  
**Alexandra MacLean** Caledonia

**Emma Marvin** Lamoille  
**Meg Seely** Windsor  
**James Wheeler** Caledonia