



2020

GRATITUDE
REPORT

See the difference you made.



DEAR FRIENDS,

In 2020, young adults demonstrated tremendous resiliency and commitment to service. You made it possible for young people to get outdoors, work, learn, and earn wages. Your impact last year cannot be understated.

60 Corps Members improved outdoor recreation, water quality, and forest health in 42 Vermont towns.

Another 20 Members and nearly 400 volunteers

connected 415 families with a season's worth of fresh, organic vegetables.

Beyond the projects completed, beyond the personal growth and professional development, beyond the wages, young adults showed up in person, outdoors, to serve and connect with community.

VYCC had zero COVID-19 cases among staff or program participants. Smaller and fewer crews followed stringent safety protocols. It was an

unprecedented amount of work, but oh so worth it. We are stronger, more nimble, and better at hearing and responding to the needs and concerns of our Members.

YOU MADE
IT POSSIBLE.
THANK YOU.

A full list of 2020 contributors and partners is on our website. Please visit www.vycc.org



ACKNOWLEDGING PEOPLE AND LAND

People and land are at the center of the VYCC experience. We recognize the land we steward, both our campus and the public lands on which crews work, is unceded Abenaki land. We recognize that our country was built with the unpaid labor of enslaved people, brought here against their will and subject to centuries of systemic oppression. We acknowledge trauma, injustice, and harm, past and present. We also celebrate the multitude of contributions of Black, Indigenous, and other People of Color. Let us dedicate ourselves to paying close attention to the stories of the past, the injustices of the present, and the opportunity to continue to learn and to be more just and equitable now and in the future.

EQUITY AND BELONGING



We open this 2020 Gratitude Report by naming that VYCC has essential work to do. VYCC is committed to creating a welcoming, empowering, and equitable place for all members of the VYCC community.

This work is strongly rooted in our commitment to all young people: we hear them and are inspired by them.

This is both a goal and a commitment; one that will take quite some time to achieve. We are beginning with organization-supported learning for individuals and teams, revisiting the organization's mission statement, acknowledging the true histories of land and people in Vermont, and examining how

our policies and procedures may be inadvertently causing harm.

To do this well, we have engaged Creative Discourse, a local collaborative dedicated to community change and diversity, equity and inclusion work. We are deeply grateful for the opportunity to work with this team of mentors and guides.

LET US WORK TOGETHER!

One learning resource our team has found highly meaningful is from a group called Food Solutions New England. Every March they offer a 21-day Racial Equity Habit Building Challenge. We recommend it to you!

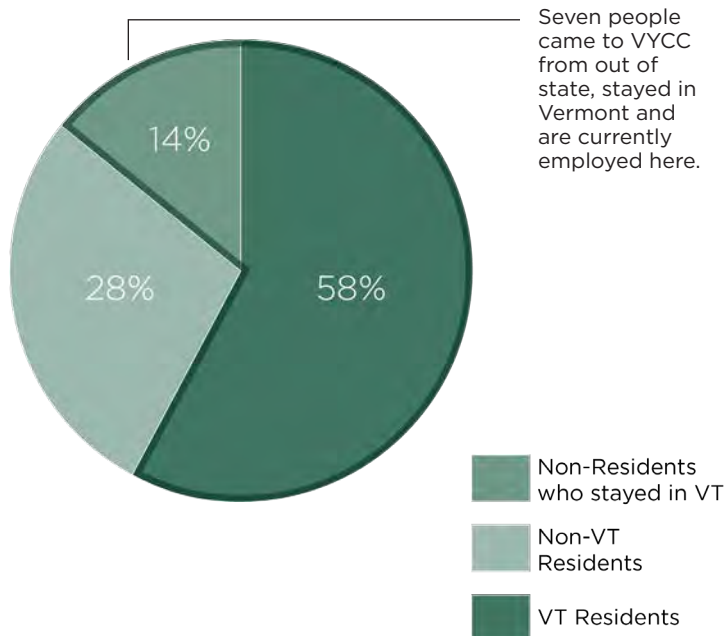
<https://foodsolutionsne.org>

2020 MEMBERS: WHO ARE THEY?

In 2020, many young adults lost employment and experienced disruption in their education. Thank you for ensuring VYCC could provide paid positions that helped Members learn in new ways, build community, and make a real difference. In total, 475 people participated in completing projects that made our land, water, and communities healthier.

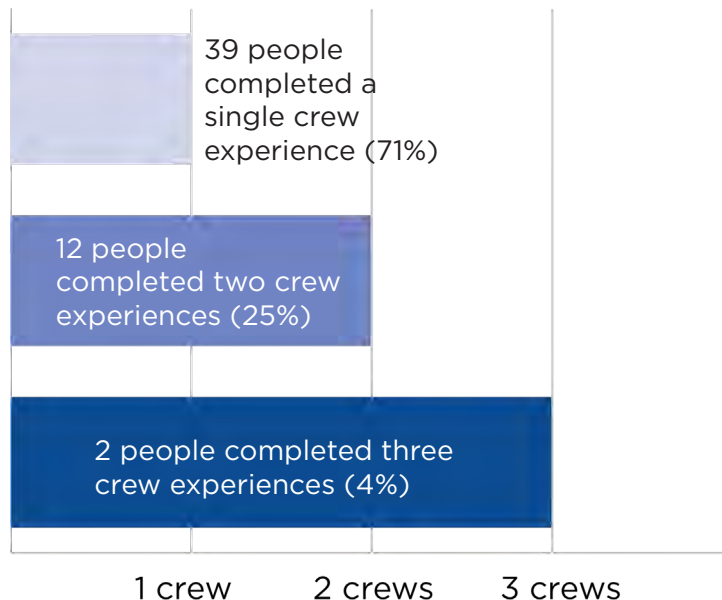
Conservation	24		13	22	
	Youth Volunteers	ShiftMeals volunteers	Young Adult Corps Members	Crew Leaders/Project Leads	Adult Volunteers
Farm	75	16	12	8	305

Paid positions went primarily to Vermont residents. No matter where they are from, you helped Corps Members build meaningful relationships with people and place.



Pathways and Progressions: Fall crews created opportunities for Members to extend their service, increase their contributions to Vermont, and practice new skills.

Within the 2020 season,



2020 MEMBERS: WHAT ARE THEY DOING RIGHT NOW?

2020 Members continue to make a difference while forging their own pathways.

Of 53 paid members last year, 10 (19%) are returning to VYCC in 2021. About 75% are employed and about 25% are in school.

Here are some of the ways they are building upon their VYCC experience:

- Fighting to modernize the VT Bottle Bill with VPIRG (while attending college and working at a local library!)
- Helping our forests with the US Forest Service: working on a wildfire engine crew in Manchester and pursuing a wildland firefighter certification.
- Helping Vermonters go solar with SunCommon, while training to become an EMT.
- Exploring Wyoming on a NOLS backpacking trip.
- Leading a crew with Southwest Conservation Corps, with plans to become a certified wildland firefighter next summer.

- Building a freelance journalism career.
- Enhancing the Intervale's gleaning program in Burlington.



PATHWAYS AND PROGRESSIONS



We find ourselves in an exhilarating time of transformation, disruption, and innovation. After piloting new initiatives in 2019 and 2020, the VYCC community is deepening its impact at the individual, community, and state level. Changes are necessary to

address equity and belonging, the opportunity gap, and young peoples' need for new and better career pathways.

As VYCC moves forward to meet the evolving needs of young people, Vermont, and our natural world, we look at our work through people, projects and pathways:

PEOPLE: Engage young people through service in an inclusive and equitable community where all members are affirmed. VYCC is leaning into Diversity, Equity, and Inclusion as the central imperative of our next chapter.

PROJECTS: Members affect change in five distinct areas: Sustainable Agriculture & Food Security, Water Quality, Trails, Carpentry and Forestry.

PATHWAYS: A clear progression of skill building and learning experiences into, within, and post-VYCC guided by equity, wellness, resiliency, and service.

Last year, Galen Vissering reached out from California. He wanted to return home to Vermont after several years away. He looked

back upon his VYCC experience at the age of 16 with appreciation for how much he learned.

Wanting to find a path back to Vermont, he was curious if we could offer him a new experience with new challenges. Galen joined a carpentry crew as Member, and progressed to become a Crew Leader in the fall. When he began, he had never held a shingle; by season's end, he had taught an entire crew how to re-roof our state parks' lean-tos. Galen discovered he is an able teacher and leader. We're so glad Galen has returned to Vermont.

Last fall, Galen took a position with SunCommon. He is currently enjoying the stellar weather and his role as a solar installer.



Your ongoing support makes it possible for VYCC to continually adapt and strengthen programs in service to Vermont and Vermont's young people. Thank you for your counsel, perspective, expertise, partnership, and financial support.

SunCommon has partnered with VYCC to connect skilled alumni with local jobs. Galen and two



other 2020 Members secured employment with SunCommon last fall. We look forward to continuing this partnership and building a larger network to connect alumni with great jobs. Can you help us create more partnerships like this? Reach out to Aimee.Shafner@VYCC.org to get involved!

GALEN'S
PATHWAY



(2009-2010)
Trails Crew
Member



(2020)
Carpentry Crew
Member



(2020)
Carpentry Crew
Leader



(2020- present)
SunCommon
Solar Installer

PATHWAYS AND PROGRESSIONS: PROJECT AREAS



WATER QUALITY

Crews clean up Vermont's waterways through invasive species removal and erosion/runoff control.



TRAILS

Crews build personal and professional skills as they maintain and repair Vermont's trails.



CARPENTRY

Crews learn carpentry skills while building and restoring state park lean-tos, backcountry cabins, and composting toilets.



FORESTRY

Crews improve wildlife habitat and forest health on Vermont’s public and private lands.



SUSTAINABLE AGRICULTURE & FOOD SECURITY

Crews practice sustainable agriculture and grow, harvest, and deliver certified organic produce and poultry to Vermont families facing barriers to accessing fresh, healthy food.

CULTIVATING COMMUNITY & CONNECTION: MEMBERS, ALUMNI, PARTNERS

One remarkable thing about 2020 is how Vermonters came together through intersecting communities. VYCC volunteers, Members, alumni, partners, board members and donors brought creativity and collaboration to the challenges COVID-19 created and exacerbated.

Sammy Levine was a 2019 Farm Project Lead. When the pandemic hit, Sammy connected with Skinny Pancake about their idea to employ food service workers and provide food to affected Vermonters. As someone with proven skills in managing farms and people, Sammy became a manager of this new community service venture. She connected





ShiftMeals with VYCC. Sammy is making an enormous difference in the community and we applaud her work.

Organizations collaborated in new ways to address increased food insecurity, stressed hospitals, and reduced ability to employ youth. This was the fourth season of VYCC's partnership with the Vermont Land Trust and medical centers in the Northeast

Kingdom to connect members of the community with fresh vegetables and poultry.

When VYCC learned that North Country Hospital would not be able to safely deliver food, the Land Trust volunteered to use their property as a pick-up site.

Then there was the question of what to do with the 1-acre vegetable plot in the absence

of having a VYCC youth crew to tend it. Through Sammy Levine, ShiftMeals volunteers tended a community garden. Remaining space was planted with indigenous seeds through Abenaki Land Link, a new partnership with the Nulhegan Band of the Coosuk-Abenaki Nation and the Northeast Organic Farming Association of Vermont (NOFA-VT), to grow and harvest indigenous crops for Abenaki citizens.

We also joined NOFA-VT and 3Squares Vermont as one of four farm stands to accept 3Squares payment and offer a 50% discount to customers. On our farm in Richmond, the newly built roadside farm stand increases Vermonters' access to affordable organic produce and poultry.

We are excited to continue our work with these partners.

CULTIVATING COMMUNITY & CONNECTION: VOLUNTEERS



The pandemic shut everything down, but we knew we were going to keep farming. Volunteers were essential in 2020. Thank you for being flexible, patient with changing protocols and timing, and showing up when we really needed you.

Collaboration with other organizations was central to connecting volunteers with VYCC's work. We extend special thanks to City Market and ShiftMeals; and Boy Scout troops 631 (Milton) and 692 (Williston), Burlington High School, Burton, Champlain Investment Partners, Darn Tough, Hickock and Boardman, Kyrgyz Republic Group, Putney Gap Program, ReSOURCE, Vermont Commons, Waitsfield and Champlain Valley Telecom, Widget Brain, and Vail Resorts.



Jill Brooks, a 2020 Project Lead, took charge of welcoming volunteers to the farm and safely engaging them in helping to grow and pack vegetables for the Health Care Share. She helped lead our partnership with the Abenaki Land Link project, growing Abenaki varieties of corn, beans and squash to go back to the Abenaki community. She writes:

Dear Volunteers,

We were so impressed by your dedication and hard work. You came out again and again, rain or shine. You did not shy away from the most tedious of weeding or harvesting tasks. You provided good cheer, interesting conversations, and hard labor.

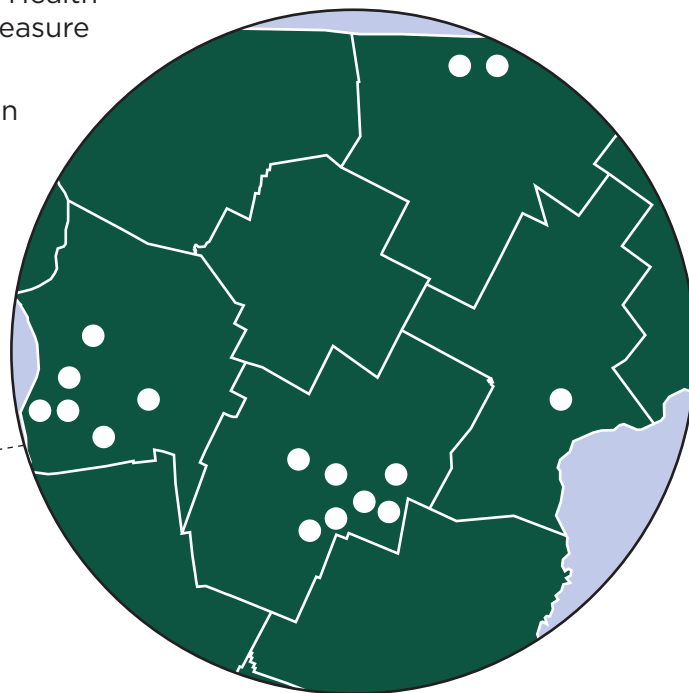
Whether you came once or many times; alone or with family members, co-workers, or friends: it was wonderful to work in community with all of you to grow food for Health Care Share members! We could not have done it without you!

- Jill Brooks, 2020 VYCC Community Engagement Project Lead

CULTIVATING COMMUNITY & CONNECTION: HEALTH CARE SHARE PARTNERS

Our medical center partners are incredible. They identify Health Care Share Members, secure funding, collect data and measure outcomes, and manage many logistics.

These partners connected 16 medical providers' offices, in 4 counties, with the food our crews grew. We delivered weekly shares of food for Vermonters to the Health Care Share delivery sites shown on this map.





We would like to thank these incredible partners, listed here in the order in which they joined the Health Care Share initiative:

Central Vermont Medical Center, including Berlin Campus, Green Mountain Family Practice, Montpelier Integrative Family Medicine, Waterbury Medical Center, SASH sites in Barre, and Primary Care Barre;

UVM Medical Center, including Family Medicine in Colchester, Milton, and Hinesburg, and Winooski Family Health;

Richmond Family Medicine; North Country Hospital; Northeastern Vermont Medical Center; VA clinic in Newport; Plainfield Health Center; and Gifford Medical Center

Thank You to these businesses who contributed free products to the Health Care Share:



Your support makes this project possible!

We are thrilled to continue collaborating with many of these providers, and some new ones, for the 2021 Health Care Share season! Corps Members begin delivering food on July 8. We anticipate 415 Member families in 2021.

CULTIVATING COMMUNITY & CONNECTION: THE FARM TO FAMILY FUND

315 people & grantmakers made a gift to benefit the Food & Farm Program totaling **\$248,000**



We used these funds immediately for farm operations. We faced unforeseen production and distribution costs. With your incredible support, our team of staff, volunteers, Members and Leaders were able to grow and distribute fresh, organic produce to 415 families every week all summer.

Here is some feedback we received from 2020 Health Care Share Members, who say “The Health Care Share ...

“...Has meant the world to me. It has extended my life.”

“...Helped me save money on groceries, which allowed me to purchase a cord and a half of wood.”

“...Was something to look forward to every week. It gave me access to vegetables that I would not have tried otherwise. It allowed me to have more healthy vegetable choices in my home.”

“...Saves me money and having to arrange transportation (can't see to drive) or arrange food deliveries.”

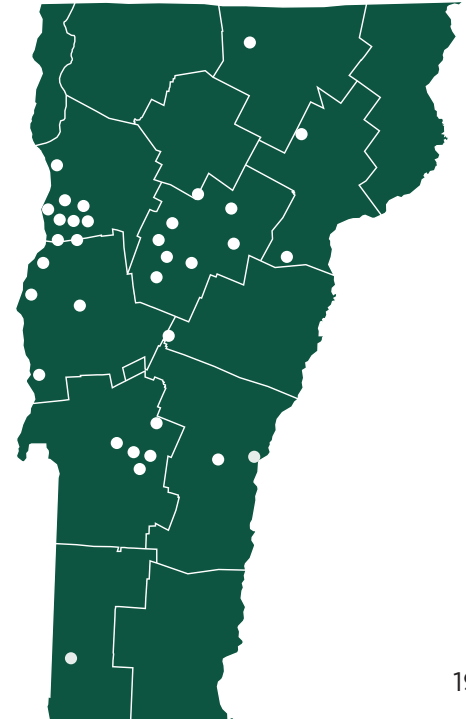


CONSERVATION PROJECTS & PARTNERS

A multitude of committed partners joined us in a significant Conservation Program presence across Vermont. They improved outdoor recreation (through carpentry projects in state parks, and trail building), water quality, and forest health.

We are grateful to these 2020 Conservation Project Partners:

- Appalachian Trail Conservancy
- Audubon Vermont
- City of Burlington
- Green Mountain Club
- Green Mountain Power
- Lake Champlain Sea Grant
- Marsh Billings Rockefeller National Historical Park
- Merck Forest and Farmland Center
- MycoEvolve
- Mobbs Farm Committee
- National Park Service
- Northern Border Regional Commission
- Pine Hill Partnership
- ReSOURCE
- The Nature Conservancy
- Town of Charlotte
- Town of Dorset
- Town of Hartford
- Town of Richmond
- Town of Williston
- Town of Woodbury
- University of Vermont
- University of New Hampshire
- US Forest Service - Green Mountain National Forest
- Vermont Agency of Natural Resources
- Vermont Agency of Transportation
- Vermont Tech
- Vermont Works for Women
- White River Partnership
- White Mountains Trail Collective
- Winooski Natural Resources District
- Woodstock Union High School & Middle School



ADAPTABILITY & ACCOMPLISHMENT



Rory Haff grew up in Killington and attended Woodstock Union High School.

On a gap year from college, in the midst of the pandemic, Rory applied to VYCC hoping for a fall camping crew position. Staff presented her another fall option. Rory recalls, “They said, things are still coming together; we don’t know exactly what it will look like, but we want to find leaders to lead whatever it ends up being.”

Staff were talking with Rory about an emerging collaboration between VYCC, Woodstock Union School, and Marsh Billings Rockefeller National Historical Park to offer outdoor learning for 7th and 8th graders on their remote learning days.

“Students were only going to school two days a week, coming out of a summer with limited to no social contact. Many were new to the school. So, two groups of 10 students started out as strangers.”

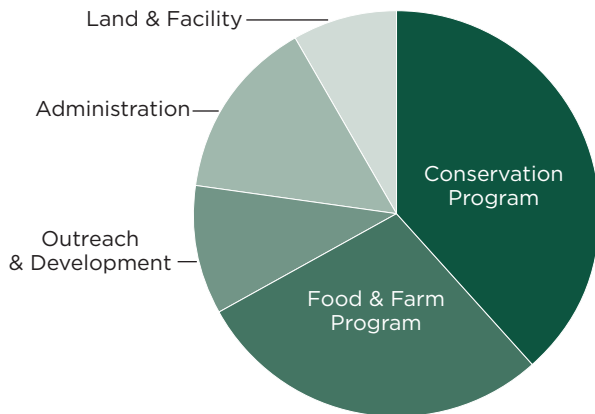
Rory and her co-leader focused on helping students “make friends, enjoy being outside, and explore their national park right in their own backyard. The day began with a lesson. For example, a discussion of what invasive species are, how to deal with them, why they are there.” Then, they would tackle a related project in the park.

Rory highlights the contributions of Kathleen Robbins, who is a VYCC alumna (2001 & 2006) and an extraordinary educator at Woodstock Union. “Kat was spectacular. She wanted us to highlight the park’s focus on stewardship; how students can be stewards in their own park and apply stewardship to other aspects of their life.” At the end of the quarter, students delivered presentations about stewardship. “It was amazing to watch.”

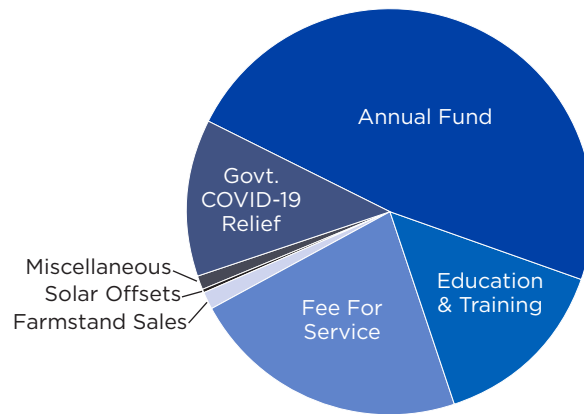
We are grateful to Rory for leading “whatever it ends up being,” and for returning to VYCC on a 2021 spring conservation crew.



FINANCIALS*



SUMMARY OF EXPENSES	
Conservation Program	\$891,610
Food & Farm Program	\$661,521
Outreach & Development	\$237,017
Administration	\$336,263
Land & Facility	\$187,112
Total	\$2,313,523



SUMMARY OF REVENUES	
Government COVID-19 Relief	\$299,605
Annual Fund	\$1,138,706
Education & Training	\$345,021
Fee For Service	\$523,134
Farmstand Sales	\$35,854
Solar Offsets	\$8,748
Miscellaneous	\$20,362
Total	\$2,371,430

VYCC’s “Keystone Crew” is a group of ever-present friends who give monthly. We extend special thanks to these generous community members. And, we invite you to strengthen this crew. Update your giving to VYCC, from annual gifts to monthly online gifts, on our website.

Secure and paper-free, please visit www.vycc.org/keystone to learn more and join!

*Unaudited figures as of 06/01/2021

INVITATIONS FROM MEMBERS



David Richard

Current and recent Corps Members have special invitations for you:

From David Richard, he/him: “I care about land stewardship and climate resiliency. I am thrilled to be working with young Vermonters on projects that teach and inspire through hands-on experience in the field. I am grateful for the support that makes this possible. I hope you will take every opportunity to get outside and connect with and learn from the natural world around you... and bring a friend.”



Karli Robertson

From Karli Robertson, they/them: “As Lilla Watson, an Aboriginal (Indigenous Australian) activist said, “If you have come here to help me you are wasting your time, but if you have come because your liberation is bound up with mine, then let us work together.” This idea is in contrast to charity, which functions “utilizing a top-down, hierarchical structure that keeps the power in the hands of the givers” (Anti-Racism Daily). Solidarity means each of us must identify our own stake in dismantling the harm of the colonial systems we live in. So I ask: How can I transform my relationship with myself, the land, and beings on earth as means of seeking collective liberation? How can I reckon with my identities and the power I have? How can I imagine news systems of shared power? How can I support needs in my community now?”



Angelo Trevisani

From Angelo Trevisani, he/him: “I’m fighting for the beauty of our environments. Join me in making the outdoors a more approachable and inviting place to be.”

FOR MAKING A GIFT IN
2020, WE ARE DEEPLY
GRATEFUL TO:

- Anonymous (67)
- Michael & Marion Abajian
- Kate Abrams
- Thomas Absher & Erika Butler
- Bonnie Acker & John Davis
- J. Andrew Adam
- Carol Adams
- Anne & Richard Adler
- David & Jennifer Adsit
- Steve Aikenhead
- Kevin & Shannon Albrecht
- Gabe Albright
- Alcyon Foundation
- Susan Bliss Alden
- Judith L. Allard
- Charles M. Ams, III
- Frederick Anderson
- William Anderson
- Marcie Andres
- Angelo Family Charitable Foundation
- Elise Annes
- Katherine Arthaud
- Susan Atwood-Stone & Charles Stone, Jr.
- Maria Aveni
- Eric Avildsen & Faith Ingulsrud
- Gary L. Baker
- Stanley L. Baker & Susan Gresser
- Donald Ballas
- Charles Bargamian & Kathleen Farnham
- Calvert Barksdale
- Barbara Barry & Michael Pacht
- John and Augusta Bartlett
- Melita Bass
- Elizabeth Bassett & John A. Pane
- Kevin & Alice Batson
- The Bay & Paul Foundations
- Sarah Beard
- Thomas F. Beck
- Alice M. Beisiegel
- Marcia Bellas & Richmond West
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- Caroline Wadhams Bennett & Peter Bennett
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- Jordan Berger
- Margie Berger
- James & Judith Bernat
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- Karen Blanchard
- Mary Wales Blanton
- Dean Bloch & Valerie Wilkins
- Boeing Company
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- John & Marguerite Bolog

- Theodore & Donald Boniface
- Daniel H. Boomhower
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- Sharon Bosquet
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- Naomi Bossom
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- Jessie & Jeffrey Bradley
- Chris Brady & Elissa Close
- Dean Brandt
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- Patricia Buck
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- Matthew Burke
- Wayne F. Burke
- Douglas & Mary Burnham
- Peter Burrage
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- Henry Busetti & Dee Reever
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- Cabot Creamery
- Alan & Jeanne Calfee
- Paul Calter
- Canaday Family Charitable Trust
- David Caplan
- Lynne Cardozo
- Carhartt, Inc.
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- Robert Carmody & Mary Scripps
- Joan H. Carney
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- Kaitlyn Carroll
- John Carter
- Peter & Deborah Carter
- Sarah Carter
- Ted & Anne Castle
- Paul & Sandal Cate
- Thomas & Christina Cavin
- Central Vermont Medical Center Community
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- Paul & Amy Chervin

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- Douglas DePorter
- Don & Marty Dewees
- Pearl Dewey
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- Cinda Donton
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- Debra Doyon
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- Jennifer Dudley-Gaillard & Robert Ricketson

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- Pamela Duprey Perry
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- Llyn M. Ellison
- Katherine Emerson-Davis & Keith McCrae
- Stanley Emery
- Mary W. English
- Mark R. English
- Kate Enneper
- Deb Estabrook
- Jessica Estabrooks
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- Sylvia H. Ewerts
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- Jonathan & Louise Fairbank
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- Fanny Allen Foundation
- Matthew & Lisa Fargo
- Sam Farwell
- Stan & Marsha Faryniarz
- Andy & Julie Faville
- Jim Feinson
- Stephen L. Ferber
- Karla R. Ferrelli
- Field Guide Lodge
- Deborah & Robert First
- Peter & Nancy Fisk
- Juliette M. Fleuriel
- Teena & Ric Flood
- Mark Foley Sr
- Patricia A. Folsom
- Patricia Fontaine
- Maya Fontanez
- George & Helena Fortier
- Jeannine Fortin
- Kendra Fortin
- Marnie Fortman
- Frances Foster
- Liz & James Foster
- Joni Foster-Robison
- Marcia & Bruce Fowle
- Virginia & Richard Freeman
- Patsy & Patrick French
- Walter & Anne Frey
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- Virginia Fry & Johannas Frank
- Milton & Carolyn Frye
- Heather & Dave Furman
- Mary Gade
- Tere Gade
- Lyn & Robert Gaffney
- Michael & Jenny Gaffney
- Edward A. Gale

- Naomi & Brian Galimidi
- August & Mary Ganzenmuller
- Jennifer Garber & Donald Brown
- Marcia & James Gardner
- Maxine Garfinkel
- Terrence Garrison
- Gay & Lesbian Fund of Vermont
- Saralinda Gebo
- Judy Geer & Richard Dreissigacker
- David & Margaret Gelinias
- George W. Mergens Foundation
- Janice Georgett
- Leonard J. Gerardi & Lauren Jarvi
- John Gerber
- Ned Getchell
- Seth Gibson
- Steve Gillette & Cynthia Mangsen
- Karen Gockley
- Shawn Goddard
- Ann G. Goering & Sharon D. Hopper
- Prospero Gogo & Amy Lilly
- Peter Gold
- Perry Goodrich
- Ann Gotham
- Alex Graham
- Donald Graham & Carol Barr
- Ruth Grandy
- William J. Graves
- Margaret Gray
- Rosanne Greco
- Tom Green
- Green Mountain Fund of the Vermont Community Foundation
- Greenagers
- Greenberg Family
- Henry Greene
- Jerry Greenfield
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- Hugh & Shana Griffiths
- Laurie Grigg & Drew Lamb
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- Robert Hagen & Kathy Astrauckus
- Myrtle Hall
- Natalie Hall
- Ellen Halperin
- Kathryn Halvorson & Nancy Phelan
- Charles E. Hamby
- Robert & Donna Hamill
- Richard & Cristine Hammer
- James & Marilyn Hand
- Mary Hanrahan
- Eric & Virginia Hanson
- Robert & Karin Hardy
- Chris Harrelson
- Mary K. Harris
- Tom Hart & Cara Caparelli
- Hart Foundation
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- Jonathan & Robin Hayden
- Kimberly Hayden
- James & Mary Ellen Hebert
- Marion & David Hecht
- Carolyn Heile

- Craig D. Heindel & Judith Chaves
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- Constance Helms
- Kenneth Helms & Sara Cahan
- Frances Herbert & Takako Ueda
- Carl & Carlanne Herzog
- Randy & Karen Hesse
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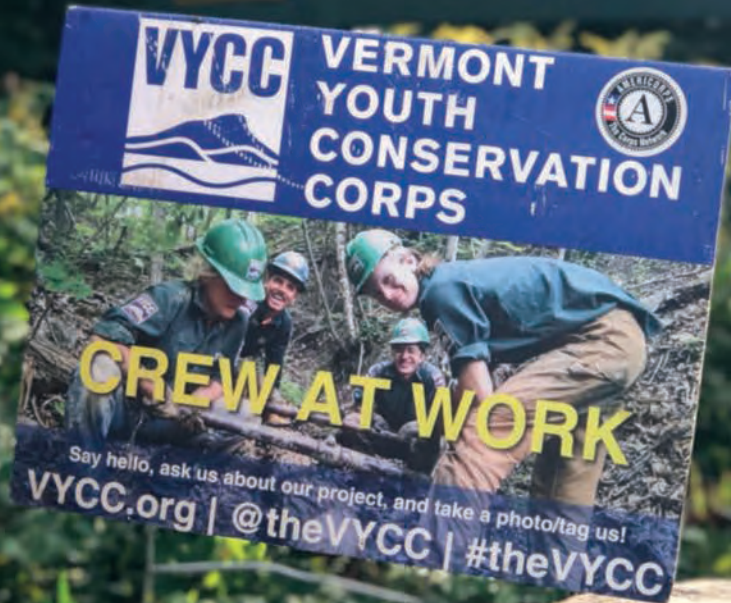
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