INTRODUCTION

For many years, VYCC’s tagline has been “Today’s Youth, Tomorrow’s Leaders.”

While this remains true, “Today’s Youth, Today’s Leaders” is even more apt.

VYCC participants are leading now. They are doing seriously hard work, together, in challenging conditions. In addition to the projects they complete, VYCC crews build community and care for land and neighbors.

In this report, you will hear directly from 2023 participants about their leadership and a multitude of other skills they have developed. We are excited for you to read about the work VYCC crews completed in 2023, all of which increase resilience across Vermont. We hope you will follow the QR codes to our website for more in-depth content.

Special thanks to Ian, Storm, Petra, Claire, Dan, Allissa, Jenn and Dave, who were so generous to partner with us on creating this report. We know you will enjoy their perspectives!

We also thank the land as an ever-present and active participant in our learning, work, growth, rest, and nourishment.

Thank you for your support in creating opportunities for young people to take action, gain skills, and connect with the natural world.
178 MEMBERS & LEADERS

Completed **57,152** hrs of service

Earned ~**$1M** through paid service and learning

Completed **310** college credits through educational partnerships

Received **135** professional certifications (up **45%** from 2022!)
CONSERVATION – 16 CREWS

WATER QUALITY
Removed 52,000 water chestnut rosettes
4,400 native plantings

TRAILS
Built/repaired 7.4 miles of trail

FOREST HEALTH
Maintained/restored 70 acres

BUILD
Repaired/built 45 structures

FOOD & FARM – 8 CREWS

Grew 67,231 lbs of fresh organic food

Supplied 420 households managing food insecurity with weekly food shares

Worked with 12 community partners
Phase One of the East Monitor Barn’s restoration is complete. We lifted a 500,000 pound structure and then safely put it back down on a new foundation!

[www.eastmonitorbarn.org](http://www.eastmonitorbarn.org)

The third annual Harvest Dinner in October sold out – thank you to the 120 people who joined us.

[www.servelearnearn.org](http://www.servelearnearn.org)

VYCC is among four partners continuing to develop the Serve Learn Earn collaborative to increase workforce development opportunities for Vermonters. Collectively, we have delivered 7,500 weeks of service and training; and $2.75M in participants wages/stipends.
Nine local businesses sponsored the Food & Farm Program.
www.vycc.org/support/corporate-sponsorship

17 years of combined service on the board – Thank you Jim Feinson and Ben Eastman for exemplary and generous leadership.
www.vycc.org/board-members

150 Volunteers helped out on the Farm as individuals and as groups from schools and local businesses. Thank you!
BUILDING RESILIENCE

The ability of people and land to bounce back from challenges – *resilience* – was a clear and consistent theme of 2023. VYCC crews endured many challenges – wildfire smoke, floods and heavy rains, elevated heat indexes – to complete important conservation projects and improve the resilience of Vermont’s natural and working lands.

WITHSTANDING STORMS: TRAIL STRUCTURES BUILT TO LAST

Two crews returned to the Burrows Trail on Camel’s Hump to continue the trail’s three-year overhaul. Overuse of this popular trail has increased impact on the ecosystem and caused excess erosion. Following rigging and rock-setting training, the Pro Trails crew ran a highline to build three stone staircases about 1.6 miles up the trail. A second crew joined in to build check steps and a waterbar. These structures were tested during July’s heavy rains and flooding, demonstrating their importance in directing the flow of water during severe weather events.
ENGAGING STUDENTS IN SUSTAINABLE TRAIL BUILDING

In September, our first-ever day crew for young adults rebuilt a rotted turnpike, repaired surrounding drainage structures, and replaced old steps on Mount Philo’s House Rock Trail in Charlotte. These structures will reduce erosion and protect the surrounding plants and soils from human impact. Running this crew in the fall allowed student volunteers from Winooski High School and participants of ReSOURCE’s YouthBuild Program to gain skills and get excited about sustainable trail building.

PROTECTING BIRD BREEDING HABITAT IN THE WESTERN HEMISPHERE

Forest Health Crews felled trees, removed invasive plants, and planted native trees and shrubs in 19 locations. These efforts make Vermont’s forests more resilient to climate change and improve wildlife habitat. Did you know that Vermont’s forests, valleys, and waterways provide critical habitat for over 300 (!) species of migratory birds that fly as far south as Argentina?

A “turnpike” is a trail structure that elevates the trail surface above wet ground. Typically, lumber or logs along the sides serve as a container for gravel or earth.
RESTORING SHORELINE FORESTS

Forest Health Crews’ work is helping restore Vermont’s clayplain forest by planting native tree species. This type of forest, characterized by mineral rich clay soil, once ran along Lake Champlain. They are now a rare natural community after heavy logging and farming. Conservation groups are working to restore original valley clayplain forests.

LETTING WETLANDS BE WETLANDS

A valuable forested wetland in Cambridge was being drained by several culverts that crossed a carriage trail. Crews dug these out by hand (extremely heavy!) and replaced them with gravel fords to slow the flow of water. The result: the wetland is storing more water, and the new fords are preventing excessive flood damage downstream in the Brewster River.

SLOWING THE FLOW OF WATER

Concerned landowners’ calls for action on erosion and stormwater flow into the Mississquoi River led to a VYCC crew’s work: building a terraced rain garden, planting hundreds of trees and live stakes, and constructing check dams in the gullies. Projects like this restore wetlands to their natural functions that protect land and communities downstream.

You can make a difference: Report concerns about erosion to your local Resources Conservation District.

The Vermont Department of Environmental Conservation has developed software modeling to estimate how many pounds of phosphorus a project has prevented from entering surface water. VYCC will have an opportunity to run our projects through this software. Thank you, DEC, for this important work!
RESPONDING TO SEvere WEATHER ON THE FARM

VYCC is grateful that most of our production fields are upland enough from the Winooski River to have avoided major flooding. VYCC crews grew and harvested 67,000 pounds of food – just 3,000 pounds fewer than 2022.

Despite our upland location, the fields at VYCC were fully saturated in July, threatening crops - especially root vegetables. Camping crews returned to VYCC as the rains approached to be safe and on high ground. While they waited for roads to reopen, Conservation and Farm Crew Members teamed up to harvest garlic before it was lost. They also harvested beans, washed cabbage, worked with chickens, and packed Health Care Shares.

Did you know? Garlic is a 9-month crop, which means you cannot grow another succession in the same season if something goes awry. At the time of flooding, we were fortunate that our garlic was just ready to harvest! Health Care Share recipients have consistently requested more garlic in their shares, and we are so glad we were able to deliver this favorite to our community.
Farm crews then delivered 390 Health Care Shares on July 13 by creatively routing around multiple road closures and resumed full delivery on July 20.

**FARMING IN A CHANGING CLIMATE**

Food & Farm Program staff are attuned to changing weather patterns and strategies to improve the farm’s resilience to periods of saturating rain and drought. Our sloped farm is experiencing increased erosion during heavy rain events, especially on freshly formed beds where the soil has been significantly disturbed by tilling the soil with the tractor.

This spring, the team is transitioning some fields from a tractor-based row cropping system to a human-scale, intensive market-gardening approach. New beds will be 100 feet long and 30 inches wide. Beds shaped this spring will be managed primarily with hand-labor.

Drawing from published research and other farms’ experience, we anticipate the new beds will result in reduced erosion, reduced use of diesel fuel, increased soil health, and an improved participant experience.
People join conservation corps to make a difference, to take action and put muscle into an issue they care about. They show up with a lot of heart, a bit of trepidation, and - quite often - little to no experience with the projects they undertake. As a group, they start out as total strangers to each other.

A mere week or two later, Corps Members are using tools with confidence; teaching others skills they have just learned; looking out for one another; cooking meals in a backcountry or commercial kitchen; and celebrating hard-earned accomplishments.

The work is challenging in many ways. A combination of challenge, support, and work with meaning results in Corps Members gaining a multitude of skills.

PAID SERVICE PROVIDES OPPORTUNITIES TO DEVELOP DURABLE AND TECHNICAL SKILLS.
Ian Ritter, a student at Mount Mansfield Union High School, completed a conservation crew in 2022 and returned in 2023. He reflects on the benefits of working as a group to complete projects:

“One surprise - I thought the adults were going to say ‘Okay, here’s what you have to do. You can only work this way. This is the only right way.’ But when it comes to working on a project, there isn’t just one right way about it. There are many ways to do it. Maybe some are better than others. They all have successes and disadvantages. Like, you could go for a strategy that makes a project faster but more risky or less detailed. Or, if you really want to finish every last detail, you can take more time to complete the project.

“The way I think projects should work is that everyone gets together and discusses, ‘What needs to get done?’ There are a lot of things to think about.”

Ian also shares his experience as a person with autism:

“Before VYCC I was so isolated. There weren’t many words I knew, and I couldn’t explain myself very well. VYCC gives me a great opportunity to connect with others. I feel like I can just safely drop my figurative mask of being ‘normal’ and be who I want to be. Not enough people understand that every single person in this world is different. I’m glad that VYCC embraces that.

“When I think more deeply about people understanding each other, it makes me want to go into psychology. I want to understand more about how different groups of people think.”

CURRENTLY: In high school
NEW SKILLS: Problem-solving, trusting others, communication
Storm Rushford is an environmental science major anticipating graduating from the University of Vermont this spring. He joined a Food & Farm crew to gain outdoor work experience - and he did! Here is a reflection from Storm:

“I’m looking for jobs right now. Employers ask if you have experience working outside in all conditions. I can definitely say that I do! At VYCC, we worked outside in every condition. It was fun, and it’s great to have that experience.

“Employers also ask for leadership experience, which is tough to get as a 20-or-21-year-old student. Having been the Peer Leader of the Week gave me that leadership experience. Delegation was an important skill I acquired. It’s tempting to try and complete the tasks yourself, especially if you already know how to do it and feel confident, but being able to delegate is a difficult skill. I’m not amazing at it, but I developed it and learned techniques that work.

“Another interpersonal skill is managing general morale. In work settings, spending 40 hours a week with the same people with all the highs and lows, being able to manage the lows and rebound up to neutral or positive is a good skill to develop. It’s something that I can use at future jobs. I found that I could be helpful in that way both as a Leader and a Crew Member.

“I developed a wide base of understanding on organic farming. Since we were part of every step along the way from seeding, transplanting, weeding and harvesting, I now have a solid knowledge base on how to grow a wide variety of crops.

“Spending time in the kitchen was so cool. VYCC got me more interested in food and food systems. One day we had a bunch of baby carrots, and I decided to make pesto out of the carrot tops. I’ve also been making hummus, salad dressings and baking sourdough bread. It’s been a cool progression. Since VYCC, I’ve been able to build confidence as a cook.”
Petra Castaneda completed the 2023 Pro Forest Crew, then took a teaching position at a Montessori school in Vermont. She is going to Belgium for a month this summer to gain skills in horticulture toward her ultimate career goal: childhood horticultural therapy.

“I came into VYCC having never picked up a chainsaw before. I didn’t expect to learn so fast or get so comfortable so quickly; but with the hours we spent sawing, it became second nature after a while. It’s an opportunity to not just be outdoors, but to have some influence over it.

“I discovered a lot of passion for conservation and chainsaw work. So, I feel torn because I want to start my career in childhood horticultural therapy, but I also found something at VYCC that I care about very, very much. Leaving VYCC, I got homesick for it. I still miss chainsaw work.

“VYCC gave me more confidence. I learned a lot about my own limits and how much I can do, how I can stay calm under pressure. My Crew Leader told me a few times that she really appreciated that she could trust me when she had to step away. I took the initiative to make the crew more efficient and was always thinking about our timeframe. Long story short, I learned how to take initiative and how to be reliable.”
CREW LEADER TRAINING SETS THE STAGE FOR GROWTH

Conservation and Food & Farm Leaders arrive with skills and passion. Their energy, expertise, and leadership facilitate VYCC’s growth as an organization. Check out Leaders’ bios on our website to read about their orientation to community, conservation science, food justice, sustainability, education, service, and the power of levity, fun, exploration, and unique hobbies.

As Leaders arrive, three weeks of training complements their incoming knowledge and skills. Training is followed by a full season of facilitating this learning for their Crew Members.

VYCC’s Leader training, delivered by our professional staff, covers six comprehensive courses recognized by the Community College of Vermont (CCV). The combination of training and field experience across the season corresponds
to 12 college-level credits for each Leader. Woven throughout training are, of course, technical aspects of tool use and project skills specific to carpentry, farming and trail building.

Leaders complete projects during training where they practice everything from personal safety to tool maintenance. Several components of training are consistent across programs. These include Risk Assessment and Safety Management, Driver Training, Building Inclusive Communities, Wellness and Resiliency, Feedback Techniques, Conflict Resolution, Harassment Prevention, First Aid, and CPR.

These hard-won technical and interpersonal skills, combined with a commitment to serving communities and the environment, are central to VYCC’s program.

**CURRENTLY:** VYCC staff member

**NEW SKILLS:**
Group facilitation, time management, tool maintenance, circular saw
Claire Scherf arrived as a Food & Farm Leader with prior experience on farms. She knew of VYCC as a place that offers a lot of positions to people seeking a first job in agriculture.

Claire reflects on what she learned as a Leader in 2023 and what she is doing now:

“I learned a lot about group facilitation. I learned to distill my knowledge and experience and see how it trickles to someone who is just starting out.

“I learned about every tool on the farm. On other farms I’ve worked on, you have your niche - your skillset - and you stick to that. There’s not a lot of time to play around and try something new. In the spring at VYCC, we cleaned all the tools. It’s really valuable to know how to clean all your tools. I found that gave me ownership the whole season.

“In building chicken coops, we got trained to use circular saws and drills. I’d used hand tools here and there but never start-to-finish on a project by myself.

“I knew my Crew Leader season was my last farmhand season. That was the goal I had in mind and I knew that I wanted to step into a full-time role.”

VYCC had an opening for a Food & Farm Production Coordinator; Claire applied and moved into that role over the winter. She is now responsible for hand tool maintenance, and for our laying hens and broiler birds.

Several Leaders from her cohort are also working on farms and gaining more production experience. “VYCC gives a cool jumping off point of something you might not have been exposed to. Being a Crew Leader had its challenges, but learning to integrate into a totally different community and system and hold yourself in a large group is really valuable.”

The staff team is committed to helping alumni with their goals post-VYCC. Assistance includes guidance in creating resumes and making direct introductions to employers and schools. Claire captures the value of this, particularly for Food & Farm Program participants:

“Farmers are busy and it’s rare to find someone who can support you in the way that VYCC can. I think it’s really awesome knowing that there’s support and resources.”
PARTNERSHIPS OFFER PATHWAYS AND PROGRESSION

As Corps Members complete projects, they build relationships with professionals in the field and get to know local employers in conservation, natural resources management, sustainable agriculture, food systems and more.

VYCC alumni are employed with partners including Burlington Parks and Recreation, Green Mountain Club, Intervale, ReSOURCE, The Nature Conservancy, US Forest Service, Vermont Foodbank, Vermont Huts Association, and Vermont Works for Women. Other alumni are working locally in education, and the for-profit sector in construction, renewable energy, outdoor recreation and agriculture.

As a University of Vermont student working for ReSOURCE in the summer of 2004, Dan Lee commuted to Stowe to deconstruct buildings as part of the Spruce Peak redevelopment. The newly-restored West Monitor Barn always caught his eye as he passed by on I-89: “I remember seeing that frame and thinking it looked pretty cool.”

After graduating, Dan had an internship on the west coast. When the internship ended, “I was hitting dead ends with finding employment and decided that heading back to Vermont would be a good idea. I applied and joined VYCC.”

In 2008, Dan helped stabilize a portion of the Lamoille Valley Rail Trail, then became a Crew Leader and Park Ranger at Quechee State Park. Having caught the service bug, Dan came back to serve a second year as an AmeriCorps member - this time as Park Educator in Moosalamoo National Recreation area in Goshen.

“This period of time cemented my appreciation and understanding of the community values and hard work that make Vermont the special place that it is. Last summer, I was fortunate to return to VYCC as they began restoration of the East Monitor Barn.”

On the enormity of the East Monitor Barn project and his role, Dan said: “Some people will stop by and say, ‘oh, such a big project! The scale is so big.’ And it doesn’t feel like that for me. I get it, it’s a big
barn, there’s a lot of components, but it doesn’t feel like that. And I think it doesn’t feel like that because I feel very comfortable on this site. I think that is because of my experience working for the Vermont Youth Conservation Corps and how that experience made me feel.”
VYCC BRINGS YOUNG ADULTS TO VERMONT.

VYCC is an entry point for young adults from other states. We are able to offer paid work with (limited) accommodations. Once here, Members forge connections with people and place. They begin to build a professional network through project sponsors and partners, and a social network through the VYCC community. This is a cohort of young adults who value community and want to steward our natural resources.

Some examples of Members connecting with Vermont through VYCC:

**Petra’s** path led from Arizona to a VYCC Forest Health Crew; she is in Vermont today working as an early childhood educator.

**Philip** arrived from New Orleans as a Timber Framers Guild volunteer (we hosted a group of volunteers for a week to help with the East Monitor Barn). From there, Phillip joined a VYCC trails crew and is now a carpenter’s apprentice in Burlington.

**Allissa** reached the maximum number of AmeriCorps service terms by serving across the country. She came to Vermont from Arizona to lead a VYCC crew and is now working with Capstone.

The need to attract and retain young adults to Vermont is not new. Sobering trends are well documented: if every unemployed person in Vermont found a job, there would still be 12,600 jobs unfilled; and pre-K to 12th grade enrollment has dropped by 20% from 2004 to 2021 (VT Futures Project).
Community Action in Barre as the Disaster Recovery Case Manager Supervisor.

Allissa’s reflection on becoming a Crew Leader:

“I used to think that becoming an adult meant exploring independence and autonomy. Through years of service experiences, my question has changed to ‘What kind of impact can I have, and what can we accomplish together?’

“Becoming an invested community member allowed me to expand my vision of myself, what I am capable of, and the ways I can contribute.

“I chose to become a VYCC Crew Leader... to connect with young individuals who have taken a chance. To create a safe space for them to explore their own potential and capabilities – to discover what they could accomplish if they allow themselves to try.”

Jenn Greig has spent the past eight years working, learning, and serving across the country. 2024 will be her second season in Vermont.

“My first corps experience was in 2015 with NCCC AmeriCorps. It was an alternative to going to work or school. It was great to learn technical, practical skills and see what type of jobs are available. I loved the culture of people coming together from different backgrounds, exploring new places and problem-solving. Starting out, you don’t know how things work. You figure it out together. That’s helped me with life outside the Corps.

“I loved the idea of being able to camp and live in different cities. In Arizona, Colorado, North Carolina,
Vermont – I was doing service experiences, school and work. I got my architecture degree. When I graduated, I jumped into carpentry.

“I grew up outside the U.S. I moved here when I was 15. It was a big adjustment—the language and the culture. I didn’t really feel like I lived here until my corps experiences. I felt at home in this country by getting to know all these places. It changed everything for me. I feel at home in the U.S. now. It’s had a big impact.”

Jenn’s 2023 crew started out constructing the screened-in porch at the Grout Pond Hut. She then led her crew in building a privy (moldering toilet) in Stratton and a staircase in Cambridge. On break week and after the crew wrapped up, Jenn jumped in on the East Monitor Barn restoration.

“That project was familiar—closer to what I had been doing before I joined VYCC — a high level of precision. The privy was also familiar, but it wasn’t just me building. It was me building with six other people. We all needed to find a role with that.

“The connection I had with the East Monitor Barn and the Timber Framers Guild - that sharing of knowledge - I’m very excited to move more towards construction and rebuilding as part of preservation work. I think about that a lot.

“I loved all the projects that we did last year, and I’m excited now to come back and work on the pole barn project. That’s what sparked my interest to stay in Vermont.”

VYCC alumni add so much to Vermont life! And, we can do more. Housing is the biggest limiting factor, and if you would like to learn more about our plans to increase housing and more effectively support Members and Leaders, please reach out to one of our Executive Directors, Leah Mital and Breck Knauft.
THE IMPACT OF VYCC LASTS A LIFETIME

IN MEMORIAM: ATHENA KALANDROS

In 1994, Athena Kalandros and Dave Hakes worked for VYCC. In September of that year, they got married.

Athena passed away in 2023 and Dave has offered these reflections on VYCC and the path their VYCC experiences led them toward:

“I’ll never forget our decision to apply to VYCC. We had recently moved to Vermont after bouncing around the country doing a variety of work that kept us engaged with the outdoors - ski bums in the Sierras, Rockies and Adirondacks; Assistant Forest Ranger, Wilderness Guide, camp counselor and backcountry trip leader - whatever we could do to see the world and be outdoors.

“We got engaged in the fall of 1993 and decided maybe we should get “real” jobs and plan for our future. She had a desk job at UVM, and I was driving a Pepsi delivery truck out of South Burlington. One evening, I was perusing the classifieds and came across a VYCC ad looking for park managers. I pointed it out to Athena, and her excitement was instantaneous. She had already seen it, but didn’t bring it up because of our thoughts on a “real” job. Turns out, we both agreed that the “real” jobs weren’t real to us.

“We got married after the park closed, and several members of our crew attended our ceremony
in the Adirondacks. In 1995, I managed Smugglers Notch State Park for VYCC, and Athena managed the Vermont State Ski Dorm in Stowe for several years, running two trail crews out of the ski dorm in the summer, and as a traditional hostel for skiers in the winter. She had a hand in building a bridge there.

“Our time with VYCC was probably the most formative time of our lives together. Athena continued to work and volunteer for numerous organizations over the next decades, speaking often of her time with the Youth Corps and using the lessons learned there to assist other organizations in attaining their goals.

“The highlight of our time was hosting over 2,400 Deadheads at Lake Carmi when the Grateful Dead played Highgate in 1994. The Dead came again in 1995, and all the parks in the area of Highgate used our successful model from the prior year to host thousands of concert-goers. It was a great time!

“Athena directed the teen pregnancy prevention program at the Lund Family Center in Burlington, then worked as the Director of the Volunteer Center at San Juan College in Farmington, NM. She inherited a program with one director and one part-time employee and a $50,000 annual budget. Within a year and a half, she had increased the budget to over $1 million, a full-time staff of 10+, and established AmeriCorps and SeniorCorps crews. She credited her VYCC experience with her success.

“Thank you to VYCC for the positive experiences you gave us both that have guided our lives since then. Your mission holds true to our values and is a huge benefit to the youth of Vermont, as well as the State of Vermont and all those that benefit, directly or indirectly, from the great work VYCC does.”

Dave and his daughters attended our Harvest Dinner in the fall, and visited old project sites: “That bridge at the Ski Dorm? It’s still there. It looks like the foot bridge has been modified since 1995, but the cribbing support looks like what Athena and her crew originally built.”
The team at VYCC extends heartfelt thanks to Corps Members, and to our incredible community of supporters. Thank you for making our programs possible.

Visit [www.vycc.org/news](http://www.vycc.org/news) to see this report with a list of 2023 supporters.

Financial reports are available on Candid (formerly Guidestar).

---

### WHEN YOU ARE READY TO MAKE ANOTHER GIFT TO VYCC, CONSIDER THESE OPTIONS....

<table>
<thead>
<tr>
<th>LEAVE A LEGACY</th>
<th>GET YOUR GIFT MATCHED</th>
<th>AVOID CAPITAL GAINS TAX</th>
<th>SPREAD OUT YOUR ANNUAL GIFT</th>
</tr>
</thead>
<tbody>
<tr>
<td>You can dedicate a portion of your retirement assets or life insurance policy to VYCC without incurring estate taxes.</td>
<td>Employers (or former employer if you’re retired) often match gifts you make. If they do, there’s usually a simple form they provide.</td>
<td>Donate appreciated stock. You don’t have to pay capital gains tax, and neither do we!</td>
<td>Sign up for monthly or quarterly gifts on our website. Using a debit card minimizes transaction fees.</td>
</tr>
</tbody>
</table>
WITH DEEP GRATITUDE TO OUR DEDICATED, ALL-VOLUNTEER BOARD:

• Anne Adler
• Debbie Archer
• Jacqueline Fischer
• Mallory James
• John Kingston
• Bo Malcolm
• Jenny Naylor
• Wendy Nunez
• Ezra Pasackow
• Julius Rosenwald
• George Russell
• Blake Whitman

FOR MAKING A GIFT IN 2023, WE ARE DEEPLY GRATEFUL TO:

A

• Anonymous (33)
• Michael and Marion Abajian
• Thomas Absher and Erika Butler
• Bonnie Acker and John Davis
• Vivienne and Mark Adair
• J. Andrew Adam
• Carol Adams
• Susan and Jerry Adams
• Mary and James Adelstein
• Anne and Richard Adler
• David and Jennifer Adsit
• Gabe Albright
• Alcyon Foundation
• Lisa Alexia
• Judd and Mollie Allen
• Charles M. Ams, III
• Melinda Anderman
• Frederick Anderson
• Stephen Anderson
• Elle Anderson
• Angelo Family Charitable Foundation
• Susan Atwood-Stone and Charles Stone, Jr.
• Ken Austin

B

• Gary L. Baker
• Stanley Baker and Susan Gresser
• Donald Ballas
• Nancy Banks
• Charles Bargamian and Kathleen Farnham
• Trina Barnard
• Stephen and Jeanne Barner
• Agnes Barsalow
• Melita J. Bass
• Elizabeth Bassett and John A. Pane
• Kevin and Alice Batson
• Beacon Light Grange 557
• Peter Beakes
• Sarah Beard
• Thomas F. Beck
• Alice M. Beisiegel
• Marcia Bellas and Richmond West
• Audrey Bellefeuille
• Ben and Jerry’s Foundation
• Ben Benedict
• Caroline Wadhams Bennett and Peter Bennett
• Iris Berezin
• Margie Berger
• Jere Berger
• James and Judith Bernat
• Jeffrey M. Bernstein and Stacey L. Cushner
• Alan K. Betts and Karen James
• Mark Billian and Anne Brin
• Rena Bills
• Jonathan Binhammer and Linda Garrett
• William and Teresa Binney
• Alan Binnick and Frieda Wimmelman
• Grace Birchmore
• Black Flannel Brewing & Distilling Company
• Dean Bloch and Valerie Wilkins
• Pamela Blum
• Carol F. Boerner
• John and Marguerite Bolog
• Janet and John Bossi
• Naomi Bossom
• Michael T. Boston
• Gerhard and Susan Botha
• Bill and Ruth Botzow
• Colleen D. Bourne
• David and Janet Bowker
• Jessie and Jeffrey Bradley
• Chris Brady and Elissa Close
• Suzanne Bratek
• Suzanne Brooks
• William Brooks
• John & Stacy Broughton
• Mark and Joan Brown
• Alice Brown and Andrew McClellan
• Alden Bryan
• Patricia Buck
• Ralph and Lenore Budd
• Wayne F. Burke
• Peter Burrage
• Gary Burt and Louise Ferris-Burt
• Henry Bussetti and Dee Reever
• Elizabeth Bushueff
• Barbara and Crispin Butler
• Butternut Mountain Farm
• Mary E. Byrnes

C

• Paul Calter
• Doug and Christine Campbell
• Canaday Family Charitable Trust
• David Caplan
• Danforth Cardozo
• Deborah Carland
• Beth Carlson
• Lisa Carmichael
• Joan H. Carney
• Sarah Carroll
• Sarah Carter  
• Dennise Casey and Neale Lunderville  
• Ted and Anne Castle  
• Catamount Hospitality  
• Paul and Sandal Cate  
• Thomas and Christina Cavin  
• John Ceballos  
• Barbara Champine  
• Champlain Investment Partners  
• Alice K. Charkes  
• James A. Charron  
• David and Dorothy Cheever  
• Carol Cherin  
• Paul Chervin  
• William and Priscilla Chester  
• Judith Churchill  
• City Market Onion River Co-op  
• George Clark  
• Robert and Kathryn Clark  
• Carol Clauss and David H. Rosen  
• Tom Clavelle and Wendy Saville  
• Joseph Clay and Juanita Burch-Clay  
• Peg Clement  

• Marcia Clinton  
• Amy Cobaugh  
• Lorraine Colburn  
• Robin and Robert Coleburn  
• Antoinette and Anthony Colletti  
• Carol Conard  
• Polly and John Connell  
• Victoria Conti  
• Fernando and Virginia Corrada  
• Robert Costantino  
• Cotyledon Fund  
• Richard Cowart and Anne Winchester  
• Richard P. Cowperthwait  
• Vicki Coyle  
• Claiborne Coyle  
• Anne Cramer  
• Charles Cyr and Abbi Penfield  

D  

• Jack E. Daggitt and Anne R. Stellwagen  
• Sharon Daloz Parks  
• Richard and Bonnie Darby  
• Stephen and Cleora Darcy  
• Darn Tough  
• Rick and Lynn Davis  
• Charles and Marna Davis  
• Gerald and Karin Davis  
• Nancy Davis  
• Davis Conservation Foundation  
• Jenifer Dean  
• Nicholas and Elizabeth Deane  
• Greg Dennis  
• Don and Marty Dewees  
• John and Alida Dinklage  
• Patricia L. Dion  
• Cinda Donton  
• Kay Bergedick Doolan and James Doolan  
• Ruth E. Drake  
• Jack Drury  
• Jennifer Dudley-Gaillard and Robert Ricketson  
• Elizabeth Dunford  
• Frederick Dunn  
• Louis DuPont and Ellen Spring  
• Rebecca Durant
• Sarah Duval
• Carolyn Dwyer

• Jim and Beckie Eakin
• Peter and Ann Earle
• Earth Breeze
• Benjamin Eastman and Vicki Brennan
• Ellen Eccleston
• William and Marilyn Edgerton
• John Elkins
• Bradford and Eileen Elliott
• Llyn M. Ellison
• Elizabeth Emerson
• Katherine Emerson-Davis and Keith McCrae
• Stanley Emery
• Deborah Espitia
• Deb Estabrook
• Jessica Estabrooks
• Steven and Catherine Eustis
• Betsy Evans
• John Ezell

• Michael and Lynn Faber
• Dr. Richard and Janet Fabricius
• Jonathan and Louise Fairbank
• Hannah Fairbank
• Teresa Fama and Devika Singh
• Fanny Allen Foundation
• Matthew and Lisa Fargo
• Mark C Farley
• Farm Credit East
• Jim Feinson
• Stephen L. Ferber
• Richard and Marilyn Fetzer
• Fields Pond Foundation
• Richard and Jeny Evans First
• Peter and Nancy Fisk
• Teena and Ric Flood
• Patricia Fontaine
• Samantha Ford
• George and Helena Fortier
• Liz and James Foster
• Frances Foster

• Joni Foster-Robison
• Marcia and Bruce Fowle
• Virginia and Richard Freeman
• Walter and Anne Frey
• Cary Friberg and Carl Yalicki
• Beryl Frishtick
• Caroline and Peter Fritzinger
• Virginia Fry and Johannas Frank
• Milton and Carolyn Frye

• Mary Gade
• Tere Gade
• Edward A. Gale
• Naomi and Brian Galimidi
• Austin and Mary Ganzenmuller
• Jennifer Garber and Donald Brown
• Catherine and Edgar Garcia-Rill
• Marcia and James Gardner
• Maxine Garfinkel
• Terrence Garrison
• Sara Gebo
• Judy Geer and Richard Dreissigacker
• George W. Mergens Foundation
• Leonard J. Gerardi and Lauren Jarvi
• Jeremy Gerber and Samantha Roach-Gerber
• John Gerber
• Geri Reilly Real Estate
• Ned Getchell
• Seth Gibson
• Bonita Gibson
• Valerie A. Gillen
• Steve Gillette and Cynthia Mangsen
• Christine Gingo
• Give Lively Foundation
• Glenmede Donor-Advised Fund
• Global Foundries
• Kate Gluckman
• Ann Goering and Sharon Hopper
• Prospero Gogo and Amy Lilly
• Kristen Graf
• Donald Graham and Carol Barr
• Valerie L. Graham
• William J. Graves
• Reid and Jane Grayson

• Rosanne Greco
• Tom and Connie Green
• Greenbacker Capital
• Matthew and Carolyn Greenberg
• Gretchen Greene
• Barbara T. Greenewalt
• Gary and Tertia Griffith
• Hugh and Shana Griffiths
• Melanie Guild
• Owen Gutfreund

• Kimberly Hagen and John Dillon
• Robert Hagen & Kathy Astrauckus
• David Hakes
• Jane Hakins
• Stanton and Cynthia Hall
• Natalie Hall
• Myrtle Hall
• Kim Hall
• Hallam-ICS
• Ellen Halperin
• Mark Halverson and Edee Edwards

• Charles E. Hamby
• Donna and Donna Hamill
• Richard and Cristine Hammer
• Annie Hanaway
• James and Marilyn Hand
• Carol Hanley and Richard Bernstein
• Stephen Hannon
• Mary Hanrahan
• Eric and Virginia Hanson
• Fran Hardy
• Rosie Harlow Segal
• Tom Hart and Cara Caparelli
• Hart Foundation
• Nancy Hartmuller and Brian Tellstone
• Roger and Dianne Haskins
• David J. Hathaway and Carolyn J. Greene
• Jay Heaton
• James and Mary Ellen Hebert
• Carolyn Heile
• Craig Heindel and Judy Chaves
• Kenneth Helms and Sara Cahan
• Bruce Hennessey and Beth Whiting
Frances Herbert and Takako Ueda
Carl and Carlanne Herzog
Randy and Karen Hesse
William and Susan Heston
Lon W. Hiebert
Jesse and Bonnie Hills
Elizabeth A. Hindmarsh
Nigel Hollis
Deirdre Holmes
Geo Honigford and Sharon O’Connor
John and Susan Hood
David and Kathy Hooke
Harvey and Ethel Horner
Mark Hoskin and Denise Kilduff
David and Trina Hosmer
David and Janet Houston
Juliane and George Hudson
Molly Rideout and Charles Hulse
Katharine and David Hutchinson
IBM Corporation
Ann Ingerson
Carol Irish and Peter Kassell
Gail and Richard Isenberg
Margaret Jackson
Nancy Wayne Jaffe
James E. Robison Foundation
William and Susan Jefferys
Deborah Jerard
Linda O. Johnson
Lydia Johnston
Peter Jones and Therese Donovan
Virginia Jones

Christa Kemp
Paul Kendall and Sharon Rives
Matthew Keniston
Peggy and Mark Kenyon
William Kenyon
Heidi Kiesler
Renee and Douglas Kievit-Kylar
Holly J. Killary
Marsha Kincheloe and Peter Anthony
King Arthur Baking Company
John Kingston
Judith and Linus Kinner
Rona Klein
Jonathan T. Klein
Breck Knauff and Margaret Fowle
Lisa and Bill Koelewyn
Ed and Dona Koenewyn
John and Barbara Koier
Amos Kornfeld
William Kowalewski
Ronald and Anita Krauth
William and Sandra Kuehn
Margaret Kuhnen
• Charles and Jeanne Laclair
• Mark and Lisa Lagerquist
• Pamela Lamson
• Walter Lange and Amy Otis-Lange
• Linda and Irwin Langer
• Sheryl and Richard Larsen
• Dorothy E. Larsen
• Mary Lavigne and Michael Marceau
• Donald and Cheryl Lawrence
• John and Patricia Lea
• Heather Lesage-Horton
• Carolyn Lettieri
• Lynn Levine and Clifford Adler
• Sandra Levine
• Mark Levy
• Larry Lewack and Margaret MacDonald
• LGBTQ+ Fund of Vermont
• Christine Lilyquist and William Barrette
• Philip and Susan Lincoln
• The estate of Airie R. Lindsay
• Rachel Liubushkin
• Stephen Lloyd and Cecil Maxfield
• Robert and Susan Lloyd
• Todd Lockwood
• Joanna and Norwood Long
• Christopher and Ellen Lovell
• Robert and Elizabeth Low
• David and Candida Low
• Lucius and Eva Eastman Fund
• Theodore Lyman and Virginia Clark
• Jeff and Susan Lynch
• Barry Mansfield
• Leon Marasco
• Peder and Mary Lou Marcussen
• Ethan Markham
• Cindy Marshall
• David S. Martin
• John and Judith Martini
• Stephen R. Marx
• Benjamin and Anne Mason
• Christine Maute
• Scott McArdle and Kelli Cole
• Lisa McCrae and Richard Leven
• Linda McGinnis and Sam Carlson
• Mark and Mary McGrath
• Ginny McGrath
• Katherine McHenry
• Stewart and Sheila McLean
• Robert and Sheila McLean
• Robert and Beverly McMullin
• Marilyn McQuaide and Thomas Freiberger
• Erin Meade
• Dixie Mercier
• Christopher and Patricia Meriam
• Ted Merianos
• Cordelia Merritt
• Kathryn and Robert Mesaros
• Nicholas and Bridget Meyer
• Dave Meyer
• Penny Miller and Mr. Chris Miller
• Eric Miller and Brooke Herndon
• Ronald Miller and Jacqueline Fischer
• Sarah I. Miller
• Leah Mital and Ben Russell
• Lori Montalbano
• Cecilia Ann Mooney
• John and Penny Moore
• Francesca Moravcsik
• Wendy and Robert Morgan
• Keith Morgan
• Harry and Claire Morrison
• Laura Morse
• Aimee Motta and Joe Perella
• Marion Mueller
• Bob Mulcahy
• Scott and Cheryl Mullins
• Alice Murdock

• Barbara Murphy
• James and Elizabeth Murphy
• Craig Murray and Beth Tanzman
• James and Kathy Murray
• Kelli Murray and Laurence Pulgram
• Herschell Murry

• National Life Group
• Natixis
• Yoni Neirman
• Radetta Nemcosky
• New Hampshire Charitable Foundation
• John and Helen Newton
• Holly Nicolle
• Janet Nido
• Cameron Nief-Johnson
• Thomas Noble
• Craig F. Nolan
• Margo Norris
• Northfield United Methodist Parish
• Norwich Solar
• Leslie and Timothy Nulty

• Wendy Nunez and Nick Nunez
• Muriel and Lester Nutting

• Jennifer O’Callaghan
• Mike and Susan O’Brien
• Linda and Richard Olson
• Lyman Orton & Janice Izzi
• Nancy P. Osgood
• Gail Osherenko and Oran Young
• Christine M. Osmond
• Ann G. Ottaviano

• Priscilla Page
• Andrew and Anne Palmer
• Bill and Emma Parcell
• James Parrish
• David and Dolores Partridge
• David and Holly Pasackow
• Amy Darley and Avram Patt
• Chris and Hylah Patton
• Mitchell and Maureen Pearl
• Brooke Pearson
• Bonnie and Brian Pease
• Neil and Carleen Pelsue
• Jesse S. Pelton
• Andrew Perchlik and Marianne Donahue Perchlik
• Pamela Duprey Perry
• Gregory and Diane Peters
• Richard and Marjorie Petit
• Joann E. Pettersen
• William Phippen Jr.
• James and Crystal Pierce
• Ene Piirak and Andy Siegel
• Paul G. Pilcher
• Martha McDaniel and Stephen Plume
• Katharine Powell
• Nancy and Randall Pratt
• Frederick Pratt
• Donna Pratt
• Eleanor Preiss
• Prelco Inc.
• Dianne and James Prevo
• Regina Purtell

• Quechee Garden Club

• Katherine A. Ranallo
• Ian Rand
• Random Acts of Kindness Fund of the Vermont Community Foundation
• Louise and David Ransom
• Shanna Ratner
• John and Patti Reid
• Kathleen and William Reidinger
• Brian Reilly
• Aidan Rendino
• Barbara and David Rhoad
• Hira and Solon Rhode
• Cammy J. Richelli
• Daniel Ringskog
• Laura Robertson and Kurt Behrens
• Karen Rockow
• Peggy Rodgers
• Gary and Anita Rogers
• Carl and Joyce Roof
• Joseph and Marcia Rosen
• Craig Ross
• Ellen and Melvin Rowe
• Nina Ruiz-Holmes
• Carl and Debra Runge
• George and Judy Russell
• John Russell

• Kip and Laurie Sabens
• David and Meri Ann Saddlemire
• Peter Saile
• Debra Salmon and Eric Huppert
• Anna Sand
• Richard Sard
• Robert Sartini
• Saunders-Wise Fund
• Save America’s Treasures
• David Scherr
• Arthur and Elizabeth Schmidt
• Robert Schoff
• Ann Schofield
• Ann C. Schroeder
• Katherine and Bill Schubart
• Robert and Carol Schulz
• Jennifer Lucas and John Schweizer
• Walter and Kate Scott
• Charles F. Scribner
• SD Ireland Concrete Construction Corp.
• Leigh Seddon and Ann Aspell
• Cynthia Seybolt
• Alice L. Shaner-Simpson
• Robert and Anne Shapiro
• Catherine and Jonathan Shapiro
• Donald and Ellen Shepheard
• Jacob R. Sherman
• Michael and Nancy Sherman
• Dianne and John Shullenberger
• John and Nancy Simson
• Devika Singh
• Vassiliki Sinopoulos
• Allan Sirotkin and Jackie Earle-Cruickshanks
• Beth Merritt
• Emily Skoler
• Rufus and Karen Smith
• Willard F. Smith
• Richard and Sheryl Smith
• Todd Smith and Jennifer Sutton
• Virginia Smith
• Sheldon Smith
• Shirley Socorelis
• Susanne Solomon
• Sorg-Vogt Charitable Foundation Trust
• Marilyn and John Sowles
• Gen Spellman and Ava Murphey
• Robert Spottswood
• Julian and Betsy Sprague
• Debra and Donald Sprague
• Peggy and Stephen Sprague
• Gary and Kathleen Starr
• Elaine Stasny
• Elizabeth Steele and Scott Hammond
• John C. Stewart
• Susan Stillinger
• Ian Stokes
• David Stoll and Elizabeth Sutton
• Byron and Lee Stookey
• Loren Strong and Olivia Olson Strong
• Carolyn Subin
• Ellen R. Sulek
• Beth Sumner
• R. Day Surles
• Jo Ellen and Peter Swaine
• Peter Swift and Diana McCargo
• Synopsys, Inc.

T

• Peter M. Falion and Elizabeth W. Tannenbaum
• The Bob Hirsch Memorial Fund
• The Canaday Family Charitable Trust
• The Darby Family Trust
• The Jack and Dorothy Byrne Foundation
• The Lookout Foundation
• The M&T Charitable Foundation
• The Midnight Riders
• The Morris and Bessie Altman Foundation
• The Pizzagalli Foundation
• David and Frances Thomas
• Cheryl Thomas
• James C. Thomas
• Thomas Phillips & Jane Moore Johnson Family Foundation
• Thelma and Peter Thompson
• Michael Thompson
• Timber Framers Guild
• Bill L. Tobey

W
• Lynne Walther
• Barbara and James Wanner
• Suzanne J. Ward
• Brenda Warren
• Deborah Waterman
• Robert Weaver and Debra Salzarulo
• Harris and Eleanor Webster
• Adena Weidman and William Dalton
• Weiss Family Charitable Fund
• John P. Wesley
• Maureen White
• Blake Whitman
• James Wick
• Keith Wight
• David Wilber
• Louisa Wilcox Anderson and Jack Anderson
• Cheryl Wilfong
• Susan and Michael Willard
• Dana Williams & Dan Lee
• Alexander and Jerelyn Wilson
• John and Mary Wilson
• Lee Wilson
• D. Patrick and Kim Winburn
• Ted and Jeanmarie Winokur
• Wisdom Connection
• Charles and Pam Witherell
• MaryAnn and Charles Wolf
• Jean Woodward
• Robert and Margaret Woolmington
• Alice Wright
• Daniel and Margaret Wright
• Daniel and Mary Wyand
• Charles and Jean Wynn
• Orly Yadin and Bob Summers
• Karen and Donald Yaggy
• Betty Yaichuk
• Ira Yurdin
• Adrienne Zaharis
• Dylan Zhou
• Ed and Kathleen Ziedins
• Anne Zopfi
• David Zuckerman

U
• Julian and Bonnie Underwood
• United Way of Northwest Vermont
• United Way of the Greater Lehigh Valley
• Kathleen Ovitt Upton
• Michael and Marion Usher
• David J. Usher

V
• Pamela M. Vacek
• Richard Vaughan
• Vermont Community Foundation
• Vermont Family Forests Foundation
• Thomas and Katharine Villars
WE JOIN THE FOLLOWING SUPPORTERS IN HONORING THE FOLLOWING:

A meaningful way to honor, celebrate, or remember: VYCC can send personal acknowledgements to the individual or family identified by the donor. Contributions were made in honor or memory of the individuals listed in bold by donors listed below their name in italics.

IN HONOR OF...

- **Dominic Cloud**  
  Scott McArdle and Kelli Cole

- **Jonathan Frishtick**  
  Beryl Frishtick

- **Greg & DeAnna Glass**  
  Dixie Mercier

- **Radetta Nemcosky**  
  Katherine McHenry

- **Duncan Rollason**  
  Holly J. Killary

- **Staff and Participants at VYCC**  
  Pamela Duprey Perry

IN MEMORY OF...

- **Judy Bird**  
  Matthew and Carolyn Greenberg

- **Jon-Alec Chervin**  
  Paul Chervin

- **David W. Conard**  
  John Kassel

- **Julia H. Coyle, Julia Byrne C. Gruver, & Amanda Gruver**  
  Claiborne Coyle

- **Fernando M. C. Fernandez**  
  Fernando and Virginia Corrada

- **Athena Kalandros**  
  Lisa Alexia  
  Jack Drury  
  Deborah Espitia  
  Bonita Gibson  
  David Hakes  
  William Kenyon  
  Mark Levy  
  Alice Murdock  
  Jennifer O’Callaghan  
  Debra Salmon and Eric Huppert  
  Betty Yaichuk  
  Adrienne Zaharis

- **Henry Mansfield**  
  Barry Mansfield

- **Sterling W. Souther**  
  Carol Cherin