



VERMONT
YOUTH
CONSERVATION
CORPS



2024

GRATITUDE
REPORT



CELEBRATING **40 YEARS** OF SERVICE

Since our founding in 1985 VYCC members have made a lasting impact on Vermont's communities and landscapes. As we celebrate VYCC's 40th anniversary, we honor the legacy of more than 7,000 young people who have worked and learned with us and have made meaningful contributions to Vermont. Over our four decades, **participants have completed more than 2,500,000 hours of service.** By collaborating with hundreds of local, state, and federal organizations, we have tackled essential projects in forestry, sustainable agriculture, food security, outdoor recreation, and environmental conservation.

We are deeply grateful for our participants' hard work, our partners' collaboration, and the staff who guide each new generation. **To our incoming crews who will continue our mission, and to you, our community, who make this work possible — thank you.**

Your support creates opportunities for young people to take action, develop skills, and connect with the natural world. **Thank you and here's to the next 40 years!**

“Take action and build community by working and learning together with the land.”
— The Vermont Youth Conservation Corps mission.

STRENGTH THROUGH SERVICE — REFLECTING ON OUR HISTORY



First VYCC crew in 1985 with Governor Madeleine Kunin.

In 1985, an avid outdoorswoman, Doris “Dot” Evans, helped establish the Vermont Youth Conservation Corps (VYCC) by securing our first home within the Vermont Department of Forests, Parks, and Recreation. Dot was first recruited by Peter Comart, a Vermont Department of Labor employee who played a key role in securing the original funding for the program pilot. The following year, Thomas Hark was hired as VYCC’s first Director. Guided by his steadfast belief that “today’s youth are tomorrow’s leaders,” Tom led the fledgling



Thomas Hark talking to VYCC members and supporters in 1986.



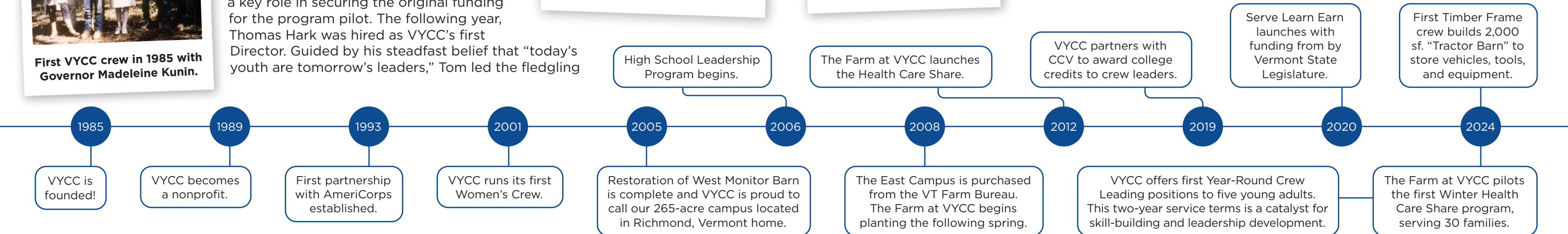
Participants collecting eggs on the Farm at VYCC.

program with dedication, shaping its growth and impact over the next three decades.






Today, VYCC remains a place young people join to make a difference, develop skills, and forge connections with the natural world. Our alumni are leaders across state and local government, businesses, nonprofits, schools, and communities. **The milestones below mark memorable moments in VYCC’s history that capture 40 years of growth and impact.**



Crew members working on a structure in Kettle Pond State Park.



2024 BY THE NUMBERS

	75,570 hours of service		\$1.25 million in Corps Member wages and stipends earned
	348 college credits obtained		131 professional certifications awarded
	675 Corps Members, volunteers, and students engaged		















Thank you to our service partners for their continued support and collaboration!

VYCC remains committed to service in Vermont amid recent changes to federal funding — read more on page 19!

CORPS MEMBERS...

	Removed 92,510 invasive water chestnut rosettes and planted 5,165 native plants to protect water systems		Grew 76,500 lbs of fresh organic food on the Farm
	Built and repaired 23 miles of public access trails		Distributed Health Care Shares to up to 480 households each week
	Maintained and restored 27 acres of forest habitat		Worked with 13 community partners to distribute Health Care Shares
	Built and restored 16 public structures across the state		Partnered with 8 businesses who sponsored the Food & Farm Program



CONSERVATION



In 2024, crews took on a wide range of projects, from timber stand improvements in Green Mountain National Forest and invasive plant removal at Burlington's Oakledge Park to trail work at Rutland's Pine Hill Park and campground repairs

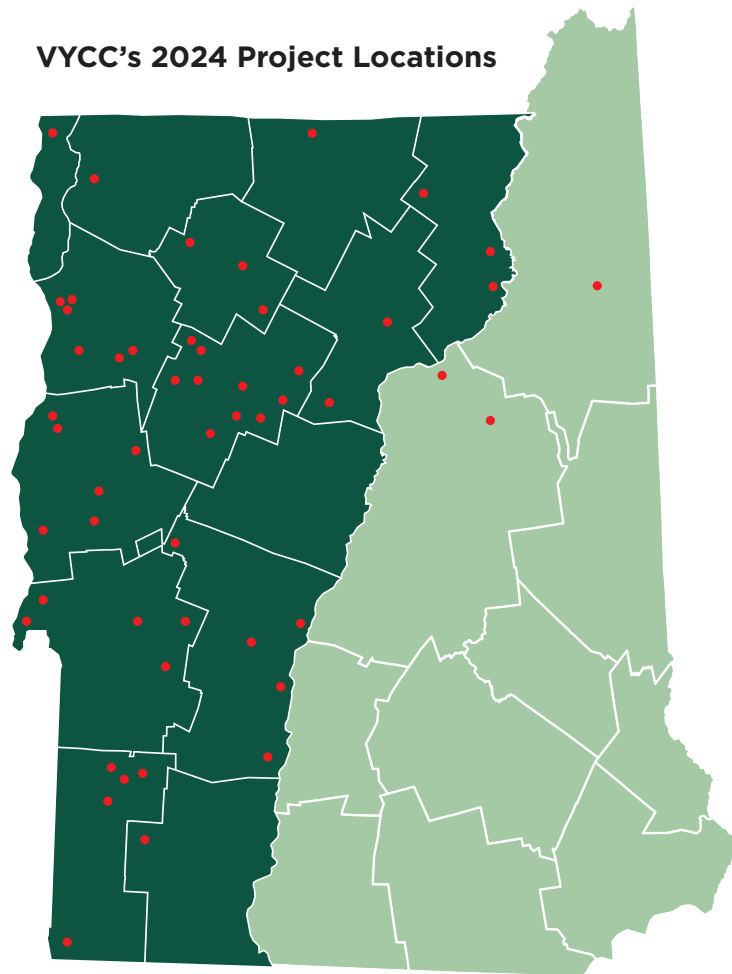
at Ricker Pond in Groton. Each of these projects was made possible through the ongoing support and collaboration of our conservation partners.

VYCC proudly works alongside national, regional, and Vermont based organizations, businesses, private landowners, and municipalities.

These enduring partnerships enhance Vermont's landscapes and provide hands-on experience for the next generation of environmental stewards.

"After the season, I felt like I had a new sense of confidence in throwing myself into the unknown. I feel like if I just put myself out there, I can do anything."
—Peter, 2024 Conservation Crew Member

VYCC's 2024 Project Locations



THANK YOU TO OUR 2024 CONSERVATION PROJECT PARTNERS!



COLD HOLLOW
TO CANADA



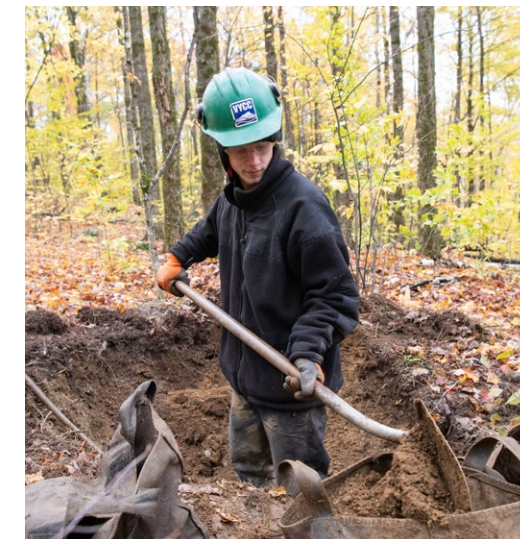
Northern Border
Regional Commission



NEW ENGLAND
FORESTRY
FOUNDATION



The University of Vermont



THE FARM AT VYCC

In 2008, VYCC purchased the East Campus portion of our property. The following spring, the Farm planted its first seeds. Since that first harvest, the Farm at VYCC has remained dedicated to growing organic food to nourish our communities and expanding access to our farm programs. In 2024, VYCC introduced a daily shuttle service for youth without reliable transportation from Burlington and Winooski High Schools to Richmond. The shuttle was consistently full and will once again be offered in the coming season.

VYCC's Health Care Share (HCS) program — our weekly prescription vegetable initiative — reached record impact, serving more households than ever before. At the height of the season, 480 households received free deliveries of certified organic produce, poultry, and eggs. One member shared, ***"Having fresh vegetables improved my health. My bloodwork numbers came down 64 points, and I'll keep eating fresh vegetables to lower them even more."***

Health Care Share Partners:



Food & Farm Program Sponsors:



VYCC's campus saw significant infrastructure improvements in 2024. Our Advanced Build Crew constructed a five-bay tractor barn, improving equipment and supply storage while providing hands-on training in carpentry, construction, and timber framing. VYCC also installed new hoop houses to expand farm production and lengthen our growing season.

With these investments, VYCC launched the pilot of our Winter Health Care Share. By extending the growing season, VYCC provided weekly food shares to 30 households facing food insecurity and diet-related illnesses.

In partnership with the Department of Veterans Affairs, this initiative marks an exciting step toward offering year-round Health Care Shares. VYCC is already looking ahead to future infrastructure projects that will enhance our Corps Member experience and expand our impact.



STORIES FROM THE FIELD

Alumnus Spotlight: Kyle Hooker

After spending the previous summer working on the Farm at VYCC, Kyle was eager for a chance to come back. In 2024, he returned as a Food & Farm Leader. Kyle embraced the opportunity to be involved in nearly every aspect of a diversified farm — from celebrating potato yields and raising chickens to leading crews of high school students. ***“The community is so special and it was amazing to be serving alongside so many people who were so passionate about everything we were doing.”***

With the experience and connections he gained at VYCC, Kyle landed a job with Vermont Compost Company in Montpelier. We are thrilled he has been able to take the skills he learned at VYCC and continue to use them in Vermont. Looking ahead, Kyle hopes to continue working in organic and sustainable agriculture.



Kyle holding an infinite dibbler taken at the beginning of the 2024 season.

Alumna Spotlight: Sam Moran

Sam joined VYCC as a Conservation Crew Leader in 2024. She had just graduated college with a degree in Environmental Studies and was excited to gain experience in the conservation field.

Through her service with VYCC, Sam had the opportunity to step out of her comfort zone and learn new skills. ***“Carpentry projects were my favorite for a few reasons. I had very little carpentry experience before VYCC and now have a whole new skill set. The projects usually had a lot of moving parts, and my crew was able to rotate and give each one a try. Whether it was cutting the wood for the steps, or nailing in shingles and installing drip edges, everyone got to try something new.”***

For Sam, the most rewarding part of her work was its lasting impact. ***“Knowing that in 10 years someone can still enjoy their time at Waterbury Center, Kettle Pond, or Stillwater because of the efforts of my crews and other VYCC crews is a very rewarding feeling.”*** Sam’s words capture the legacy VYCC participants have had on Vermont over the past 40 years — and will continue to have for decades to come.

Sam is about to start a new position as an Aquatic Invasive Species Technician with the Department of Environmental Conservation, a position she learned about while collaborating with the DEC at VYCC.



Sam at the beginning of the 2024 season.

VOLUNTEERING WITH AN IMPACT

Each year, VYCC welcomes hundreds of volunteers to the farm — from school groups and corporate teams to individuals eager to get their hands dirty for a great cause. Volunteers play a vital role in supporting food security in Vermont, and we thank them for their hard work!

In 2024, VYCC hosted 20 groups from nine Vermont schools, totaling 250 student volunteers. At the end of the day, our volunteers leave with a feeling of accomplishment, inspired, and more connected — to each other and the broader community.

We welcome volunteers in the spring and fall. If you want to get your hands in the dirt, email Chris at chris.humphrey@vycc.org for more information!



A volunteer group assisting with seeding at the Farm.

INVESTING IN THE NEXT GENERATION OF LEADERS

In 2024, VYCC launched the Year-Round Crew Leader (YRCL) program. This initiative offers participants opportunities for professional growth, leadership development, and hands-on experience in both fieldwork and project planning. YRCLs serve with VYCC for two consecutive years. They lead conservation crews from late March through November, completing projects such as trail work and forest health initiatives. Their winter months focus on program support, logistics, recruitment, and technical skill-building. Designed to offer a deeper understanding of field season preparation, this program enhances career readiness. YRCLs build strong connections within the conservation community, helping them to emerge as leaders with the experience needed to transition into long-term careers in environmental stewardship.



Our Spring 2024 YRCLs training in the field.

SERVE LEARN EARN: **WORKING TOGETHER**



Serve Learn Earn is a collaboration between VYCC, Vermont Works for Women, Audubon Vermont, and ReSOURCE, dedicated to providing Vermonters with pathways to meaningful employment and affordable education. Through paid service and training programs in conservation, sustainable agriculture, education and the building trades, participants gain hands-on experience, earn credentials, and secure jobs while contributing to their communities.

This collaboration thrives thanks to key partnerships across Vermont and beyond. Organizations like Vermont's Agency of Natural Resources, SerVermont, Vermont Department of Labor, Vermont Community Foundation, J. Warren & Lois McClure Foundation, Ascendium Education Group, and the Vermont Department of Forests, Parks & Recreation (FPR) have strengthened the impact of our programs. Additionally, a growing network of employers are hiring graduates, shaping program development, and, in some cases, providing financial support.

Between July 2023 and June 2024, Serve Learn Earn engaged 615 participants, 70% of whom were between the ages of 15 and 24. Through training and service projects, 25 participants earned college credit, and 246 earned industry recognized credentials in construction, forestry, and first aid. Over 180 service projects were completed across Vermont, including flood recovery, accessible housing, food access, habitat monitoring and restoration, education, and outdoor recreation projects.

If you'd like to learn more about Serve Learn Earn or would like to get involved, email Kate at kate.gluckman@vycc.org, or you can find more information at www.servelearnearn.org.



Thank you to
Members of our
**Serve Learn
Earn Cohort!**

THANK YOU

As we celebrate 40 years of impact and reflect on our 2024 milestones, we extend heartfelt thanks to everyone who makes VYCC's work possible. **To our donors, participants, and alumni—your dedication and ongoing support moves us forward!**

Together, we're empowering young people to build skills, serve communities, and shape a stronger future for Vermont. Every trail restored, farm row planted, and young leader mentored is a testament to the power of the VYCC experience.

Thank you for being part of the VYCC community and this enduring story of growth, stewardship, and transformation.

"One of my favorite moments was when it was a hot humid day and we were weeding out in the field and my Crew Leader Abby told us to all stand up and take an appreciation break so we all stood up and looked into the valley and mountains and found appreciation for the moment, and I still use that to this very day."

—Milan, 2024 Crew Member



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 to see this report with a list of 2024 supporters and our financial reports are available on ProPublica.

SCAN
HERE
TO GIVE
NOW!



STANDING STRONG FOR SERVICE IN VERMONT

This spring, service-driven organizations like VYCC were notified of the cancellation of 1,000 federal AmeriCorps grants — cutting \$400 million in funding nationwide. **For VYCC, this puts at risk funding for approximately 80 positions.**

In response, 24 states have filed a lawsuit challenging these cuts, and we are closely monitoring its progress. But regardless of the legal outcome, the uncertainty alone threatens the stability of vital service programs — and the young people at their core.

VYCC remains steadfast in our mission. Our model — working hard, together, outdoors on projects that matter to Vermont — has never been more essential. Now more than ever, we need our community's support. **Donate today to support VYCC's mission and the spirit of service that defines our state.** Learn more at www.vycc.org.

FOR MAKING A GIFT IN 2024, WE ARE DEEPLY GRATEFUL TO:

- 100 Women Who Care Chittenden County
- 1772 Foundation
- 84Vikings4Good

A

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- Acker, Bonnie
- Adair, Vivienne M
- Adam, J. Andrew
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- Adams, Susan
- Adelstein, Mary
- Adler, Anne
- Adsit, David W.
- Aikenhead, Steve Steve
- Albert, Kenneth
- Albright, Gabriel
- Alcyon Foundation
- Allard, Judith L
- Anderman, Melinda

- Anderson, Frederick
- Anderson, Steve
- Angelo Family Charitable Foundation
- Anthony, Peter D
- Archer, Debbie
- Ascendium Education Group
- Atwood, Susan
- Austin, Ken
- Avildsen, Eric

B

- Baker, Gary L.
- Ballas, Donald F
- Ballas, Ken
- Bargamian, Charles
- Barnes, Mary Ann
- Barry, Barbara
- Bartlett, John R.
- Bass, Melita J
- Bassett, Elizabeth
- bates, dennis

- Batson, Kevin A
- Beard, Sarah
- Beck, Thomas F.
- Beisiegel, Alice M
- Bellas, Marcia
- Ben and Jerry’s Foundation
- Benedict, Henry H.
- Bennett, Caroline Wadhams
- Berezin, Iris M
- Berger, Margie
- Bernat, James L
- Betts, Alan K
- Bicknell, Donald
- Bijur, Matthew
- Binhammer, Jonathan V
- Binney, William H
- Binnick, Alan
- Bivo LLC
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- Bossi, Elisabeth
- Bossom, Naomi
- BOTHA, GERHARD
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- Bourne, Colleen D.
- Bousquet, Sharon
- Bowker, David H
- Bradley, Jessie
- Braxton, Catherine
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- Brown, Mark A
- Bryan, Alden T
- Buck, Patricia H.
- Budd, Ralph C.
- Burke, Wayne F
- Burlington Furniture
- Burnett, Mark

- Burrage, Peter
- Burt, Gary
- Busetti, Henry L
- Bushueff, Elizabeth
- Butler, Barbara D
- Butternut Mountain Farm
- Byrne Foundation, Inc., The Jack and Dorothy
- Byrnes, Mary E.

C

- Cabot Creamery
- Campbell, Doug
- Canaday Family Charitable Trust, The
- Cannon, Maureen
- Cardozo, Danforth
- Cardozo, Lynne
- Carland, Deborah
- Carmichael, Lisa
- Carney, Joan H
- Carter, Sarah F
- Castle, Anne B
- Cate, Paul

- Cavin, Thomas J
- Ceballos, John
- Cestone, Kenneth J
- Champine, Barbara
- Champlain Investment Partners, LLC
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- Charron, James A
- Cherin, Carol
- Chervin, Paul N.
- Chickering, Nancy
- Churchill, Judith A
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- Clark, George
- Clark, Robert A.
- Clauss, Carol
- Clavelle, Thomas J.
- Clay, Joseph
- Clinton, Marcia E.
- Cobden, Geoffrey
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- Coleburn, Robin
- Colletti, Antoinette
- Connell, Polly

- Copenhaver, Kenneth
- Costantino, Robert
- Cotnoir, Christina
- Cotyledon Fund
- Counsell, Rebecca S
- Cowart, Richard H
- Coyle, Claiborne
- Cramer, Anne
- Cyr, Charles

D

- Daggitt, Jack E.
- Dallas, Martha M.
- Daloz Parks, Sharon
- Dana, Elizabeth
- The Darby Family Trust
- Darby, Richard W.
- Darn Tough
- Davis, Charles A.
- Davis, Gerald S
- Davis, Rick
- Deane, Nicholas
- Del Toro, Mary

- Dewees, Donald J
- Dinklage, John B
- Dion, Patricia L.
- Donton, Cinda L
- Doolan, Kay
- Dooling, Michael
- Duckworth, Alison
- Durant, Rebecca
- Duval, Sarah H.

E

- Eakin, Jim
- Eccleston, Ellen
- Edgerton, William
- Ehtesham, Ariane
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- Elias, Greg
- ELKINS, JOHN
- Elliott, Bradford G.
- Ellison, Llyn M
- Emery, Stanley
- English, Mark R.
- Estabrook, Deb

- Eustis, Steven
- Ezell, John

F

- Fairbank, Jonathan
- Fama, Teresa
- Fanny Allen Foundation
- Fargo, Matt A.
- The Farmhouse Group
- Farr, Linda
- Fassler, Paul
- Faville, Andrew
- Feinson, James S.
- Ferber, Stephen L
- Ferrelli, Karla R
- Fetzer, Richard C.
- Fidelity Investments Charitable Gift Fund
- Fields Pond Foundation, Inc.
- First, Deborah C.
- Fisk, Peter J.
- Flood, Teena
- Folsom, Patricia A

- Fontaine, Patricia
- Fortier, George A
- Foster-Robison, Joni
- Fowle, Marcia
- Franklin August
- Freeman, Virginia F
- Frey, Walter G
- Frost, Tim
- Fry, Virginia
- Frye, Milton

G

- Gade, Mary K.
- Gade, Teresa
- Gale, Edward A
- Galimidi, Naomi W.
- Ganzenmuller, August
- Garber, Jennifer L.
- Garfinkel, Maxine
- Geer, Julia H
- George W. Mergens Foundation
- Gerardi, Leonard J
- Gerber, John

- Getchell, Ned
- Gibson, Seth
- Gillette, Steve
- Gingo, Christine
- Ginsberg, Pete
- Glendinning, Jane Carol
- Goering, Ann G
- Gogo, Prospero
- Goldberg, Andrea J
- Golden, Kenneth I
- Goodyear, Dan
- Gotham, Ann
- Graf, Kristen
- Graham, Alex
- Graham, Donald A
- Graham, Valerie L.
- Graves, William J
- Gray, Margaret
- Grayson, Reid L
- Greco, Rosanne
- Green, Constance Vial
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- Greenberg, Matthew

- Griffiths, Hugh A
- Gutfreund, Owen

H

- Hagen, Kimberly A
- Hagen, Robert
- Hakins, Jane
- Hall, Natalie
- Hall, Stanton C
- Hallam-ICS
- Halvorson, Kathryn
- Hamby, Charles E
- Hamill, Robert
- Hammer, Richard R
- Hand, James
- Hanley, Carol
- Hannon, Stephen
- Hanrahan, Mary
- Hark, Thomas Lawrence
- Harlow Segal, Rosie
- Harper, Katherine
- Hartmuller, Nancy
- Haskins, Roger B

- Hathaway, David J
- Haynes, Byron W.
- Heaton, Jonathan J.
- Hebert, James C.
- Heile, Carolyn
- Heindel, Naomi
- Herbert, Adaline
- Hering, James G
- Herzog, Carl and Carlanne
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- Heston, William N
- Heyer, Lyndall
- Hiebert, Lon W.
- Hills, Jesse W
- Hindmarsh, Elizabeth A
- The Bob Hirsch Memorial Fund
- Honigford, Geo
- Hood, John
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- Hornung, Gerald K.
- Hosmer, David W.
- Houston, David

- Hudson, Juliane E
 - Hutchinson, Katharine B.
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- IBM Corporation
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 - Isenberg, Gail L
- J**
- Jackson, Margaret
 - Jaffe, Nancy Wayne Wayne
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 - Jerard, Deborah
 - Johnson, Linda O
 - Johnson, Tanya
 - JP Morgan Chase
- K**
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 - Kamath, Prabhakar Prabhakar
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- Kelly, Marty S
- Kelly, William J
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- Keniston, Matthew F
- Kiesler, Heidi
- Kievit-Kylar, Renee
- King Arthur Baking Company
- Kingston, John
- Kinner, Judith S
- Klein, Jonathan T
- Klein, Rona
- Knauft, Breck
- Knauft, Sarah
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- L**
- Laclair, Charles H
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- Main Street Landing
 - Mainer, Raymond G.

- Malcolm, Bruce
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- O'Brien, Mike
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- Porter, William Harrison

- Powers, Amy
 - Pratt, donna
 - Pratt, Frederick A.
 - Preiss, Eleanor O
 - Prevo, Dianne
 - Price Chopper's Golub Foundation
 - Quechee Garden Club
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- Ranallo, Katherine A
 - Ratner, Shanna E
 - REI
 - Reid, John
 - Reidinger, Kathleen
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 - Rhoad, Barbara G.
 - Rhode, Hira U
 - Richards, Mary M
 - Richelli, Cammy J.
 - Richmond Historical Society
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 - Robbins, Kat
 - Robbins, Theresa

- Robert L. Crowell Charitable Fund
 - Robertson, Laura J
 - Rodgers, Peggy
 - Rogers, Gary S
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 - Rose, Lewis R
 - Rosen, Joseph
 - Roth, Joanne H
 - Rozendaal, Jan
 - Runge, Carl F.
 - Russell, George
 - Russell, Robert
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- Sabens, Kip
 - Sard, Richard
 - Sartini, Robert
 - The S & C Harvest Foundation
 - Schoff, Robert
 - Schofield, Ann L.
 - Schroeder, Ann C
 - Schubart, Katherine
 - Schulz, Robert J

- Schwab, Catherine E
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- Schweizer, John
- Scott, Walter A.
- Scribner, Charles F
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- Shapiro, Robert
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- Sherman, Michael
- Sid and Cecelia Lance Family Foundation
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- Simson, John
- Sirotkin, Allan S.
- Ski Rack
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- Skoler, Emily
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- Slocum, Brooks

- Smith, Guthrie
- Smith, James
- Smith, Michelle
- Smith, Richard
- Smith, Sheldon
- Smith, Todd
- Sorg-Vogt Charitable Foundation Trust
- Sowles, Marilyn
- Spottswood, Robert
- Sprague, Debra
- Sprague, Julian
- Sprague, Peggy
- Springer, Julie
- The Starbucks Foundation
- Starr, Gary M.
- Steele, Elizabeth
- Stewart, John C.
- Stillinger, Susan
- Stokes, Ian
- Stoll, David M.
- Stookey, Byron
- Storrs, Michael
- Strong, Olivia

- Subin, Carolyn
 - Sumner, Beth
 - Surles, R. Day
 - Swaine, Jo Ellen
 - Swartz, Kim
 - Swift, Peter D.
 - Symington, Gaye
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- Tannenbaum, Elizabeth W.
 - Tanzman, Beth
 - Thomas Phillips & Jane Moore Johnson Family Foundation
 - Thomas, David
 - Thomas, James C.
 - Thompson, Thelma
 - Tipple, Amy
 - Tobey, Bill L
 - Tormey, Christopher
 - Trebitz, Heinz H
 - United Way of Northwest Vermont
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- Vacek, Pamela M.
 - Vanderveer, April
 - Vansant, John H
 - Vassar, Carol Anne
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 - Vermont Integrated Architecture
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 - Villa, Catherine Flynn
 - Villars, Thomas R
 - Voll, Peter J.
- W**
- Walp, Stephanie
 - Walther, Lynne
 - Ward, Suzanne J.
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 - Warren, Laura C
 - Washburn, Gail
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 - Watts, Andy
 - Weatherhogg, Kyle
 - Weidman, Adena
 - White, Maureen

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