

# 2021

GRATITUDE  
REPORT



See the difference you made.



Kelly and Caroline

The single most unifying VYCC adventure of 2021 was crafting a new mission statement.

In January of this year, the VYCC Board of Directors, with full support of staff, adopted a new mission statement for our organization:

**Take action and build community  
by working and learning together  
with the land.**

Arriving at this new mission was a critical journey that included many voices. Staff, board members, partners, alumni, and funders asked, “What is at the “core of the Corps? What is most important? What is VYCC’s purpose?”

Working through these questions together led to countless discoveries and connections. Across conversations and reflective sessions on the farm, on trails, over zoom, and in the barn, a broad group of individuals connected and reconnected with one another and the organization.

We gained clarity on what VYCC means to us, to Vermont, and to the land with which we work.

Our new mission includes and guides current and future Members, staff, board, volunteers, donors, and partners in our work with VYCC.

Along the way, we defined a few parameters. We chose language that conveys a sense of purpose and the need for action. We also chose language that reflects our belief that working and learning together with the land is a wonderful and

effective way to build community. VYCC's purpose is not to 'do something to' Corps Members – i.e., teach personal responsibility – but to engage with young people. The phrase 'personal responsibility' was not just limiting, it too often assumes an individual's power over structural inequalities. In fact, this phrase is what inspired us to examine our mission statement and write a new one.

Our hope is that our new mission will resonate personally with anyone involved with the organization. A volunteer, a partner, a staff member can say, "Yes, I do that with VYCC."

**Please join us in celebrating our new mission statement throughout this report as we employ it to frame our impact and gratitude for your support.** Let's take action and build community by working and learning together with the land.



## LAND AND LEADERSHIP



Noah, Campus Crew Member

In our iterative process of trying out words and gathering feedback, alum Bex Love provided the following feedback:

I wonder if you have considered **"with"** the land, rather than **"on"** the land? VYCC gave me opportunities to connect with the land every single day! I think of being friends with chickens and pigs! I think of waking up with the sunrise! I think of being constantly surprised by new wonders the natural world has to offer that I had no idea about! My experiences with VYCC have shaped me into someone with a wealth of embodied connection to soil, vegetables, bugs, trees, etc. etc. etc.!

Togetherness, connection, and community at VYCC are not limited to human sociality. Responsible land stewardship thrives when similar connections can be made with the natural world with which our work takes place.



Mariah looks out over Island Pond

In this moment, and through our new mission statement, we acknowledge that the land with which we work does not belong to us.

**We are grateful for the opportunity to care for it and allow it to care for us.**

### **WORKING AND LEARNING TOGETHER: NEW MODEL OF LEADERSHIP**

VYCC thinks deeply about leadership. We learn and are stronger by allowing ourselves to move away from traditional structures of leadership that don't serve us well.

VYCC's new structure is one of shared leadership.



Breck, Hapy, Leah, and Daniel

Please join us in celebrating a new model.

Like Crew Leader pairs, Leah Mital and Breck Knauff work collaboratively as Executive Directors to fully serve VYCC's programs, staff, partners, and broader community. You can read more about this shift, and the talents Leah brings, on our blog: [www.vycc.org/newleadership](http://www.vycc.org/newleadership)

Pictured here, left to right: Breck Knauff, Hapy Mayer, Leah Mital, and Daniel Schmidt enter into a 'crew contract' of mutual accountability. This was part of the process for establishing shared leadership. It is an intentional practice of all VYCC crews and now, of VYCC's senior leadership staff.

# THANK YOU

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**You made our 2021 season possible. Thank you.**

“Paying attention is a form of reciprocity with the living world” (Robin Kimmerer, Braiding Sweetgrass). The relationships between the work of Corps Members, the many bodies that fund this work, Health Care Share Members, those who hike the trails, and employees who train crews is reciprocal. All parties are on the giving and receiving ends of these relationships. It is in paying close attention to the intricacies of these relationships, asking questions, leaning in and listening, and telling the myriad of stories that we thrive within that connectedness.

**- Leah Mital**

**Thank you for the many ways in which you participated in the VYCC experience in 2021.**

Your actions have provided powerful experiences for many members of our community. In speaking with many of you over the past year, we heard how you appreciate being part of our collective work. We, VYCC staff, hope you read this entire Gratitude Report as one great big THANK YOU for being with us in this work.

Rather than print a list of names and numbers, we are offering this precious space to celebrate the ways we came together last year, and the impact we had.

For a full list of 2021 contributors, please visit the digital version of this report on

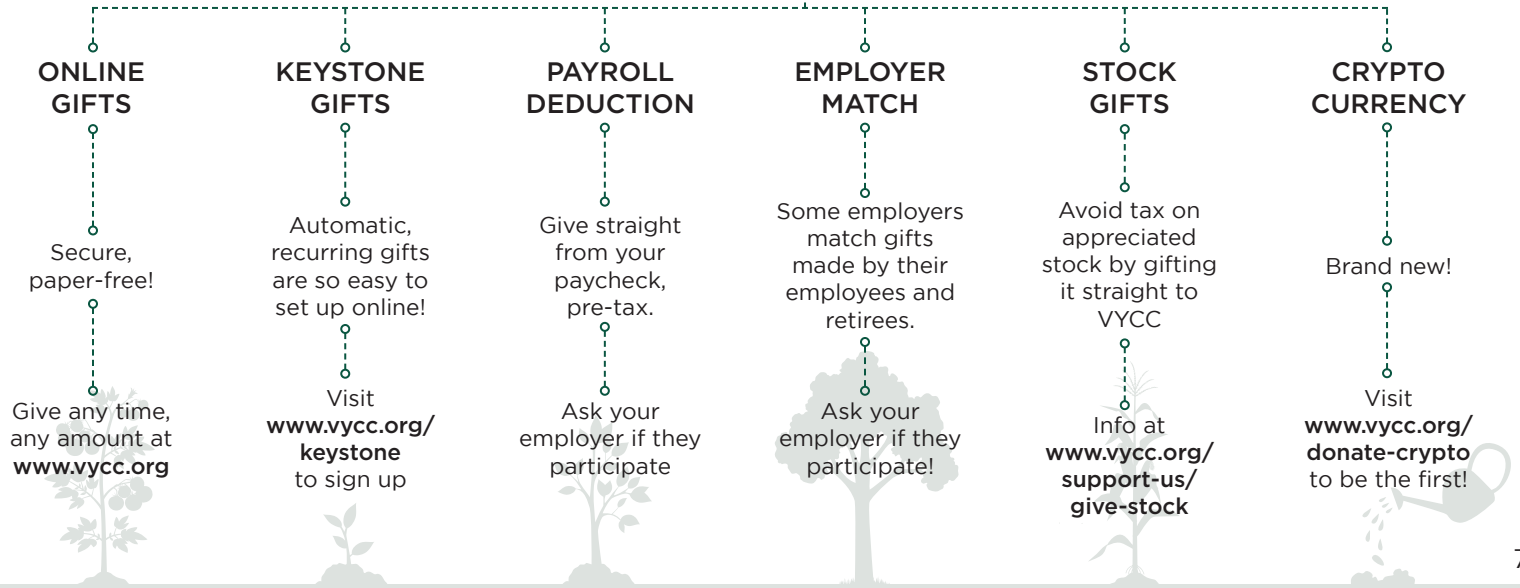
**[www.vycc.org](http://www.vycc.org)**

VYCC’s full financials, including 990s, are available for free to the public on

**[www.guidestar.org](http://www.guidestar.org)**

**Friends of VYCC contributed \$1.2 Million through philanthropy in 2021**, complimenting \$700,000 in revenues from project partners, and \$1.2 Million in 'Education and Training' revenues. Thanks to your financial support, we ended the year with a balanced budget and the resources we need to begin 2022 from a place of strength.

We are especially grateful to you for these generous acts:



## 2021 MEMBERS

**You joined us in introducing and welcoming 190 young people to VYCC in 2021.**

By program, about 70% of Corps Members participated in Conservation and about 30% participated in Food & Farm.

**Youth Members  
& Volunteers**

76

**AmeriCorps  
Members**

71

**Leaders**

33

**Pro Members**

6

**Project Leads**

6



Merc at Owl's Head Town Forest



What a gift to be able to work with youth members again! Building back from Covid-19, we welcomed 53 youth to their first VYCC experience. (69 others were new). Youth crews were based in Barre, Newport, Richmond, Williston and Woodstock.

68 people camped near work sites along the Appalachian Trail and in state parks and town forests.

From Burlington to Newport, 945 people (including 245 children) participated in the Health Care Share. They picked up weekly shares and connected with health care providers at 22 locations. 309 volunteers helped grow and harvest vegetables for the Health Care Share.

Volunteers, Corps Members, Crew Leaders, Project Leads, **and you** got a lot done for Vermont and one another. Your support made it possible.



Elijah, Ayan, Parker, La Douce, Brianna and Andy



Sable Post-VYCC headed west!

## SABLE'S PATHWAY

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How does a person get from high school to a federal job in our national forests? Five years ago, 17-year-old Sable Huntsman had no idea but confidently left the 2021 season with an answer.

Sable first joined VYCC in 2016, just out of high school in search of meaningful work. Across three summers with VYCC, Sable has built trails and made our forests healthier. They have served as a Crew Member, a Crew Leader, and a Pro Crew Leader.

Sable shares about their path from Member to Leader, and beyond:

“ Coming out of high school, I wanted to do something meaningful, but couldn't afford to not work. VYCC was the

perfect place to do outdoor work and also get paid. When I decided not to finish college, I came to VYCC. Then, I was doing massage therapy and found no satisfaction in the work. I came back to VYCC. I come back when I need to reset. VYCC is the perfect space to accomplish this because of all the time spent in the woods to center ourselves, reconnect with one's self, work hard, and make strong connections with people.

As a Member I was blown away by my Leaders. They seemed so knowledgeable about everything. Even after doing VYCC and other corps, I didn't feel I had the full skill set to lead a crew. I worried I wouldn't be able to maintain enough energy, especially if I



Sable as a Crew Member in 2017.

wasn't having a good day. I wasn't sure I wanted the responsibility.

I found I haven't had any of these problems. It feels amazing to lead a crew in the field I want to pursue! I didn't think I wanted to advance beyond Crew Member, but I'm so happy I did.

It's been really cool to work with the same project partners from

when I was a Member. Marybeth Hanley, Botanist for the USFS Manchester Ranger Station, was a project partner for my crew when I was 18. I remembered her well because I admired her so much. When she saw me this year she said, "I knew you'd come back to be a Leader. You are so awesome. You work so hard."

I went from knowing nothing and needing help constantly, to Mary Beth asking for my input. She saw me in multiple positions and saw how I've grown. VYCC has done that too!

As I move to more challenging future positions, I understand I that I won't have all the answers or have all the skills. I know what it feels like to lead and how exciting it feels to teach someone something new. This gives me more excitement to

learn and the freedom to not be perfect when trying something new. ”

Sable has completed enough work on public lands through VYCC to qualify for the federal job they want. We're thrilled that Sable has found a field of work they are passionate about, and got the exact job they wanted: wildland firefighter in Arizona!



Sable as a Leader on the Pro Forest Projects crew in 2021.



## CREW IMPACT



Hannah, Maya, Bianca

### TRAILS

**Corporate Sponsors:**

*Killington Resort, Merrell, GreenSea*

Trail crews constructed, improved, or maintained 124,000 ft (23.5 miles) of trail in state parks, national forests, and town natural areas.



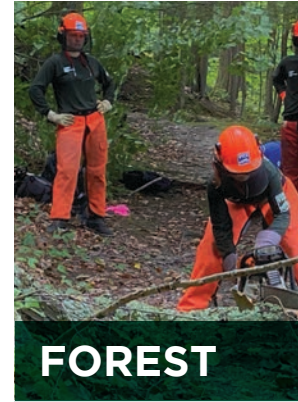
Ellie, Diego, Dakota

### BUILD

**Corporate Sponsor:**

*New Frameworks*

Build Crews built 10 structures in Vermont state parks: 3 composting/mouldering privies, 3 check-in facilities, 3 sheds, 1 firewood shelter; they built 980 feet of trail, bridges and boardwalk.



### FOREST

**Corporate Sponsors:**

*SunCommon*

Forest Projects created a timber stand improvement treatments on 103 acres, removed invasive species on 22.5 acres in the Green Mountain National Forest.





Sable, Emma, Silas

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## WATER QUALITY

### Corporate Sponsors:

*Orvis, GreenSea*

Water quality crews pulled 30,952 invasive water chestnut plants from Vermont waterways. Combining the work of all crews, 242 erosion control structures were built, with an additional 320 maintained.



Tiffany, Luka, Eli, Noah, Andy, Molly, Devlin, Mariah

## FOOD & FARM

### Corporate Sponsors:

*National Life Group, City Market Co-op, The Farmhouse Group, King Arthur Baking Co., Cabot, Merrell*

Farm crews grew 70,000 pounds of produce for the community, and delivered Health Care Shares for 415 participating households from June to December.

## VYCC'S COMMUNITY OF PROJECT PARTNERS

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Partners play a central role in providing Corps Members the opportunity to work hard on projects that make a difference. They inspire us every year with their commitment to Vermont's health, our natural world, and young people's success.

### CONSERVATION PARTNERS

- Appalachian Trail Conservancy
- Bolton Conservation Commission
- Bristol Recreation Club
- Burlington Parks, Recreation & Waterfront
- Champlain Valley Union High School
- City of Barre
- Friends of Haystack
- Green Mountain Club
- Green Mountain Power
- Merck Forest and Farmland Center
- Montpelier Parks Department
- National Park Service
- Pine Hill Partnership
- Spaulding Educational Alternatives
- The Nature Conservancy Vermont
- Town of Chester
- Town of Dorset
- Town of West Rutland
- Town of Williston
- United States Forest Service
- VT Audubon Rutland Chapter
- VT Family Forest
- VT Land Trust
- VT Dept. of Environmental Conservation
- VT Dept. of Forests, Parks & Recreation

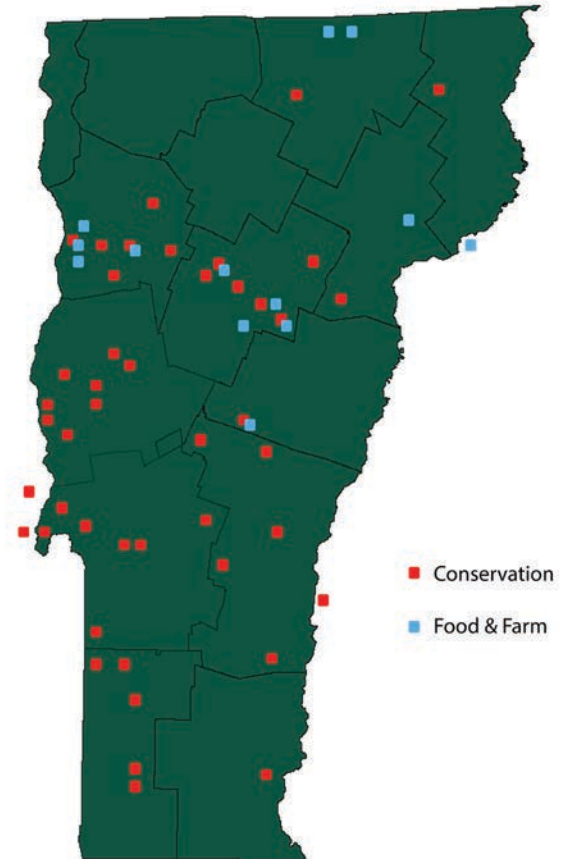
- VT Dept. of Fish & Wildlife
- White River Partnership

## HEALTH CARE SHARE MEDICAL PARTNERS

- Central Vermont Medical Centers
- Community Health Centers of Burlington
- Gifford Medical Center
- North Country Hospital
- Northeastern Vermont Regional Hospital
- Richmond Family Medicine
- The Health Center - Plainfield
- Veterans Affairs Clinic - Newport & Littleton, NH

## HEALTH CARE SHARE COMMUNITY HEALTH PARTNERS

- Abenaki Helping Abenaki, Inc.
- SASH (Support and Service at Home)
- You First



## HOW TO BUILD A BOARDWALK IN A SWAMP

In 2020, Angelo Trevisani was one of several young adults to join a VYCC fall crew in place of attending college virtually. It was his freshman year.

He decided to return to VYCC for the 2021 season before resuming school. Angelo joined a spring crew, then completed Crew Leader training in preparation to co-lead a camping crew.

He says, “Coming into the 2021 summer crew, I was in a really good mood because the Leaders were so happy to be there. I felt like I had all the tools I needed. For the first two weeks I was on top of everything.”

But the project proved challenging. Angelo and his crew spent 6 of their 7 weeks building a 900’ raised boardwalk in West Rutland through a cedar swamp. Angelo describes the project:

“ You encounter puzzles when working on a carpentry project in a swamp. A question we asked for a week-and-a-half: What is the best way to put a wooden frame into a swamp? We were

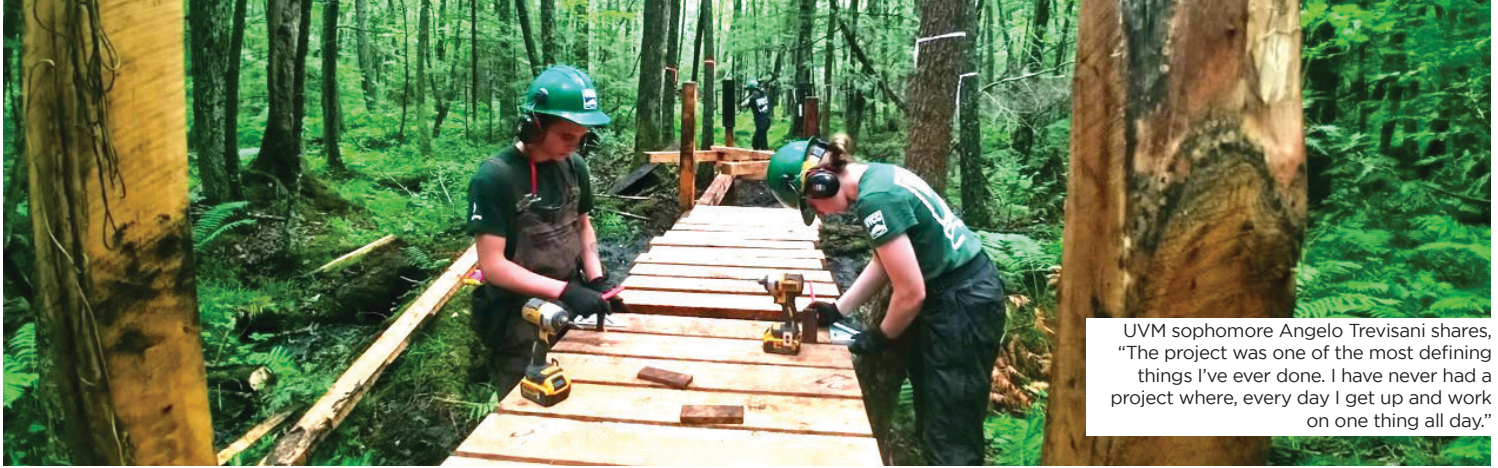
working in murky water and had to find a way to get posts into holes we couldn’t see, within a limited margin of error as the stability of the boardwalk was at stake.

We had to install the frames uniformly, every time. It took probably eight sections before we figured out how to do it. Constructing the H-frame once the posts were in the ground didn’t work. The best method was to build the frame, then install it.



Angelo and crew installing boardwalk framing





UVM sophomore Angelo Trevisani shares, "The project was one of the most defining things I've ever done. I have never had a project where, every day I get up and work on one thing all day."

But it wasn't easy.

Two people wearing big waders would measure out from the last frame, and poke a stick into the mud where the posts would go. Two others would lug the motorized auger into the water (careful to NOT get the motor wet!) and dig the holes and re-mark with the sticks. We'd send someone out to the cutting station to say how long to cut the stringers. Meanwhile, another set of people would assemble the H-frame on the closest piece of built boardwalk.

The frame was so heavy. Some took four people to carry. We used heavy post-pounders on both poles simultaneously to pound it into the holes we made.

From there, it was smooth sailing! Install stringers and decking, and we'd say "hooray we have more boardwalk to walk on!"

When you visit, if you are looking for it, you can actually see how our methods improved from the start to the end. At the beginning of the boardwalk,



Rachel speaking to the public about the boardwalk project

you will see variations in width and that it's not perfectly level.

A crew mate went a few weeks ago and sent us all pictures. It looks really nice in the snow.

It's being used daily, and it's part of the town.

This project felt so worthwhile to me. It felt personal. The community was full-on supportive of us. In moments of frustration, I'd go back to the camp kitchen to take a break. There would be brownies there on the table that somebody had brought. Imagine sitting there, frustrated with your project; yet people are so happy you're there and they see you and they want to help you. And I'd think, "Why would I want to do anything else right now?" It's so gratifying. ”

Audubon Vermont and passionate local residents are committed to protecting this breeding area for rare and priority birds. They brought this project to VYCC. Merrell Shoes supported the project as a corporate sponsor.





Local residents, project partners, parents, staff and board members, and friends of VYCC came out to this crew's Meet-Up. They walked the entire length of the boardwalk, hearing from Crew Members along the way about the process and importance of this structure.

# LEARNING TOGETHER AT CREW MEET-UPS

The VYCC community (that's you, reader) is so good at celebrating and appreciating young people. Many of you came out to 2021 crew meet-ups, which provide an opportunity to crews to teach others about their projects. Ben Eastman, esteemed VYCC Board Member, attended all four events. Here is his reflection:



Caroline explaining the crew's erosion control project

## HOW VYCC EXEMPLIFIES "FREEDOM AND UNITY"

By Ben Eastman, VYCC Board Member, August 2021

Over the last few weeks, I've had the distinct pleasure and privilege of attending VYCC crew meet-ups.

I got to see new and improved trails, drainage structures, and explore a boardwalk through a bird-filled marsh. I also heard about uprooting invasive Water Chestnut by hand.

I'm struck by the resonance between these visits and the Vermont state motto: "Freedom and Unity." Addressing how to balance individual liberties with group belonging, "Freedom and Unity" also captures the distinctive dynamics of VYCC crews.

## FREEDOM

I saw how VYCC creates opportunities for young people to explore, to learn, to connect with others and the natural world in ways that are personally meaningful. Amelia is gaining confidence to challenge herself. Jack discovered a love of the Pulaski tool. Orion appreciates conflict



resolution skills. Rachel has mastered angled lumber cuts. Every Member has found space for personal growth and transformation.

## UNITY

I also felt a unifying coherence across this array of different projects and experiences. At each site, evidence abounds of the care with which each crew sought to complete a job professionally. Members' pride in their work is palpable as they point to the stones moved, the piles of water chestnut removed, or the end of a boardwalk no longer visible from the trailhead, and, by turns, exclaiming, "we did that!"

I heard about good days of tangible progress, and hard ones with broken down vans and mud-filled boots. Each crew has built something beyond water bars, mountain bike berms, and boardwalks: deep bonds with one another, forged in the strains of their hard work, but cemented in mutual respect, inside jokes, and shared meals. Difficult to account for in typical measures of project outcomes, this sense of community, of caring for each other is, nevertheless, one of the most compelling facets of VYCC crews.

Seemingly opposed, "Freedom and Unity," is not a pithy solution to the tensions between individualism



Sam sharing the crew's trail building process

and solidarity so much as a call to engage these frictions fully in continuous pursuit of a better balance. These crews can be seen as a response to this call, bringing young people from diverse backgrounds together and encouraging them to find their voices, while also figuring out how to collaborate and reciprocate with one another as they serve Vermont landscapes, waterways, and communities through VYCC projects.

I'm already looking forward to next year's meet-ups. I hope to see you there!

**Be ready this July/August to squeeze Meet-Ups into your summer calendar!**

## BUILDING COMMUNITY WITH AFFINITY SPACES



Ursula, Lauuren and Jade were members of the Womxn Affinity Crew. The crew shared these reflections at the end of the season: The crew reflected a diverse spectrum of womanhood. It was a safe space to grow their leadership skills and build physical strength! The work they did opened up their view of what their lives can be like.

Queer & trans identified youth experience higher rates of risk factors than their cis/heterosexual peers. They are significantly more likely to be bullied; to skip school due to feeling unsafe; to report having a physical disability, long-term health problems, emotional problems, or a learning disability. - VT Youth Risk Behavior Survey

We all need to support young people who hold these identities. Outright Vermont emphasizes that acceptance and support from adults, and availability of teachers/adults they can talk to are two ways to reduce risk. Learn more with Outright Vermont!

One way VYCC provides support is through affinity crews and spaces. These intentional spaces foster connection between Members and Leaders who share and can relate to each other's lived experiences. They provide opportunities for supportive and authentic relationships between people as they learn and grow alongside one another.

Ray Putnam, 2021 Project Lead with the Food & Farm Program, was part of the pilot Queer Affinity Space. Ray started in a group of Leaders and staff, then co-facilitated a space for Members. Here is what they shared about the experience:

“ When I first heard about a queer affinity space, I felt a huge relief. It was deeply affirming. I stepped into the facilitator role so Members who came into that space had a familiar face of someone they regularly interacted with in the field.

There is not room, historically, for folks who have been marginalized. I forget sometimes, because of my own experiences, that it can be a privilege to be surrounded by queer-identifying folks. As a younger person, it can be hard to find those connections. Members might not have had opportunities for discussions around queer identities.

The sheer number of Members who joined was surprising, especially younger Members. The experience was monumental for them. I noticed a camaraderie across crews that increased over the season. Affinity spaces increased the whole group’s

cohesion, and fostered more connections between crews. ”

Within the Conservation Program, participants were invited to be on affinity crews. One crew welcomed all people who identify as women, transwomen, and non-binary. Two others welcomed all people who identify as LGBTQ+.

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**Partners and Mentors:** Creative Discourse, Outright Vermont, Centerpoint Adolescent Treatment Services

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**Changing the VYCC uniform** from a button-down to a tee shirt was a huge success! Members, Leaders, staff and board wore shirts that fit each person comfortably. This change was one step toward being a more equitable and affirming community. It was a significant improvement to both physical comfort (the button downs came in limited, and only men’s, sizes) and emotional comfort (the switch eliminated negative experiences for Members being mistaken for, or feeling like, law enforcement officers).

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## A PLACE TO GATHER, WORK & LEARN

VYCC's campus in the rolling hills of Richmond Vermont serves as a hub for community action and gathering. From Corps Members, to volunteers, to event attendees, and farm stand shoppers, people come to VYCC's campus to connect with others, serve their community, and appreciate our shared lands.

Here are some of the ways people connected on VYCC's campus in 2021.

A youth crew built 1,005 feet of new trail.

13 acres of "Production Fields" where Members worked and learned together.

NOFA-VT brought the Abenaki Land Link Harvest Festival, and 150 attendees, to VYCC for a celebration of food and people.



**Food and Nourishment:**  
Corps Members prepared and ate lunch together every day.

**Members tested 44 varieties of crops in the Market Garden.**

**Our Farm Stand featured 81 varieties of vegetables, eggs, poultry, soups, and sauces.**

**Our community compost returned 30,000 pounds of organic material to the soil.**



## NOURISHMENT AND MEALS: THE FARM'S SECRET SAUCE

The Farm at VYCC is far more than its signature Health Care Share project. Corps Members participate in the complete cycle of tending to soil health, growing food, preparing fresh meals, enjoying those meals, and composting the scraps to return to the soil.

In March 2021, one of the first things Shannon Borucke participated in was a discussion with



Project Leads: Bex, Annabelle, Ray, Sandra, Eli, Shannon

her team mates about the words ‘nutrition’ and ‘nourishment.’

“Food comes first; it feeds your body. Nourishment goes beyond, to replenishing, and relates back to how the food you eat is grown. It incorporates the whole cycle.”

As Food and Nourishment Project Lead, Shannon’s work was mostly in the kitchen. She led Crew Members in preparing daily lunches for approximately 60 people working on the farm any given day, and led the preparation of sauces and meals for the Health Care Share.

Shannon talks about her VYCC experience and unique view of the farm from the kitchen:

“ I was able to connect with a lot of people. Everyone came into the kitchen at some point. People would come from the office or the field when they needed a break from their work. I loved that. Team members joined me to make pesto and listen to my music.

I'd have half our youth Members (ages 15+) in the kitchen at a time. The small groups meant I could do a good job of quality control. And our time together was more than learning to cut an onion well. I got to know each and every Member personally.

I've worked in food service. It's stressful and hard if you don't know what you're doing, but if you can learn the skills in a safe environment, it's great to be able to make some extra money when you need to.

One day, I was showing a Member how to use the commercial dishwasher. We were talking about jobs and I told her working as a dishwasher is a great way to make cash. I was showing her how to do it quickly and efficiently and as I walked away she said, 'I love working here because you don't treat me like a child.' I said 'you're not a child.' There were so many small moments like that every day.

I loved being able to go into the fields and pick some veggies and make a salad with it. But food processing in the fall was my bread and butter. There were so many veggies, I was able to make my family's recipe for marinara sauce. I told my Nana that I used her dad's recipe, who is from southern Italy. That sauce

went into the Health Care Share – and my family's secret recipe went in the newsletter!

From the kitchen, I'd see people passing by on their way to the fields. I loved when they came in to visit. VYCC's kitchen is a place for people to catch their breath and get something done, and people found it enjoyable to spend time there. ”



Shannon prepping food in VYCC's commercial kitchen



## LEARNING WITH THE LAND & PARTNERS

A multitude of community partners enrich the Food & Farm Program and Corps Members' learning experiences. These neighbors inspire us with their commitment to the land and our communities:

### **THE BARBER FARM (JERICHO) -**

Corps Members gleaned snap beans, sweet corn, buttercup squash, and pumpkins and added them to Health Care Shares.

### **OWL'S HEAD FARM (RICHMOND) -**

Corps Members gleaned blueberries and added them to Health Care Shares.

### **YATES FAMILY ORCHARD (HINESBURG) -**

Corps Members learned about the business and orchard operations; they also gleaned apples and added them to Health Care Shares.

### **VERMONT FOOD BANK'S GLEANNING PROGRAM -**

Donated eggplant and onions to Health Care Shares, and gleaned excess beets and carrots from the Farm at VYCC.



### **UVM HORTICULTURE RESEARCH AND EDUCATION CENTER (SOUTH BURLINGTON) -**

Provided cooler space for share deliveries, and donated squash to Health Care Shares.



**BREAD AND BUTTER FARM (SHELBURNE) -**

Hosted Corps Members for an afternoon of learning about their farm operations and business practices.

**VERMONT BEAN CRAFTERS -**

Lent a plot thresher and fanning mill in order to process VYCC's first crop of black beans.



**VERMONT LAND TRUST -**

Provided land at Bluffside Farm in Newport, where a crew grew crops for the Health Care Share.

**COMMUNITY HARVEST OF CENTRAL VERMONT -**

Reduced food waste by gleaning surplus produce from the Farm at VYCC.

The foundation of the Health Care Share, eight medical center partners connect VYCC crews and VYCC-grown food with their communities. **Isabel Senter, Outreach Coordinator at The Health Center in Plainfield** offers this reflection on the Health Care Share's impact:

“ Fresh fruits and vegetables are expensive and are often something families can't afford to purchase on a regular basis. Health Care Share participants share with me that they eat so much healthier and enjoy trying new fruits and vegetables each week. This program brings such a meaningful resource to our small community and we are honored to be a part of it. ”

Thank you, Isabel, for your hard work and commitment to sharing healthy food with our communities. It is an honor to work alongside you and The Health Center in bringing people together with food.

## SERVE.LEARN.EARN



In late 2020, four mission-aligned organizations began a robust discussion about our collective impact. VYCC, ReSOURCE, Vermont Works for Women, and Audubon Vermont identified a shared vision:

**Every young person in Vermont should have a viable pathway to employment and affordable education in exchange for serving their state.**

We agreed to work together in pursuit of this vision, creating the **Serve.Learn.Earn** initiative.

Across four organizations, participants are accessing clear pathways to jobs while providing public service in the areas of housing, outdoor recreation, food security, conservation, weatherization and renewable energy.

In our first year, we expect to create 420 jobs and 147 AmeriCorps positions for members who

will complete over 3,400 weeks of service on projects that benefit all Vermonters. We estimate we'll provide over \$1.2M in wages/stipends for participants, as well as roughly \$350,000 in Segal Education Awards to fund participants' education.

We are:

- Creating more jobs
- Enhancing the quality and accessibility of Vermont's career pathways
- Building partnerships with employers and educational institutions
- Aligning programs with Vermont's Climate Action Plan

We are just beginning this work together! If you would like to learn more, please contact [Breck.Knauft@vycc.org](mailto:Breck.Knauft@vycc.org)

# TAKING ACTION ON NEW HORIZONS

Thank you for joining us in celebrating all the ways Corps Members have made positive impacts last year. Now, they are proud to share how they are building on their VYCC experience and continuing to make a difference, while forging their own pathways:

Working as an environmental educator for youth at the Pali Institute in California.

Beginning a 2-year program with Job Corps.

Attending graduate school to study nutrition.

Working as a field technician researching the effects of invasive species on the Catalina Islands in California.

After graduation from UVM will begin work for the United States Forest Service in Colorado.

Helping others find work opportunities as an Employment Specialist at Champlain Community Services in Colchester, VT.

Bex and Shannon

Managing greenhouses at Bumblefoot Organic Farm in Maine.

Combining travel adventures with environmental internships in Mexico.

Fighting fires on a wildland fire crew in Arizona.

Leading students as a Wilderness Therapy guide at True North Wilderness in Waitsfield.

Working for an arborist company and training to be a tree climber.

Accepted position on wildland firefighting crew in Montana.

The majority - 68% of 2021 Members and Leaders - are in school.

## VYCC BOARD OF DIRECTORS

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With deep gratitude to our dedicated, all-volunteer board:

- Anne Adler chair
- Ben Eastman vice chair
- Jim Feinson treasurer
- Linda McGinnis
- Jenny Naylor
- Wendy Nunez secretary
- Julius Rosenwald
- George Russell
- Michael Snyder ex officio
- Blake Whitman

## FOR MAKING A GIFT IN 2021, WE ARE DEEPLY GRATEFUL TO:

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### A

- Anonymous (31)
- Michael & Marion Abajian
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