VYCC brings out the best in young adults. Our crews start out as strangers and come together in lasting and powerful ways. They face many challenges – bugs, rain, mud, strong personalities, and long days. But, they stick with it, developing qualities in themselves they never knew existed, and our communities are all the stronger.

The strength of VYCC lies in our ability to offer young people a chance to serve and improve Vermont while achieving other objectives: education and training, employment and teamwork skills, and developing individual responsibility and personal leadership skills. VYCC is smart, we get multiple outcomes on the same dollar.

The importance of VYCC programs is magnified when we recognize that far too many of our young people face barriers to success: poverty, difficulty finding work, high costs of education, learning disabilities and personal challenges, and difficulty connecting with one’s own local community. VYCC helps young people overcome these barriers.

Our vision is to have VYCC crews in every Vermont community, making the VYCC experience accessible to all. Let’s give young people the opportunity to serve. Let’s ensure we create innovative ways for them to learn. And, let’s invest in young people as a smart strategy to make our communities healthier, more resilient, and brimming with opportunity.

Thank you for all you do for our youth, lands, waterways, and communities.

Jim Feinson,
Board Chair
Have you ever visited a VYCC crew? Please consider this a formal invitation! It’s an adventure, and it’s always inspiring. With nothing but ingenuity, hand tools, and a lot of teamwork our crews accomplish the seemingly impossible. They move huge rocks through the forest, they turn the tiniest of seeds into thousands of pounds of food for neighbors in need, and they reduce the amount of phosphorous choking our waters.

The challenge – and opportunity – is to expand our offerings to more young people. We must also ensure the experience is as lasting, profound, and relevant as possible in an ever-changing world.

New partnerships in Dorset, Newport, Williston, Burlington, and South Burlington offer local youth meaningful employment and a chance to make a difference in their hometowns. We’re diversifying work projects to deepen learning outcomes and increase our conservation impact. For example, Corps Members will provide 35 weeks of labor on watershed improvement projects in 2017. The Farm at VYCC is also growing – Corps Members will work and learn on multiple farms, making the Health Care Share available to Vermonters through four regional medical centers this summer.

This report tells the stories of young adults who’ve learned much, highlights the work of our crews, and of course, thanks the many generous people (you!) who invest in VYCC.

I look forward to hearing from you, and I do hope you’ll consider visiting a VYCC crew this year. They’ve been hard at work since early April!

Warmly,

Breck Knauft, Executive Director
We seek to make the VYCC experience possible for all Vermont youth, and offer progressively challenging learning experiences for an increasingly diverse range of youth and young adults.

Community-based crews are designed for 15-19 year-old youth seeking their first work experience. A partnership with the Vermont Division of Vocational Rehabilitation helps us enroll youth who face academic and vocational challenges.

**Skills:**

<table>
<thead>
<tr>
<th></th>
<th>Needed for Hire</th>
<th>Achieved at Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community Crew: Day Jobs</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Residential Crew: 4-8 weeks</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Residential Crew: 8-18 weeks</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assistant Crew Leader</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Crew Leader</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Desire to Learn</th>
<th>Early Leadership</th>
<th>Introductory Technical</th>
<th>Independent Living</th>
<th>Advanced Leadership</th>
<th>Advanced Technical</th>
</tr>
</thead>
</table>
Like Community Crews, Residential Crews require no prior experience, and are open to youth, ages 16-24. Residential experiences help participants build independent living skills and are often a young person’s first opportunity to live outdoors for an extended time. Those seeking to hone leadership and technical skills can enroll in longer residential crews, many of which offer AmeriCorps service positions and focus on specific skill sets, such as carpentry, forest management, or agriculture.

Young adults (age 20+) who have leadership and technical skills can push themselves even further by becoming a Crew Leader.

In 2016, VYCC Served 291 Youth on 26 Crews:

- **Conservation**: 11 Community Crews: 4-8 weeks
- **Farm**: 7 Residential Crews: 4-8 weeks, 8 Residential Crews: 8-12 weeks
LEARNING THROUGH RELATIONSHIPS

Strong relationships are essential for youth to build confidence, interpersonal skills, self-control, openness to new experiences, and a belief that together, groups of people accomplish more than individuals. The VYCC experience is built on relationships with peers, Crew Leaders, project sponsors, and community members.

The following reflections from Corps Members illustrate four elements of developmental relationships. Selections represent learning across VYCC’s spectrum of age, gender, and skill and ability levels.

Members of the Richmond farm crew wash and pack lettuce for VYCC’s Health Care Share, feeding food-insecure Vermont families since 2012.
Sharing Power:  Crew Leaders entrust their crew with planning, decision-making, and problem solving. This teaches youth that trust, collaboration, and listening go both ways, and lead to the best outcomes.

"At VYCC I learned how to work well with people my age. I learned responsibility and leadership skills. I was put into positions where I would have to be a leader. I was given the responsibility of keeping control of a group and solving problems."
– Matthew, Conservation Crew

"VYCC helped me learn to meet someone halfway and compromise on a strategy. I have learned it is possible to get on the same page as someone who has a totally different idea, it may just require patience or creative problem solving."
– Beth, Conservation Crew

Peter Jensen, a career trail builder affectionately called the "rock whisperer," trains Corps Members on proper use of rock bars.
Providing Support: VYCC culture encourages crews to build open, communicative, positive, helpful communities. Corps Members learn how and when to ask for help, as well as how to support their fellow crewmates. Crew Leaders, VYCC staff, and project sponsors are catalysts for learning and mentorship that compliment Corps Members’ interdependence on one another.

"My Crew Leaders were especially helpful with trying to help me break out of my shell by getting me to voice my opinion more. The environment was amazing because everyone was open and respectful towards each person’s individuality. I’m glad I joined this crew because I have made great friends and lasting memories."

– Jenna, Conservation Crew

Jake, Will, and Blair led crews on the Farm through hot days and heavy rains. They learned to keep one another’s spirits up.
"I learned to be confident in my relationships and be proactive about my dreams. I have been inspired by my crew mates and leaders to pursue what I want out of life. Talking about our futures and reading WoRD articles helped me discover my passions." – Leila, Conservation Crew

All Crews Learn...

"Coming together is a beginning. Keeping together is progress. Working together is success."

-Henry Ford
Expressing Care: VYCC trains Crew Leaders to identify the group development stages of "forming, storming, norming, and performing," then facilitate activities to move the crew forward in its development. Corps Members learn that an effective crew is one in which all members are valued and successful.

"Because of VYCC, I’m not so shy to talk to new people. We all work together [at VYCC]. We all help each other working on the Health Care Share." – Kayla, Farm Crew

Sienna, Erin, and DJ pass around a young chick on the Richmond Farm. Youth take responsibility caring for livestock in an environmentally conscious manner.
"I feel confident that I can grow to enjoy any group of people I spend time with. I have become less scared to try new things even if I’m afraid of being embarrassed. I've also realized that I don’t need to be the technical “leader” to be a role model. Being the oldest member helped me to push myself to always work hard and show a good attitude."

– Kristy, Conservation Crew

Crews quickly move beyond "norming" to form close knit groups. "Bigger Sandwich, Smaller Family"... a favorite saying of our AmeriCorps crew led by Mike Caretto-Anderson. Working in Bomoseen State Park, the crew constructed boardwalks to mitigate trail erosion in heavily trafficked areas.
Growing Through Challenges, Expanding Possibilities: Corps Members tackle challenging projects and learn to stretch themselves in ways that are not always comfortable. They gain exposure to new ideas and possibilities by meeting a range of professionals and peers from diverse backgrounds.

"At VYCC I have grown to like group tasks because things get done quicker than if I did them alone. My fear of groups has gone down due to the atmosphere and Crew Leaders creating a place that I want to be. Working with people who I may not get along with all the time taught me to stay positive." – Erin, Farm Crew
"Since joining VYCC I feel **bursting with motivation**. I can feel my muscles again, and am in tune with what being healthy feels like. This change was all thanks to the regimen, manual labor, and **focus on personal responsibility** that is unique to VYCC. I will continue to pursue a healthy lifestyle by emulating the workday at VYCC. Early mornings, regular exercise, healthier eating, and a focus to work hard and play hard are what best help me grow, and **I intend to keep what I received at VYCC.**" – Bailey, Conservation Crew

Cianna working on the farm to plant vegetables for the Health Care Share.
LEARNING BY DOING

VYCC seeks to become the primary youth labor source in Vermont for working lands conservation – forestry, watershed management, sustainable agriculture, and trails. Every Corps Member takes on challenges to make a difference and learn something new. Here is what they accomplished in 2016:

- Built/improved 63 miles of trail
- Built 20 stone staircases, 8 boardwalks, and 8 bridges
- Placed 364 stepping stones
- Planted 2,050 trees
- Removed over 50 acres of invasive species
- Grew and harvested 118,000 pounds of vegetables
- Gleaned 4,800 pounds of food
- Raised 1,000 chickens
- Provided a season’s worth of fresh vegetables and poultry to 475 food-insecure Vermont families, totaling 1,900 individuals in 4 counties

2016 Project Sites
Conservation Farm
The Barre Community Crew improved drainage structures on Stage Coach Road, which will contribute to a healthier Winooski River watershed and Lake Champlain. Drainage structures are key to preventing unwanted runoff from roads.

Cleaner Water
We seek to ensure all Corps Members understand the statewide and multi-generational challenge of restoring the health of our waterways. Nearly every conservation crew completed projects that improve the health of Vermont’s watersheds. For example, the Barre Community Crew improved class IV roads in Barre and Moretown, rebuilding drainage structures to limit runoff and phosphorous input. This crew of teens learned to install culvert headwalls, wingwalls, rock aprons, and check dams.
State Parks and Forests

Crews working for the Department of Forests, Parks & Recreation completed high-priority projects throughout the state. Corps Members gained trailbuilding skills at Bomoseen, Gifford Woods, Grand Isle, Knight Point, and Mount Ascutney State Parks, and at Okemo and Molly Stark State Forests. Two crews gained extensive carpentry skills through designing and building composting toilets, decks, and retaining walls at Green River and Waterbury Reservoirs, Little River State Park, Kettle Pond, and Ricker Pond. Others learned to assess trail conditions and record trail data (GIS mapping) at Elmore, Holbrook, and Mount Ascutney State Parks.
Community Projects
Community-based crews are catalysts for youth to become active members of their own community. In 2016, VYCC fielded community crews in seven communities. A few highlights include new and improved trails in Bethel’s Branliere Forest, Brattleboro’s Retreat Farm, Barre’s Granite Museum, Saint Albans’ Aldis Hill Park, Dorset’s Town Forest and South Burlington’s Wheeler and Red Rocks Parks. Many thanks to high school age youth from these communities who accepted the challenge of a 2016 VYCC community crew!

Kim Kowanko shared reflections on her son Chris’ experience:

He had worked harder than he ever had in his life and he loved every minute of it. He got to meet local leaders and benefactors while doing meaningful and positive work for the community. The respect that he felt from them repaired his confidence and reminded him that everyone can make a positive difference. He runs into these leaders often. They are his friends and advocates and he sees now that we, his parents, are too. Our communication and trust has grown exponentially. He takes his friends to the site and is proud to show them the conservation work he did.

Admiring the work of the Dorset crew, atop a newly constructed retaining wall at Owl’s Head Town Forest.
Stronger Food Systems

VYCC’s Food and Farm Program harnesses the collective power of youth, Vermont's local food movement, and public health to alleviate food insecurity. The Health Care Share helped 475 families who are food-insecure and/or experience diet-related illness. Corps Members from Chittenden, Washington, and Rutland counties grew, harvested, and gleaned vegetables at VYCC and partner farms. They delivered 118,000 pounds of produce to medical center partners, who distributed weekly shares – similar to a CSA – to patients who cannot otherwise afford locally grown food.

Member families received 12 weekly shares of produce as well as two pasture-raised chickens. Two hundred families received fall shares and holiday harvest baskets, enabling them to enjoy farm-fresh food from July into December. Health Care Shares were delivered to Burlington, Colchester, South Burlington, Barre, Berlin, Duxbury, Montpelier, Northfield, Plainfield, Richmond, Winooski, and Rutland. Enrolled youth also completed personal nutrition and cooking classes using the food they grew.
National Parks and Forests
Crews completed 3,400 hours of hard work improving trails and campgrounds throughout the Green Mountain National Forest. Marsh Billings Rockefeller National Historical Park, including nearby Faulkner trail, features improved trails and new benches. Crews completed these projects under the guidance of two outstanding partners who are committed to training and inspiring the next generation of environmental stewards: the US Forest Service and the National Parks Service. Involvement from these agencies’ staff ensured Corps Members learned the importance of their projects and our public lands, and exposed Corps Members to careers in conservation.

Two crews worked with the National Park Service and the Faulkner Trust to improve the Faulkner Trail in Woodstock, including resurfacing this 4,000-foot section of universally accessible trail.
Ski Trails
For the first time in history, the US Forest Service has cleared forest specifically for backcountry skiing. At Brandon Gap, crews created thousands of feet of skiable terrain. At both ends of the Catamount Trail’s Section 17, between Lincoln Gap and the Bridges Trail, AmeriCorps crews created a wider, drier, cleaner trail and eliminated unsanctioned trails. High-school age youth from Barre cleared a corridor and built 30 new waterbars using stone, timber, and earth along eroded and wet sections of Bolton Valley Backcountry, now part of Mount Mansfield State Forest.

Also at Bolton, a crew assessed 30 miles of ski trail and suggested maintenance and repair actions to the State. Partners in these projects included the Catamount Trail Association, Rochester/Randolph Area Sports Trails Alliance (RASTA), Friends of Bolton Valley Nordic and Backcountry, and Vermont Department of Forests, Parks & Recreation.

Crew Members celebrate Ben's birthday after a long days work on the Catamount Trail.
On the Long Trail
Maintaining the 273-mile Long Trail is critical for Vermont’s outdoor recreation economy, and for protecting the habitat it passes through. VYCC crews completed 17 weeks of work on the Long Trail in 2016. At the Massachusetts border, Corps Members dug 214 large stones into the trail to create a drier and more durable surface. There are nine new stone staircases in Shrewsbury and Clarendon Gorge, and three in Bolton. Completion of these projects required mastery of workplace safety, communication, and teamwork. In addition, Corps Members, many of whom have never camped before, learned to enjoy living in remote settings.

Will and Emily use rock bars to build several staircases and retaining walls on sections of the Long Trail.
When Christa Finnern and Keegan Tierney first came to VYCC decades ago, they were young professionals looking for service opportunities. Boy did they ever make a difference! They were a powerful team – Christa as Conservation Program Director and Keegan as Conservation Operations Director.

Over 14 years, they led crews, managed parks, and directed programs. They have enriched the culture and history of VYCC, and have had a deep and lasting impact on hundreds of people. Like many VYCC alumni, they are taking lessons learned at VYCC and are now serving and strengthening their community here in Vermont. Christa is the Communications Coordinator at Common Ground Center and Keegan is the lead builder at Hillview Design. And, lucky for us, they continue to advise and support VYCC!

Are you an alum making a difference in your community? We’d love to hear your story.

Send a message to our Facebook page @thevycc or fill out our alumni form at vycc.org/alumni.
Youth and conservation - what better combination for a legacy gift in Vermont! In an age of dramatic inequality across a range of social indices, with a dire need to build patterns of sustainable living, we are delighted to support VYCC, an organization that mirrors our values and concerns. Empowering youth and young adults in their growth toward independence and interdependence, learning leadership skills and the importance of hard work, is a fabulous way to nurture and grow a future of promise and hope.

Though somewhat casual in our annual giving, the process of formalizing our long-term giving felt different. It required more intention and discernment. We emerged feeling confident and joyful that our legacy gifts, especially to VYCC, will contribute toward the building of a more just and hope-filled world.

-Will Saunders and Julie Draper

VYCC would like to express our deepest gratitude for Will and Julie's support.

Explore the option of making a Legacy Gift by reaching out to breck.knauft@vycc.org
When you see teams of youth in green uniform shirts across the state, say hello! And be sure to check out our new wrapped trailers.

Join the conversation!

@thevycc
#thevycc

Show your support for VYCC by wearing a t-shirt or trucker hat, or slapping a bumper sticker on your ride! Available for purchase at www.vycc.org/shop

Spread The VYCC Message and Get Even More Involved!

VYCC has a new fresh look! Visit our new website www.vycc.org
Make a gift/support
Rent the barn/about
Meet 2016 crews/alumni

Volunteer side-by-side with Corps Members on our farm:
Contact emma.homans@vycc.org

VYCC accepts applications on a rolling basis, starting in January. Encourage the youth you know to learn more and apply at www.vycc.org/join.

When you see teams of youth in green uniform shirts across the state, say hello! And be sure to check out our new wrapped trailers.

WHAT'S NEW?
We are proud to complete educational fee-for-service projects in partnership with the following organizations:

<table>
<thead>
<tr>
<th>AmeriCorps</th>
<th>Marsh Billings Rockefeller National Historical Park</th>
</tr>
</thead>
<tbody>
<tr>
<td>Appalachian Trail Conservancy</td>
<td>Mecklenburg County</td>
</tr>
<tr>
<td>Army Corps of Engineers</td>
<td>Mount Mansfield Union High School</td>
</tr>
<tr>
<td>Barre Granite Museum</td>
<td>National Park Service</td>
</tr>
<tr>
<td>Bennington County Conservation District</td>
<td>NOFA-VT</td>
</tr>
<tr>
<td>Blue Ridge Parkway</td>
<td>North Country Hospital</td>
</tr>
<tr>
<td>Cape Hatteras National Seashore</td>
<td>Northwoods Stewardship Center</td>
</tr>
<tr>
<td>Catamount Trail Association</td>
<td>Our Community Cares Camp</td>
</tr>
<tr>
<td>Central Vermont Medical Center</td>
<td>Public Lands Corps</td>
</tr>
<tr>
<td>Champlain Valley Farmer Coalition</td>
<td>Retreat Farm in Brattleboro</td>
</tr>
<tr>
<td>City of South Burlington</td>
<td>ReSOURCE</td>
</tr>
<tr>
<td>Coastal Land Trust</td>
<td>Richmond Family Medicine</td>
</tr>
<tr>
<td>Conservation Trust for North Carolina</td>
<td>Salvation Farms</td>
</tr>
<tr>
<td>Ellerbe Creek Watershed Association</td>
<td>SerVermont</td>
</tr>
<tr>
<td>Faulkner Trust</td>
<td>Smokey House</td>
</tr>
<tr>
<td>Friends of Bolton Valley Nordic and Backcountry</td>
<td>Southwestern Vermont Medical Center</td>
</tr>
<tr>
<td>Green Mountain and Finger Lakes National Forests</td>
<td>Tar River Land Conservancy</td>
</tr>
<tr>
<td>Green Mountain Club</td>
<td>The Corps Network</td>
</tr>
<tr>
<td>Green Mountain Farm Direct</td>
<td>The Nature Conservancy, Vermont Chapter</td>
</tr>
<tr>
<td>Green Mountain Power</td>
<td>Town of Barre</td>
</tr>
<tr>
<td>Hunger Free Vermont</td>
<td>Town of Bethel</td>
</tr>
<tr>
<td>Jericho Settlers Farm</td>
<td>Town of Dorset</td>
</tr>
<tr>
<td>Lake Iroquois Recreation District</td>
<td>Town of Grand Isle</td>
</tr>
<tr>
<td>Lexington School and Center for the Deaf</td>
<td>Town of Jay</td>
</tr>
<tr>
<td>Town of Moretown</td>
<td>Town of St. Albans</td>
</tr>
<tr>
<td>Town of Williston</td>
<td>Triangle Land Conservancy</td>
</tr>
<tr>
<td>US Army Corps of Engineers</td>
<td>US Forest Service</td>
</tr>
<tr>
<td>US Forest Service</td>
<td>UVM Medical Center</td>
</tr>
<tr>
<td>Vermont Agency of Transportation</td>
<td>Uwharrie National Forest</td>
</tr>
<tr>
<td>Vermont Community Garden Network</td>
<td>Vermont Division for the Blind and Visually Impaired</td>
</tr>
<tr>
<td>Vermont Department of Environmental Conservation</td>
<td>Vermont Department of Forests, Parks &amp; Recreation</td>
</tr>
<tr>
<td>Vermont Department of Vocational Rehabilitation</td>
<td>Vermont Farmers Food Center</td>
</tr>
<tr>
<td>Vermont Farmers Food Center</td>
<td>Vermont Farm to Plate Network</td>
</tr>
<tr>
<td>Vermont Foodbank</td>
<td>Vermont Gleaning Collective</td>
</tr>
<tr>
<td>Vermont Technical College</td>
<td>Vermont Vegetable &amp; Berry Growers Association</td>
</tr>
<tr>
<td>Vermont Vegetable &amp; Berry Growers Association</td>
<td>White River Partnership</td>
</tr>
<tr>
<td>Winooski High School</td>
<td>Winooski Valley Park District</td>
</tr>
</tbody>
</table>
ANNUAL OPERATING BUDGET

Summary of Revenues*

<table>
<thead>
<tr>
<th>Revenue Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Fund</td>
<td>$976,575</td>
</tr>
<tr>
<td>Education and Training</td>
<td>$381,871</td>
</tr>
<tr>
<td>Fee for Service</td>
<td>$1,331,379</td>
</tr>
<tr>
<td>Rentals and Sales</td>
<td>$116,585</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>$33,042</td>
</tr>
<tr>
<td><strong>Total Revenues</strong></td>
<td><strong>$2,839,452</strong></td>
</tr>
</tbody>
</table>

*Unaudited figures as of 4/1/17

Summary of Expenses

<table>
<thead>
<tr>
<th>Expense Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conservation Crews, Vermont</td>
<td>$1,043,557</td>
</tr>
<tr>
<td>Conservation Crews, North Carolina</td>
<td>$305,281</td>
</tr>
<tr>
<td>Food and Farm Program</td>
<td>$473,835</td>
</tr>
<tr>
<td>Outreach and Development</td>
<td>$198,236</td>
</tr>
<tr>
<td>Shared Services</td>
<td>$437,475</td>
</tr>
<tr>
<td>High School Leadership</td>
<td>$41,066</td>
</tr>
<tr>
<td>Land and Facility</td>
<td>$189,522</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$2,688,971</strong></td>
</tr>
</tbody>
</table>

*Unaudited figures as of 4/1/17
<table>
<thead>
<tr>
<th>IN-KIND AND AUCTION DONORS</th>
</tr>
</thead>
</table>

99 Restaurants
Alla Vita
American Flatbread
Anika Carterfield
AroMed Aromatherapy
Bagitos Bagels
Barkeaters
Bennington Bookshop
Bernie’s Restaurant
Big Agnes
Billings Farm & Museum
Black Diamond
BNY Mellon
Bolton Valley
Brandon Inn
Bridge Street Hair
Burlington Bagel Bakery
Burlington Parks and Recreation
Cabot Cheese
Capital Kitchen
Capitol Stationers
Casella
Cathbird Studio
Champlain Leather
Chill Vermont Gelato
City Market
Coffee Corner
Commodores Inn
Community Sailing Center
Contemporary Dance and Fitness Studio
Corky Fusco
Craft Beer Cellar
Craftbury Outdoor Center
Dan Freeman’s Leatherworks
Danforth Pewter
Darkside Snowboards
Darn Tough
Delish Montpelier Sweet Shop
Evolution Yoga
Fairbanks Museum
Fire & Ice
Fleet Feet Sports
Folino’s Wood Fired Pizza
Fusco Family
Gadue’s Dry Cleaning
Gardener’s Supply
George and Judy Russell
Global Gifts
Global Pathways Jewelry
Goretex
Greater Burlington YMCA
Green Mountain Compost
Green Mountain Inn
Gringo Jack’s
Guitar Sam
Gus’ Tobacco Shop
Handy’s Service Center
Hannaford Supermarkets
Hermitage Club
Honey Stinger
J. Langdon
Jackie Bishop
Jay Peak Resort
Katie’s Jewels
Killington Resort & Pico Mountain
Local Motion
Lotus Lodge Inn
Mad River Glen
Madison Brewing
Mann and Machine
Maple Grove Farms of Vermont
Martone’s Market
Mirabelle’s
Montgomery Adventures
Mount Snow
Mountain Meadows Lodge
MSR
Mulligans
Myer’s Bagels
Native
New England Maple Museum
Nick Prechel
Northern Lights Rock & Ice
Norwich University Kreitzberg Arena
Nutty Steph’s
Old Stagecoach Inn
Olive Garden
Our House
Outdoor Gear Exchange
Papa McKee’s Pizzeria
Papa Nick’s Restaurant
Penny Cluse Café
Peter Riley Piano Works
Petra Cliffs
Piecasso
Prohibition Pig
Pulcinella’s
Pyramid Holistic Wellness Center
Rachel Cowan Yoga
Ramunto’s Bennington
Red Hen Baking Co.
Richmond Home Supply
rk Miles
Robin Ratazzi
Rutland Area Food Co-op
Sabai Sabai Thai Cuisine
Salam Boutique
Sarducci’s Restaurant and Bar
Scout & Company
Shelburne Farms
Shen Willows Wellness
Ski Rack
Sleepy Hollow Inn
Small Dog Electronics
Smugglers’ Notch
Sneakers Bistro
Snowmobile Vermont
Stowe Mountain Resort
Stowe Soaring, LLC
Sugar & Spice
Sweet Simone’s
The Blue Stone
The Edge
The Farmhouse Group
The Flynn Center for the Performing Arts
The Inn at Long Trail
The Inn on the Green
The Middlebury Inn
The Mountain Goat
The Quirky Pet
The Reservoir
The Skinny Pancake
The Trapp Family Lodge
The Vermont Country Store
The Vermont Truffle Company
The Village Chocolate Shoppe
Timco Jewelers and Goldsmiths
Tiny Thai
Toscano Café
Tradewinds
Turn it Forward
UMIAK
Valley View Saloon
Vermont Marble Museum
Vermont Tap House
Von Bargen’s
Whistlegig Whiskey
WND & WVS
Wonder Walks
Wonderfeet Kids’ Museum
Woodbury Mountain Toys
Wyatt Vargas
Yankee Tattoo
Yarn
Yestermorrow Design/Build School
Zabby & Elf’s Stone Soup

Special Thanks to all of our auction bidders who raised a collective $15,657 for VYCC!
2016 LEADERSHIP GIVING

VYCC’s continued success would not be possible without the leadership and generosity of the following donors who made significant investments in our organization and programs in 2016:

<table>
<thead>
<tr>
<th>$20,000 or more</th>
<th>$5,000-19,999</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Anonymous (2)</td>
<td>Alison Lockwood</td>
<td>Lake Champlain Basin Program</td>
</tr>
<tr>
<td>Canaday Family Charitable Trust</td>
<td>Amy E. Tarrant Foundation</td>
<td>Lintilhac Foundation</td>
</tr>
<tr>
<td>GDS Legacy Foundation</td>
<td>Bay and Paul Foundation</td>
<td>Mitch and Kim Fleischer</td>
</tr>
<tr>
<td>George W. Mergens Foundation</td>
<td>Davis Conservation Foundation</td>
<td>The Morris and Bessie Altman</td>
</tr>
<tr>
<td>High Meadows Fund</td>
<td>Elizabeth Steele</td>
<td>Foundation</td>
</tr>
<tr>
<td>Jane’s Trust</td>
<td>Fanny Allen Corporation</td>
<td>New Visions Foundation</td>
</tr>
<tr>
<td>Johnson Family Foundation</td>
<td>The Gannett Family</td>
<td>Paul Kendall and Sharon Rives</td>
</tr>
<tr>
<td>Lookout Foundation</td>
<td>George and Judy Russell</td>
<td>Robert L. Crowell Charitable</td>
</tr>
<tr>
<td>Lucius &amp; Eva Eastman Fund</td>
<td>Harvey L. Miller Family Foundation</td>
<td>Fund</td>
</tr>
<tr>
<td>Lyman Orton &amp; Janice Izzi</td>
<td>Foundation</td>
<td>Ron Miller</td>
</tr>
<tr>
<td>Sid and Cecelia Lance Family Foundation</td>
<td>Hunger Mountain Co-op</td>
<td>Serena Foundation</td>
</tr>
<tr>
<td>The Estate of David Babbott</td>
<td>Jack and Dorothy Byrne Foundation</td>
<td>The Vermont Women’s Fund</td>
</tr>
<tr>
<td>University of Vermont Medical Center</td>
<td>Jerry Greenfield</td>
<td>Will and Lynette Raap</td>
</tr>
<tr>
<td></td>
<td>Katherine B. Arthaud</td>
<td>Windham Foundation, Inc.</td>
</tr>
<tr>
<td></td>
<td>The Kelsey Trust</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
In 1985, with a one-dollar appropriation from the Vermont State Legislature, the Vermont Youth Conservation Corps (VYCC) was founded as a program of the Vermont Department of Forests, Parks & Recreation. Mr. Hark was hired to be the fledgling organization’s Program Chief. He led with the firm belief that all people, regardless of background or experience, have the ability to make a difference in the world around them...

Read the full article at [vycc.org/news-events](http://vycc.org/news-events)

Congratulations Thomas!
2017 Corps Network Legacy Achievement Award Winner

Names of Board Members have been bolded. Names of Sustaining Donors have been italicized.
2016 ANNUAL GIVING

$250-999
Anonymous (4)
Mary and Jim Adelstein
David and Jennifer Adsit
Judd Allen
Patricia and Bill Alley
Liora Alschuler
Ascutney Trails Association
Maria Aveni
Donald and Irene Ballas
Katherine and Albert Borne
Mark and Joan Brown
Alan E. Calfee
Joan H. Carney
Paul and Amy Chervin
Tom Clavelle and Wendy Seville
Robin and Robert Coleburn
Paul Frank + Collins
Carol Conard
Carol S. Cone
Anne Cramer
Nicholas Deane
William J. Delorenzi
Donald J. Dewees
Pamela Duprey Perry
John and Heather Dwight
Stan and Marsha Faryniarz
Rich and Jenny First
M. Teena and Richard Flood
Marcia and Bruce Fowle
Joe and Renae Fusco
Joan and Reginald Gignoux
Prospero Gogo and Amy Lilly
Price Chopper's Golub Foundation
James and Marilyn Hand
Carl and Carlanne Herzog
Fred Hutchins
Catherine and Jed Kalkstein
H. Prabhakar and Nirmala Kamath
Fred Lager
Mark and Lisa Lagerquist
Priscilla J. Kimberly and Jerry J. Lasky
Andrea and Mark Letorney
Nancy Lothian and Penny Lowery
David Marvin
Benjamin and Anne Mason

In 2016, VYCC and the USFS expanded their partnership to offer programming to youth who are Deaf and/or hard of hearing through a collaboration with the Lexington School for the Deaf in Queens, NY.
Linda McGinnis and Sam Carlson
Ginny McGrath
Harriette A. Merrill
Elise and Robert Mills
John and Penny Moore
Bates & Murray, Inc.
New England Federal
Credit Union
Onion River Sports, Inc.
Gail Osherenko
Dan and Mary Patch
Peter and Patricia Post
Elisabeth W. Russell
Milton Russell
Mark and Suzannah Schroeder
Leigh Seddon and Ann Aspell
Brenda Sirovich
Nicholas A. Skinner
Michael Snyder

John & Marilyn Sowles
David Stoll and Elizabeth Sutton
Gaye Symington and Chuck Lacy
The Powell Family
Charitable Trust
Greg Voorheis
Chip and Corinne Wadhams
Cheryl Wilfong
R. L. Wilson
Robert and Margaret Woolmington
Chris and Tracie Yindra
Thomas W. Yurista

In Honor or Memorium in 2016
In Honor Of
Birthday Gift in honor of Eleanor Messier
Bonnie Douglas
Gina Haddock
Radetta Nemcosky
In celebration of Paul and Cae!
Jesse Pyles
Russel Tinkham
James Whiting
Jackson Penfield Cyr
Charles Cyr
Thomas Hark
John Zaber and Farley A Brown
John A. Osmond
Christine M. Osmond
Linda McGinnis
Samuel Carlson

In Memory of
Donald Lewis
Carol Lewis
My Father James S. Mclean CCC Richmond, VT 1930s
Theresa M. Robbins
David Conard
Katherine Emerson Davis & Keith McCrae
<table>
<thead>
<tr>
<th>Amount Range</th>
<th>Names</th>
</tr>
</thead>
</table>
Ed and Dona Koenemann
Chris and Gloria Krahn
Ronald and Anita Krauth
William and Sandra Kuehn
John and Claudia Lamperti
Sven Lapiner
Guy and Nadia Leadbetter
Carolyn Leighton
Philip and Susan Lincoln
Joanna and Norwood Long
Thomas and Julie Longstreth
Donna and Kevin Lord
Theodore Lyman and
Virginia Clark
Michael Manahan
James McCabe and Laurie Ling
Martha D. McDaniell M.D.
and Stephen Plume M.D.
J. Bishop and Betty McGill
Nadia McIntosh
Timothy and Betty Jane McKay
Stewart and Sheila McLean
Robert and Beverly McMullin
Marilyn McQuaide &
Thomas G. Freiberger
Frederick Mecke and
Carol Doerflin
Robert and Louise Messner
Ellen Miles
Eric Miller and Brooke Herndon
Sarah I. Miller
Wendy and Robert Morgan
Aimee Motta and Joe Perella
Laurene Mraz-Peterson
Scott and Cheryl Mullins
James and Kathy Murray
John and Helen Newton
Nancy and Robert Noble
Thomas Noble
Rollin and Margo Norris
Northfield United Methodist Ch.
Anne Oakes
Michael and Susan O'Brien
Sharon O'Neill
Ann G. Ottaviano
Bill and Emma Parcell
Faith J. Parker
Ellen and James Parrish
Ruth Partridge
Bonnie and Brian Pease
Richard and Marjorie Petit
Lucia Port
Michael and Marcia Pressey
Michael W. Priestley
Queuech Garden Club
Donna Quinlan
Joanna Rankin and Mary Fillmore
John and Patti Reid
Mark P. Renson
Hira and Solon Rhode
Molly Rideout and Chuck Hulse
Susan Ritz
Donald S. Robinson
Jane Roeder
Carl and Debra Runge
David and Meri Ann Saddlemire
Robert Sartini
Lisa Schamberg and
Patrick Robins
Buzz and Betsy Schmidt
Katherine and Bill Schubart
John and Nancy Schullinger
John and Suzanne Schwarz
Laura B. Scott and Nick Orm
Craig Scribner
Cynthia Seybolt
Robert and Anne Shapiro
Amy Sherman
Paul Shriver and Paulette Staats
Thomas W. Smith and
Anne McMenamin
Elizabeth Stabler
John C. Stewart
Byron and Lee Stookey
Stowe Maple Products
Loren and Olivia Olson Strong
Orly Yadin and Bob Summers
James C. Thomas
Morris and Martha Tucker
Jennifer and Robert Turner
Frances Uptegrove
Monica Urquhart and Eric
Obeldobel
David J. Usher
Barth and Elizabeth Vander Els
Carol Anne Vassar
Kate Villa
Thomas and Katharine Villars
Alan and Margery Walker
Harry and Virginia Waltner
Jim and Jennell Watson
Barry and Elsa Waxman
Thomas and Barbara Weakley
Scott and Kathy Weaver
Harris and Eleanor Webster
John P. Wesley
Weybridge Congregational Ch.
Barbara M. White
Maureen White
James Wick
David Wilber
Morgan and Melissa Wolaver
Dan and Mary Wyand
Marguerite and Alexander
Zabriskie
Anne Zopfi and Emery Stephens
## 2016 ANNUAL GIVING

### $1-99

|----------------|----------------|-----------------|-------------------------|-----------------------------|-----------------|-----------------------------|-----------------------------|-------------------|---------------------------------|------------|-----------------------------|-----------------|-------------------|-----------------|-------------------|-----------------|----------------------|---------------|--------------------------|----------------|---------------------|------------------|-----------------------|
Richard and Janet Fabricius
Hannah Fairbank
Karla R. Ferrelli
Richard and Marilyn Fetzer
George and Helena Fortier
Walter and Anne Frey
Carolyn Friberg and Carl Yalicki
Caroline B. and Peter B. Fritzinger
Mary Gade
Edward A. Gale
Emile and Janice Georgett
Leonard J. Gerardi and Lauren Jarvi
Edward F. Getchell
Ernest and Charlotte Gibson
Seth Gibson
Steve Gillette and Cynthia Mangsen
Pamela S. Gillis
Barry and Catherine Glick
William and Crystal Glidden
Karen Gockley
Kenneth and Sue Golden
Irving and Sheila Goldman
Karen R. Grace and Nancy D. Carpenter
William J. Graves
Cynthia Gray
Reid and Jane Grayson

Tom Green
Greystone Estates Residents Association
Margaret S. Groves
Darlene and David Grundy
Patricia and William Guarino
Tonya Guthrie
William and Leslie Haines
Charles E. Hamby
Carol Hanley and Richard Bernstein
Stephen Hannon
Christopher and Sarah Harris
Mary K. Harris
Tom Hart and Cara Caparelli
David J. Hathaway and Carolyn J. Greene
James and Mary Ellen Hebert
Carolyn and Cyril Heile
Peter Heyniger and Sarah Larkin
Beth Hindmarsh
Anne and George Hodgson
Tom Honigford and Sharon O’Connor
Peter T. Hope
Donald and Mary Ann Horenstein
Harvey and Ethel Horner
David and Janet Houston

Juliane and George Hudson
Allan S. Hunt
Mousa H. Ishaq and Kristin Peterson-Ishaq
Margaret Jackson
William Jefferys
Linda O. Johnson
David Jones
Keith J. Kasper and Francine S. Pomerantz
Peter Kassel and Carol Irish
Jared Katz and Jennifer Jewiss
Martin and Susanne Katz
Roberta Kaufman
Whitney Kaulbach & Marc Gilbertson
Chrisman Kearn
John Keenan
Bridget Keenan McElroy
John and Pamela Kelly
Martha and Bill Kelly
Matthew Keniston
Richard and Janet Kilburn
Marsha Kincheloe and Peter Anthony
John F. King, M.D.
Warren and Barry King
Jonathan T. Klein
<table>
<thead>
<tr>
<th>Names</th>
</tr>
</thead>
<tbody>
<tr>
<td>Larry D. MacKinnon</td>
</tr>
<tr>
<td>Raymond and Patricia Mainer</td>
</tr>
<tr>
<td>Cassandra Major</td>
</tr>
<tr>
<td>Ellen Maloney</td>
</tr>
<tr>
<td>Judi and Robert Manchester</td>
</tr>
<tr>
<td>Larry Mandell and Marcie Andres</td>
</tr>
<tr>
<td>Mafalda Mangieri and Dale Mangieri Gray</td>
</tr>
<tr>
<td>Guy Martin and Dorothy Allard</td>
</tr>
<tr>
<td>Christina Marts</td>
</tr>
<tr>
<td>Stephen R. Marx</td>
</tr>
<tr>
<td>Frank and Deborah Mazza</td>
</tr>
<tr>
<td>Ann and John McDonald</td>
</tr>
<tr>
<td>Matthew and Sabrina McDonough</td>
</tr>
<tr>
<td>Katherine McHenry</td>
</tr>
<tr>
<td>Priscilla McQuade and Tim Sienkiewycz</td>
</tr>
<tr>
<td>Edward H. Merritt and Beth Skilton Merritt</td>
</tr>
<tr>
<td>Kathryn and Robert Mesaros</td>
</tr>
<tr>
<td>Raymond E. Mikus and Karen L. Hinkle</td>
</tr>
<tr>
<td>Elizabeth Miles</td>
</tr>
<tr>
<td>William and Joanne Mitchell</td>
</tr>
<tr>
<td>Cecilia Ann Mooney</td>
</tr>
<tr>
<td>Vivian Moore</td>
</tr>
<tr>
<td>Francesca Moravcsik</td>
</tr>
<tr>
<td>Keith Morgan</td>
</tr>
<tr>
<td>Robert F. Mulcahy</td>
</tr>
<tr>
<td>Barbara Murphy</td>
</tr>
<tr>
<td>Craig Murray and Beth Tanzman</td>
</tr>
<tr>
<td>Shawn Gordon Nailor</td>
</tr>
<tr>
<td>Stephen Neirman</td>
</tr>
<tr>
<td>Guy Jr. and Janet Nido</td>
</tr>
<tr>
<td>Craig F. Nolan</td>
</tr>
<tr>
<td>Leslie and Timothy Nulty</td>
</tr>
<tr>
<td>Richard and Patricia Ann Oden</td>
</tr>
<tr>
<td>Nancy P. Osgood</td>
</tr>
<tr>
<td>Solveig Overby</td>
</tr>
<tr>
<td>Elaine Owen</td>
</tr>
<tr>
<td>Mary Pacifici</td>
</tr>
<tr>
<td>Priscilla Page</td>
</tr>
<tr>
<td>John and Jeannie Panner</td>
</tr>
<tr>
<td>Steven &amp; Becky Patch</td>
</tr>
<tr>
<td>Barbara and Henry Payson</td>
</tr>
<tr>
<td>Mitchell and Maureen Pearl</td>
</tr>
<tr>
<td>Jessica M. Pearson</td>
</tr>
<tr>
<td>Rose Pels</td>
</tr>
<tr>
<td>Neil and Carleen Pelsue</td>
</tr>
<tr>
<td>James and Barbara Pelton</td>
</tr>
<tr>
<td>Dale E. Percy and Jeannine Fortin</td>
</tr>
<tr>
<td>Judith A. Peterson</td>
</tr>
<tr>
<td>Joann E. Pettersen</td>
</tr>
<tr>
<td>James and Crystal Pierce</td>
</tr>
<tr>
<td>Paul G. Pilcher</td>
</tr>
<tr>
<td>Ann Plourde Jennings</td>
</tr>
<tr>
<td>Katherine M. Pond</td>
</tr>
<tr>
<td>Shana Kotelchuck &amp; Myron Dorfman</td>
</tr>
<tr>
<td>Charles and Jeanne Laclair</td>
</tr>
<tr>
<td>Michael and Bonnie Ladd</td>
</tr>
<tr>
<td>Donald and Donna Lamb</td>
</tr>
<tr>
<td>Linda and Irwin Langer</td>
</tr>
<tr>
<td>Dorothy E. Larsen</td>
</tr>
<tr>
<td>Sheryl and Richard Larsen</td>
</tr>
<tr>
<td>Mary Lavigne and Michael Marceau</td>
</tr>
<tr>
<td>Donald and Cheryl Lawrence</td>
</tr>
<tr>
<td>John and Patricia Lea</td>
</tr>
<tr>
<td>Jack Learmonth</td>
</tr>
<tr>
<td>Linda Lees</td>
</tr>
<tr>
<td>Carolyn A. Lettieri</td>
</tr>
<tr>
<td>Seymour and Gloria Leven</td>
</tr>
<tr>
<td>Lynn Levine and Clifford Adler</td>
</tr>
<tr>
<td>Michael and Sandra Levine</td>
</tr>
<tr>
<td>Barbara and Martin LeWinter</td>
</tr>
<tr>
<td>Joann Liddell and Robert Machin</td>
</tr>
<tr>
<td>Kelly and Brian Littlefield</td>
</tr>
<tr>
<td>Carol Livingston and Gary Golden</td>
</tr>
<tr>
<td>Jill and Todd Lloyd</td>
</tr>
<tr>
<td>Stephen L. Lloyd and Cecil C. Maxfield</td>
</tr>
<tr>
<td>Carolyn E. Long</td>
</tr>
<tr>
<td>David and Margaret Luce</td>
</tr>
<tr>
<td>Allison MacCormick</td>
</tr>
<tr>
<td>William Porter and Martha Alexander</td>
</tr>
<tr>
<td>Susan Posner-Jones and Paul Dickin</td>
</tr>
<tr>
<td>Nancy and Randall Pratt</td>
</tr>
<tr>
<td>Regina Purtell</td>
</tr>
<tr>
<td>Jill Rademacher</td>
</tr>
<tr>
<td>Deborah Ramsdell</td>
</tr>
<tr>
<td>Louise and David Ransom</td>
</tr>
<tr>
<td>Kathleen and William Reidinger</td>
</tr>
<tr>
<td>Ernest Reit, M.D.</td>
</tr>
<tr>
<td>Dennis Rentschler</td>
</tr>
<tr>
<td>Barbara and David Rhoad</td>
</tr>
<tr>
<td>Jean and Gaylord Shaw</td>
</tr>
<tr>
<td>Jeff Riley and Betsey Huffman</td>
</tr>
<tr>
<td>Karen Rockow</td>
</tr>
<tr>
<td>Dale and Peg Rodgers</td>
</tr>
<tr>
<td>Gary and Anita Rogers</td>
</tr>
<tr>
<td>Thomas and Anne Roland</td>
</tr>
<tr>
<td>Carl and Joyce Roof</td>
</tr>
<tr>
<td>Lewis and Claudia Rose</td>
</tr>
<tr>
<td>Christopher Rossey</td>
</tr>
<tr>
<td>Joanne H. Roth</td>
</tr>
<tr>
<td>Rufus and Nancy Royce</td>
</tr>
<tr>
<td>Barry Rufenacht and Janice Brown</td>
</tr>
<tr>
<td>William and Barbara Ryan</td>
</tr>
<tr>
<td>Eric and Joanne Sailer</td>
</tr>
<tr>
<td>James and Ruth Santos</td>
</tr>
</tbody>
</table>
Special Thanks to the Central Vermont Medical Center community for their efforts in raising $32,231 for Health Care Shares.
TEACHING YOUNG PEOPLE PERSONAL RESPONSIBILITY THROUGH MEANINGFUL WORK THAT CONNECTS US TO THE LAND, COMMUNITY, AND ONE ANOTHER