

## **Town of East Montpelier FY2023 Funding Requests**

Each year the Town of East Montpelier receives requests for funds from many different organizations. The Selectboard appoints a committee to review the requests and to recommend which should appear on the Town Meeting Warning for action. The committee requires certain information to make sound decisions for each request. In order for your organization to be considered for funding, it is mandatory that you complete this information form. Submit the form and supplementary information to:

**Funding Request Study Committee**  
**Town of East Montpelier**  
**P.O. Box 157, East Montpelier, VT 05651-0157 (submit by mail)**  
**manager@eastmontpeliervt.org (submit by email)**

on or before **Friday, October 22, 2021**. Incomplete forms and/or requests received after this date will be disqualified for funding. The Committee reserves the right to require any requesting organization to defend its request at the Committee's annual meeting normally held in early November. An organization applying for the first time or requesting a substantial increase in funding should expect an invitation to attend the annual meeting.

If your organization operates two or more programs with separate budgets or funding sources, please fill out one form for each program. All information should be given for your latest complete fiscal year (12 months). Approved requests will be acknowledged in the fiscal year 2023 (July 1, 2022 – June 30, 2023) budget for the Town of East Montpelier. Please feel free to submit any other information you feel would be helpful to the committee in making their decision.

**If you have any questions please contact Bruce Johnson, Town Administrator, at (802) 223-3313 x 204 or [manager@eastmontpeliervt.org](mailto:manager@eastmontpeliervt.org).**

### **STANDARD INFORMATION**

Organization Name: Capstone Community Action (formerly known as Central Vermont Community Action Council (CVCAC))

Address: 20 Gable Place, Barre, VT 05641

Fiscal Year Reported: FY2019 (10/1/2019-9/30/20). Due to our Fiscal Year ending September 30, 2021, and an audit later in the year, we do not have the most current information for this submission. We will follow up with that information as soon as it is available to us. We apologize for the inconvenience. We have submitted a version of last year's application until the update is possible. We do not anticipate seeking an increase, which is an important detail for your review.

Program Description: Capstone Community Action formerly known as Central Vermont Community Action Council (CVCAC) helps Vermonters achieve economic sufficiency with dignity through individual and family development. We work to alleviate the effects of poverty, help people move out of poverty, and advocate for economic justice. Each year Capstone serves more than 10,600 individuals living in 56 central Vermont

communities. Our staff often works with families in their most vulnerable moment to help them find stability, hope and relief. For another year in a row, the demand for fuel assistance, emergency food, and housing assistance continued to grow in addition to the complications of the pandemic. Hand-in-hand, we help Vermonters develop the skills to tackle problems, identify goals, find the resources and take control of their futures. We offer housing counseling, financial education, home weatherization, early childhood education, job skills training, business counseling and more. Together, we create economic opportunities for all Vermonters.

Name of Person filling out this form: Yvonne Lory

Name of Person to contact with questions: Yvonne Lory

Phone Number: (802) 477 5123 E-mail: ylory@capstonevt.org

**AMOUNT OF FUNDING REQUEST:** \$500 (no increase)

### **SERVICE INFORMATION**

What is your organization's service area? State? Washington County? or Other? Our service area includes Lamoille, Orange, and Washington Counties, as well as a few border communities in Addison, Rutland, and Windsor Counties (56 towns in total). Some initiatives extend to other counties and others are statewide.

What is the total number of individuals served by your organization in your prior Fiscal Year? 10,624 individuals and 6,166 households.

How many people in East Montpelier were served by your organization in the same period? 65 East Montpelier households representing 76 residents.

What type of service(s) does your organization provide to East Montpelier residents? Programs and services accessed by 65 East Montpelier households representing 76 individuals this past year included:

9 households with 14 family members were able to keep heating their homes with help from our Crisis & Supplemental fuel programs as well as other utility costs.

4 households were weatherized at no charge, making them warmer and more energy efficient for 6 seniors and 1 resident with disabilities.

2 households received emergency furnace repairs and 1 household furnace was replaced at no charge, making them warmer and more energy efficient for residents.

1 entrepreneur received counseling and technical assistance on starting or growing a business.

18 residents had their taxes prepared at no charge by Capstone's IRS certified volunteers ensuring them all the refunds and credits they were due.

2 childcare providers received nutrition education and were reimbursed for the cost of serving nutritious meals and snacks to the 26 children in their care.

2 children were in Head Start and Early Head Start programs that supported 6 additional family members.

Approximately how many staff hours are dedicated to provide the services your organization offered East Montpelier residents during this time period? \_\_\_\_\_ hours

Unfortunately, this information is not collected by our agency. This number is difficult to quantify, as our programs vary in intensity and duration of services. For example, a child in Head Start and her family will receive hundreds of hours of combined staff time during the course of a year (through teachers, home visitors, family partners, and health consultants). Another family with severe housing problems may receive as much as 60 hours of intensive case management. In reality, the approximate amount of \$6.58 we are requesting per East Montpelier resident served (\$500 divided by the 76 East Montpelier residents served this year) does not even begin to cover the costs of the services that are provided. But it does make an important statement of East Montpelier's commitment to helping East Montpelier families get support to move out of poverty.

What services does your organization provide that are not available elsewhere? We work hard to ensure that our programs and services work in partnership with other organizations and communities to ensure that there is no duplication of service. For example, while home energy retrofits are available elsewhere, we are the only place that offers no-cost home weatherization for low-income folks.

What (if any) organizations provide similar services? Due to our federal designation as a Community Action Agency, we are the only entity in this region authorized to provide services through the Community Services Block Grant. In addition, we run programs like Head Start, Weatherization and job training programs like one in partnership with the Vermont Foodbank called the Community Kitchen Academy, for example, that are unique and unduplicated. While a location in central Vermont may offer multiple "food shelf" type services, they are in different locations, staffed differently, with different hours of operation, and with different food commodities to offer. Again, this is complementary, not duplicative to ensure that we work together to support the community in an efficient and effective way versus being competitive. As part of the pandemic, we joined the effort called Everyone Eats.

If applicable, how does your organization collaborate with organizations providing similar services? When there are other organizations providing compatible services we develop partnerships to facilitate program referrals to avoid duplication of efforts and achieve the best possible outcomes for people seeking and receiving services. Each year we report on the number of community partnership in which we are active. These partnerships number in the hundreds. The calendar year of 2020 to 2021 has demonstrated the strength of our collaborations. Capstone helped lead the Washington and Northern Orange Counties Regional Response Command Center (WNOC-RRCC) to offer housing, food and more to our most vulnerable at the start of the pandemic and

stay at home order. We also joined the statewide effort called Everyone Eats. Vermont Everyone Eats provides nutritious meals to Vermonters in need of food assistance as well as a stabilizing source of income for Vermont restaurants, farmers and food producers. The program is funded by the federal Coronavirus Relief Fund and made possible through a grant provided by the Vermont Agency of Commerce and Community Development to Southeastern Vermont Community Action. More information can be found at [www.vteveryoneeats.org](http://www.vteveryoneeats.org)

In what way are the services your organization provides preventative in nature? ? Head Start early education programs work in partnership with parents to give kids the best start possible in life while providing opportunities for family members. Our housing counselors work with families to prevent homelessness and create sustainable family housing plans. Financial education initiatives equip people with the skills and information to plan a strong economic future. Home weatherization increases the energy efficiency of homes, preventing energy loss and producing savings and reducing bills. While we are known for our critical emergency support to families in need, another large portion of our work is focused on creating opportunities for all Vermonters to achieve economic sufficiency.

**FINANCIAL INFORMATION**

How did your organization determine the amount of the funding request? Please explain in detail your reasoning for any increase or decrease (use attached sheet if necessary). We use a formula for our town funding requests that considers both town population and number of resident families served. We are asking for level funding again this year.

If approved by the town, how will your organization use the funds? Capstone Community Action will support direct services to East Montpelier residents in need.

Do any of your grant sources require local financial commitment? Explain. No, we do not have funding sources which require a local financial commitment. However, we make specific annual funding requests to communities in our service area.

Is your organization approved by the IRS as tax-exempt? Yes

If yes, indicate your approval type: 501c3: Yes

<b>INCOME SOURCES</b>	<b>PERCENT OF INCOME</b>	<b>TOTAL INCOME</b>
Federal	0.58	8,896,407.82
State	0.19	2,840,362.00
Local Towns	0.01	208,130.00
Fundraising	0.02	284,527.00
Other	0.20	3,104,038.18
<b>TOTAL</b>	<b>1.00</b>	<b>15,333,465.00</b>

<b>EXPENDITURES</b>	<b>Budgeted Percent</b>	<b>Budgeted Dollars</b>	<b>Actual Expense Percent</b>	<b>Actual Expense Dollars</b>
Personnel	.56	8,233,389.00	.55	8,231,578.10
Insurance/Rent/Utilities and Other Occupancy Costs	.06	860,285.00	.07	1,044,997.83
Fundraising Costs	0	35,072.00	0	39,073.00
Other	0.38	5,649,920.00	0.38	5,763,735.25
<b>Total</b>	<b>1</b>	<b>14,778,666.00</b>	<b>1</b>	<b>15,079,384.18</b>

Number of full-time paid staff positions (full-time equivalents or hours):   5  

Number of full-time volunteer staff positions (full-time equivalents or hours):  100

# CAPSTONE

COMMUNITY ACTION



## ANNUAL REPORT

# The Unforgettable Year

*“The arc of the moral universe is long, but it bends toward justice.” – Dr. Martin Luther King Jr.*



One of Dr. Martin Luther King Jr.’s overriding legacies was his commitment to leaving no one behind. Over the past 56 years, Capstone Community Action has steadfastly embraced this mission by working to improve the lives of Vermonters in their most vulnerable moments.

2020 was a year like none other. In spite of the ongoing pandemic and economic crisis – and in some ways, because of them – Capstone rose to the extraordinary challenges our participants and communities have faced. Our staff made history by serving 10,624 Vermonters in the face of unprecedented needs, uncertainties, fears, and daily struggles. Our success was due to the exemplary dedication of our team and our ability to act quickly, be flexible, collaborate, and never stray from our mission.

As we turn the page to 2021, we know our challenges have not been overcome. We will continue our commitment to those facing the ongoing pandemic and economic crises that continue to sweep across our nation. We will also sustain and grow our priority to address the legacy of racial injustice and systemic racism in our country.

At Capstone, it is our job to raise awareness of ongoing social and economic disparities as well as to highlight the tremendous potential of all who struggle and lack resources, opportunity, and the confidence to believe in themselves. In this unforgettable year, our commitment stood strong due to the outpouring of support we received from our community. I thank all of our friends who gave generously, volunteered, and partnered with us in a variety of ways to ensure no Vermonter was left behind without the hope, dignity, and empowerment to thrive through our recovery from these extraordinary times.

Sue Minter, Executive Director

## OUR IMPACT »

Our work has a direct and vital impact in central Vermont in numerous ways:

**10,624**

Individual Vermonters were served in FY2019-2020

**6,166**

Central Vermont households were served in FY2019-2020

**602**

Children received nutritious meals from 60 childcare providers through the Child Care Food Program

**3,243**

Vermonters fed through our food shelf

**2,225**

Beneficiaries of heating assistance

**\$1,924,940**

In tax refunds for low-income households resulting from tax preparation assistance

**337**

Children prepared for school through Head Start

**22**

Graduates of our Community Kitchen Academy

**131**

Homes weatherized

**227**

People assisted with counseling to access stable and safe housing



# 2020 Highlights

## Making a difference in the lives of Vermonters

**The Community Action Promise:** *Community Action changes people's lives, embodies the spirit of hope, improves communities, and makes America a better place to live. We care about the entire community and we are dedicated to helping people help themselves and each other.*

### In the Face of Adversity: COVID-19

The March lockdown abruptly halted “mission as usual” at Capstone Community Action. Every program was faced with the sudden loss of our ability to provide services. In a remarkable effort to ensure access to essential services, virtually every system and support had to redesign itself for the new pandemic landscape.

Although the Community Kitchen Academy classes had to pause, we immediately repurposed our CKA into a mass feeding center preparing 25,000 meals for the homeless neighbors being housed in area hotels. When able to re-open the CKA program switched from a 12-week session with multiple students to a 5-week program with five students and additional sessions. These rotations ensured a continued robust training experience while adhering to COVID safety rules. This re-design allowed the chef instructors to continue to teach the skills, professionalism, critical thinking, organization and time management, life skills and confidence our students require for employment success.

Head Start tackled the monumental task of converting our early education programs to virtual and outdoor visits. Teachers connected with families remotely and made weekly deliveries to each enrolled family with boxes of healthy food and educational activities for their children.

Our housing staff became focused not only on preventing homelessness for families facing eviction, they worked with partner agencies to provide food, medical and mental

health support, as well as safety and security for the guests at area hotels that were previously homeless.

Each one of Capstone's services and programs made adaptations to ensure the health and safety of staff and the greater central Vermont community. Throughout the year and still today, staff continue to deliver Capstone's mission with dignity, hope and empowerment in the face of adversity. Learn more about our COVID response on page 6.

### Transportation and Climate Work

Capstone launched the MileageSmart program, which assists low income Vermonters in the purchase of high-efficiency pre-owned vehicles through state incentives. The awarded funds from the Agency of Transportation provides subsidies for eligible Vermonters.

In October, Capstone was awarded the Arthur and Anne Berndt Award by the Energy Action Network for energy equity work through the Weatherization and Climate Impact programs. Capstone's Executive Director, Sue Minter, will continue Capstone's climate leadership role as a new appointee to the Vermont State Climate Council, advocating for justice and equity in climate policy development.

### Diversity, Equity and Inclusion

The Community Action movement is deeply rooted in the Civil Rights movement and the fight for justice and equity. Since the murder of George Floyd, Capstone has reflected on our responsibility to further racial justice. Capstone staff formed its own Task Force for racial diversity, equity and inclusion. As part of our statewide partnership of Community Action agencies, staff and leadership attended trainings designed to increase our knowledge of strategies to combat systemic racism.



## Cooking Up a Caring Career

**Amanda arrived at Capstone homeless and hungry, yet hopeful.** Resolved to transform her life, she enrolled in the Community Kitchen Academy (CKA), which taught her the culinary and job skills she needed for employment.

Through the next year, she worked hard and graduated, but the pandemic provided yet one more roadblock to employment. Undeterred, Amanda volunteered her time and helped Chef Joey to prepare meals for homeless families and adults. Over the summer and fall of 2020, she helped Capstone's Food Shelf to produce 25,000 meals for housebound and isolated Vermonters. Inspired and connected, Amanda's dedication earned her a paying job at Capstone's Food Shelf. She takes great pride in her new profession and serving the mission that gave her a hand up when she needed it the most.

"I know what it's like to be homeless and hungry," Amanda explains. "It's a good feeling to know you can go to our Food Shelf and get the help you need. **Working at the Food Shelf helps me feel like I am doing some good in the world.**"

Photo Credit: Vermont Foodbank

## Making Dreams Come True

**Malynda came to Capstone deep in financial crisis. Her unpaid bills left her precariously housed and constantly stressed.**

Determined to achieve financial security, she worked diligently with Money Coach Mary Johnson to build her credit and budget her money. Three years later, Malynda has achieved her goal. She has a checking and savings account, pays bills on time and in full. She is proud of her emergency savings account, and has the dream of saving to buy a house for her family. Her newfound confidence helped her enroll in classes, working toward an Associate's Degree.

With Mary's support, she got her first loan, increasing her credit score, and is back in an apartment with her fiancé, and four children. This year Malynda celebrated one year at her job, was promoted to manager, and received her first raise.



**"Family is everything, and I've worked on myself to help them. I couldn't have done it without Mary's help."** – Malynda



## A Fresh Financial Start

Five years ago, John arrived at Capstone with his future and his financial security in jeopardy. He was saddled with credit card debt, no retirement savings and a non-working car. Nearing middle age, in debt and struggling financially, he knew he needed help. Hearing about Capstone's financial coaching program on the radio, he made the appointment that would change his life.

Today, John has transformed his financial picture. He learned to budget, he paid off his debt and bought a used car. With a new job with benefits, he is saving for retirement. And better yet, in this year of profound economic upheaval, John is confident he has the skills to weather the uncertainties of life in a pandemic.

## OUR FINANCIALS »

### Statement of Activities Fiscal years ending September 30, 2020 and 2019

REVENUE	2020	2019
Grants and Contracts	\$ 13,825,690	\$ 13,402,609
Donations	863,515	531,257
Fees, rents and other	1,681,477	1,399,599
<b>TOTAL REVENUE</b>	<b>16,370,682</b>	<b>15,333,465</b>
<b>EXPENSES</b>		
<b>PROGRAM SERVICES:</b>		
Housing	130,200	146,372
Head Start and Related	5,457,348	5,308,781
Family and Community Support Services	1,673,924	1,980,219
Community Economic Development	1,695,592	1,338,679
Weatherization	4,274,803	4,206,808
Workforce Development	185,780	193,011
Transportation Project	66,196	1,145
Community Services	422,105	67,811
Plant Fund	(131,547)	66,171
<b>Total Program Services</b>	<b>13,774,401</b>	<b>13,308,997</b>
<b>SUPPORT SERVICES:</b>		
Fundraising	65,863	39,074
General and Administrative	1,930,081	1,731,316
<b>TOTAL EXPENSES</b>	<b>15,770,345</b>	<b>15,079,387</b>
<b>CHANGE IN NET ASSETS</b>	<b>\$ 600,337</b>	<b>\$ 254,078</b>

A complete set of our audited financial statements is available at our office:

20 Gable Place  
Barre, Vermont



# Persevering

## Amidst a challenge of pandemic proportions

Capstone Community Action rose to the challenge of the COVID crisis. Employees changed how and where they worked, offering services in creative and innovative ways to address the needs of vulnerable Vermonters. From establishing incident command centers to providing meals to the housebound, secure housing for the homeless, and support for struggling business owners, we persevered. Capstone never closed, but forged ahead to keep Vermonters safe, warm and healthy through this unprecedented time.

### Everyone Eats!

The effects of the pandemic on food security were swift and significant. Almost overnight, Capstone had to focus on ensuring healthy food was accessible to homebound families.

Partnering with the Skinny Pancake's Shift Meals program, Capstone developed a Central Vermont Food Hub for the Everyone Eats program. From September to December of 2020, Capstone coordinated over 82,000 meals to pandemic-affected Vermonters in Washington, Lamoille, and Orange Counties. Working with Vermont farmers and restaurants, 37% of the purchased ingredients for the meals were locally produced. This multi-purpose program

fed thousands of Vermonters, sourced food from local farms, and helped sustain local restaurants by investing \$820,010 back into the regional food system economy.



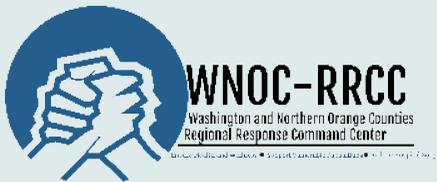
**The Central Vermont Food Hub served 1,283 central Vermont households, totaling 3,654 individuals,** with 607 of those individuals being over the age of 65.

Eighty-four percent of the participants are food insecure due to the pandemic and face ongoing financial stress. This was all made possible by 39 community partners in the three counties, and six large distribution events in Barre, Johnson and Rochester.

## E.M.B.R.A.C.E.

Capstone's Micro Business Development Program supports businesses with five or fewer employees, including the owner. Local business owners who were struggling financially from the impact of the pandemic applied for the **Economic Micro Business Recovery Assistance for the COVID-19 Epidemic (EMBRACE)** funds through Capstone's counselors. These funds were a lifeline for very small businesses who typically were ineligible for other programs. The need was so great for these survival funds, Capstone granted \$379,948 of the designated funds over a few months.

## WNOC-RRCC: Washington and Northern Orange Counties Regional Response Command Center



Capstone played a critical leadership role in establishing The Washington and Northern Orange Counties Regional Response Command Center (WNOC-RRCC), providing staffing and in-kind resources to the effort.

This work included repurposing our Community Kitchen Academy into a mass feeding center, preparing **25,000 meals for over 300 previously homeless guests in 7 area hotels**. Our mobilization was also a critical factor in **volunteers distributing over 81,000 meals** over six months prior to Everyone Eats. Our food shelf transformed into a distribution center for face masks and hand sanitizer.

## LAH2S-RCC: Lamoille Area Health and Human Services Response Command Center

Capstone remains a leader in the Lamoille Area Health and Human Services Response Command Center, a county-level response to assist the coordination and implementation of local efforts during the pandemic. Capstone collaborated on community initiatives to distribute food, fund cell phones and hot spots for students in need of remote access, and established a Community Fund for acute needs. **This fund has supported the basic needs of 177 Lamoille County households (470 individuals)** from April to December 2020.



## Orange County

In Orange County, Capstone collaborated in regional efforts for distributing food and resources. The **Quin-Town Response Team** provided multiple food outreach efforts, along with support for a new nonprofit called Feeding the Valley Alliance, which brought food security to the Rochester area. Through the **Randolph Area Mutual Aid Network (RAMAN)** over 300 backpacks with school supplies were distributed to the Orange Southwest School District. Holiday assistance supported 113 children in 38 families served by the same district. Both groups successfully distributed several thousand face masks in the region. The Randolph Community Suppers continued in September with a new take-out format, and a winter clothing distribution event was held for community members, with safety protocols in place.



20 Gable Place, Barre, Vermont 05641

802.479.1053 / 800.639.1053

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

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### Thank You to Our Donor Heroes!

Capstone’s success and vision of a community free from poverty is only made possible through philanthropy. To request a list of our generous donors, please contact Morgan at [mbrown@capstonevt.org](mailto:mbrown@capstonevt.org)

### Capstone Board of Directors 2020-21

- |                                      |                   |
|--------------------------------------|-------------------|
| Steven Pappas – <i>Chair</i>         | Barbara Miller    |
| Rubin Bennett – <i>Past Chair</i>    | Janet Murray      |
| Karen Lowry Reed – <i>Vice Chair</i> | Jessica Paynter   |
| Hope Crifo – <i>Treasurer</i>        | Donna Sherlaw     |
| Ronilynn Shrout – <i>Secretary</i>   | Kenny Smith       |
| Bari Gladstone                       | John (Jack) Tighe |
| Rep. Jay Hooper                      | Jon Valsangiacomo |
| Monica McDonald                      | Abby White        |
| Scott McDonald                       |                   |

**Capstone is uniquely governed by a tripartite board of directors from three community sectors: public, private and participant.**

*Capstone Community Action is an equal opportunity provider and employer.*



## OUR VITAL PROGRAMS & SERVICES

### Making ends meet

Food and Nutrition Programs

Home Heating and Utility Assistance

Housing Counseling and Transitional Services

Homelessness Prevention

### Building stronger families

Head Start & Early Head Start

Child Care Food Program

Family Literacy Center

Physical, Oral, and Emotional Wellness

### Creating warm and healthy homes

Weatherization and Energy Efficiency Services

Energy Efficiency Education

### Opening doors to economic opportunity

Community Kitchen Academy

Micro Business Development

Savings & Credit Programs

Tax Preparation Program

Workforce Development

Transportation

# Together, we succeed.

We believe everyone has potential. At Capstone Community Action, we work to strengthen families and individuals, and we help them take action to achieve their dreams.

If you're struggling with financial insecurity, we're here to help. Contact us and take your first step toward a brighter future of hope and opportunity.



## We improve the lives of Vermonters in need

by providing opportunities, education, and vital assistance. By breaking down the barriers that prevent people from thriving, we offer the hope people need, the dignity everyone deserves, and a better community for all.

### Our locations

#### WASHINGTON COUNTY

20 Gable Place, Barre, VT 05641-4128

PHONE: (802) 479-1053 | TOLL FREE: 1-800-639-1053

FAX: (802) 479-5353

#### LAMOILLE COUNTY

##### Integrated Services Center

250 Industrial Park Drive, Morrisville, VT 05661-4491

PHONE: (802) 888-7993 | TOLL FREE: 1-800-639-8710

FAX: (802) 888-7531

#### ORANGE COUNTY

12 Prince Street, Suite A

PO Box 284, Randolph, VT 05060-0284

PHONE: (802) 728-9506 | TOLL FREE: 1-800-846-9506

FAX: (802) 728-4962

22 Whistle Stop Way, PO Box 500, Bradford, VT 05033-0500

(By appointment only)

PHONE: (802) 222-5419

### Hours of operation

Our offices are open from **8:00 am to 4:30 pm**, Monday through Friday. Calling ahead is strongly encouraged.

*Capstone Community Action is an equal opportunity provider and employer.*



CALL US

**1-800-639-1053**

VISIT US ONLINE

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



## Programs & Services



**A brighter future is  
within reach.**

# Making ends meet

## Food and Nutrition Programs

We help keep nutritious food on Vermonters' tables by helping people connect with 3SquaresVT, Farm to Family Coupons, and Capstone's Food Shelf, located at our office in Barre.

## Home Heating and Utility Assistance

For those in danger of running out of home heating fuel, please call. We may be able to provide emergency assistance for fuel and utility disconnection based on your eligibility.

## Housing Counseling and Homelessness Prevention

We offer counseling for people facing eviction and homelessness, and provide help for anyone seeking stable housing.

# Building stronger families

## Head Start & Early Head Start

Our programs for pregnant women and eligible families with children ages 0-5 include high-quality early childcare, parent education, home visiting, and center based care.

## Child Care Food Program

For children in day care, we provide access to this government program that provides nutritious meals and snacks that meet the minimum daily meal requirements for children.

## Family Literacy Center

As part of the Head Start program, we serve pregnant and parenting high school students under the age of 26 with academic supports to earn their diploma, as well as individual and group support.

## Physical, Oral, and Emotional Wellness

Through our Head Start program, we help families access wellness visits, dental care, and mental health support.

# Creating warm and healthy homes

## Weatherization and Energy Efficiency Services

We provide a variety of energy services for Vermonters of all incomes to ensure their homes are operating at their best, including no-cost weatherization for income-eligible Vermonters. We also offer weatherization for building owners and landlords.

## Energy Efficiency Education

We empower homeowners, renters and the community to improve their homes' energy performance with educational trainings, workshops, and weatherization skillshops.

# Opening doors to economic opportunity

## Community Kitchen Academy

Our Barre location hosts an intensive workforce development & training program where participants gain skills and a path to a good job in the food service industry.

## Micro Business Development

We support new and established entrepreneurs to start or expand their business with workshops, counseling, and financial education.

## Savings & Credit Programs

We provide coaching and assistance with budgeting, debt reduction, credit building, and saving. We also offer programs to help people start saving earned income to build assets for their future.

## Tax Preparation Program

Vermonters receive help with filing Federal and State income tax returns, as well as renters forms.

## Workforce Development

We develop partnerships, advocate for policies that support job creation, and implement innovative programs to get Vermonters to work.

## Transportation

We help people access affordable, reliable, and energy-efficient vehicles.



“They believed in me, so I had to believe in myself.”  
– Capstone program participant



“Capstone helped me to gain some of the confidence I had lost through trauma. It has helped to further and strengthen my vision for my future endeavors.”  
– Capstone program participant

