

2019
Report to the
Community

CAPSTONE

COMMUNITY ACTION



Photo: Jeb Wallace-Brodeur



Message From the Executive Director

Darkness cannot drive out darkness; only light can do that. Hate cannot drive out hate; only love can do that. – Martin Luther King Jr.



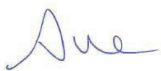
Sue Minter

I am filled with gratitude to be commencing my tenure with you here at Capstone Community Action. These are historic times, and it is easy to become overwhelmed and discouraged by the dark forces that are gaining momentum throughout our country and globe. This is why I feel blessed to be working with a dedicated staff and Board advancing the overriding mission of economic, social and climate justice. These aspirations are the light that builds momentum to break through the darkness and despair.

Although I have known about Capstone for over a decade, I have never before understood the depth and breadth of our programs and their positive impacts on individuals, families and communities. I am inspired by the holistic approach to economic opportunity that our programs incorporate. Beyond focusing on one area of challenge, we weave a continuum of programs for those we serve: providing early childhood education, development and nutrition along with family support services; offering crisis intervention in housing, food and heat to help stabilize individuals and families in distress; providing financial coaching, targeted savings, and micro-business counseling to build economic capability and move families into economic security. And our extraordinary weatherization programs are a win-win-win — reducing household costs for Vermonters with low incomes, supporting a growing workforce with meaningful employment and reducing fossil fuel consumption in our climate-changing world. Furthermore, we empower our participants through the dignity we demonstrate in our service, the economic security our programs provide, and by offering our participants a voice in our governance and in our advocacy work.

The most powerful service we offer is Hope. I learned this on my first day at Capstone from a young woman who found her way to Capstone when she was 20 years old, homeless and pregnant. She now is employed, living independently with her children, and getting her post-secondary degree at CCV. She said that her successful journey would not have been possible without Capstone. Why? Because the people she met at Capstone believed in her. And when Capstone believed in her, she began to believe in herself. That beam of hope was the lever of change in her life.

I am so proud to be affiliated with an organization whose staff is changing lives every day. Thank you for being part of the community of supporters who help shine the light of hope, security and empowerment for individuals and for the future. We need your bright light. When we shine together, our light cuts through darkness.

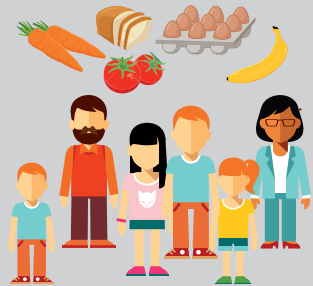


Sue Minter
Executive Director

Our frontline housing team helped **521** individuals and families who were homeless or on the verge of homelessness to **access or maintain housing.**



Capstone's Food Shelf provided food to **3,981** central Vermonters.



2,515 The number of individuals and families we **helped stay warm** last winter with emergency heating services.



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twitter.com/VTAction

instagram.com/capstonecommunityaction



In January of 2018 we opened our **Lamoille County Integrated Services Center** in Morrisville. For the first time, all of our wrap around services are accessible in one location. This includes our **Early Learning Center** with three **Head Start** classrooms for 3-to-5 year olds providing critical early child development and education.



◀ Community partners are invaluable. Salvation Farms donates produce to our kitchen and for families.



Ronilynn struggled as a single mom trying to achieve stability for her family. However, **she was determined to create a better life for her kids.**



She enrolled in our **Head Start** program, which provides critical early child development and education services for kids along with support services, personal development and empowerment opportunities for their parents.

Ronilynn emerged as a leader for other parents. She was elected Vice President of Head Start’s Policy Council (school board). Last November she was selected to join Capstone’s Board of Directors, bringing her voice to help improve the lives of other families.

“I want to get more involved in our community and help others. If I’m able to move up and gain more confidence in myself, so can the families we help. I hope to bring dedication, a willingness to learn and compassion to Capstone and the people we serve.”



Ronilynn with her family.

We provided **386** children, birth-to-five, with **critical early childhood development & education** through Head Start. We supported their parents to empower them as lead advocates for their children.



Morse Block Deli in Barre celebrated its second anniversary under the ownership of Stefano Coppola. A trained and experienced Chef, Coppola brings his personal values and mission to provide local, fresh and wholesome food.

The public has responded and business is good for Coppola. However, the two-year path to get this venture going was not always easy for this first time business owner. That's where Capstone Community Action's **Micro Business Development Program** stepped in to support Coppola to plan the start and ongoing operations of the business.

Last year Capstone helped **27 entrepreneurs** launch and expand a business creating **37 full time jobs** and accessed **\$187,860 in financing** through local banks and credit unions.



Stefano Coppola at his Morse Block Deli in Barre.



24 people graduated from **Community Kitchen Academy**, an intensive 12-week workforce training program for the food service sector in partnership with the Vermont Foodbank.

21 students got jobs, and **14** earned **9 college credits**.

“This program gave me skills and culinary knowledge I did not have before, but more importantly, it gave me my self-esteem and self-confidence back, and that is priceless.”

– CKA Graduate



Molly refused to let a traumatic childhood, addiction and poverty stand in her way of making a better life for her family. After years in public housing, Molly longed for a place of her own where her kids could run freely. But, Molly and her husband, Stanley, had bad credit. Still, she was determined to try, so she connected with our savings and credit coach, Mary Johnson.

Mary and Molly mapped out a plan and developed strategies. Molly created a chart of income and expenses that she tracked weekly. She methodically paid bills on time and paid down debt.

After two years of hard work and determination and fifteen years of sobriety, Molly and Stanley secured financing and closed on their own home. After moving, another new first, they got a dog and named him, "Lucky."

Capstone's financial coaches worked one-on-one with **191 individuals** to:

- Budget and set meaningful and appropriate financial goals
- Reduce debt
- Save money for emergencies, a home, education or retirement.



Molly and her family at their new home.

Capstone Community Action, Inc. Statement of Activities

Fiscal years ending September 30, 2018 and 2017

	2018	2017
REVENUE		
Grants and Contracts	\$ 13,452,195	\$ 13,184,066
Donations	518,293	411,679
Fees, rents and other	1,047,104	828,567
Total revenue	15,017,592	14,424,312
EXPENSES		
Program Services:		
Housing	134,373	129,120
Head Start and Early Head Start	5,510,563	4,676,550
Family and Community Support Services	1,925,293	2,344,091
Community Economic Development	1,458,319	1,542,031
Weatherization	3,663,456	3,397,835
Workforce Development	194,821	209,914
Transportation Project	62,913	99,817
Community Services	78,492	168,723
Plant Fund	135,269	(80,516)
Total Program Services	13,163,498	12,487,565
Support services:		
Fundraising	32,168	15,289
General and Administrative	1,749,814	1,668,042
TOTAL EXPENSES	14,945,480	14,170,896
CHANGE IN NET ASSETS PRIOR TO GAINS/LOSSES	72,113	253,416
Gain on Disposal of property and insurance proceeds	(13,783)	6,803
CHANGE IN NET ASSETS	\$ 58,330	\$ 260,219

A complete set of our audited financial statements is available at our office at:
20 Gable Place
Barre, Vermont



2018 Donors

Donations made 10/1/17 - 9/30/18

Anonymous (18)
Michael and Marion Abajian
Caroline Abels
Bertil and Gladys Agell
Barbara Agnew
Eileen Ahern
Joanna Alberts
The Alchemist
Linda Alderton
Deborah and Stephen Aldrich
American Red Cross
Linda Anderson
Peter Anthony and
Marsha Kincheloe
Malcolm Appleton
Cathleen and William Asbell
AT&T
Betsy Austin
Maria Aveni
Cindy Bailey and Fred Weingarten
Joanne and Roy Bair
Meg Baird and Brian Slopey
Nancy Banks
Bar Harbor Bank & Trust
Juliet Barash
Irene Bareau
Barre Lions Club
Barre Partnership
Delmer and Linda Barrows
Betsy Barstow
Susan Bauchner
Karen Baus
Charles and Candace Beaudette
Carmen Beck
Marcia Bellas and Rick West
Rubin Bennett
Diane Benoit
Kim Berrian
Berrian Insurance Group
Susan Bettmann
Christine Binheimer
M. Kim Binzen Lincoln
Thomas and Susannah Blachly
Christine Black
Marilyn and Edward Blackwell
Bruce and Dorothy Blake
Stuart Blood and Li Shen
Lynn and Charles Bohi
Charles Bohn
Charles and Norma Bothfeld
Judith Boucher
Ieva Bradley
Joan Brainerd
Betsy Brigham and Brett Engstrom
Michael and Jennie Brinkman
Trudi Brock
William Bronner
Rebecca and Kevin Buchanan
Harriet and Bob Buchicchio
Robert and Holly Buck
Robert and Patricia Burley
Carol Bushey
Dawn and Peter Butterfield
Cady's Falls Nursery
Paul Calter
Cameo Arts Foundation
R. Scott Campbell
Sal Cania Family
Capitol Plaza Corporation
Wendy Capobianco
Brian and Rima Carlson
Mary Carlson
Paul and Eve Jacobs-Carnahan
Jane Caron
Joan Caron
Patricia Carstensen
Jack Carter
Casella Waste Systems, Inc.
Paul and Sandal Cate
William and Cynthia Catto
Philip Cecchini and
Elizabeth Larsen
Diana Chace
Rob Chambers
James and Andrea Chandler
James Charkalis
Susan Chiappetta
Chimney Savers
Betsy and Daniel Chodorkoff
Cigna Health and
Life Insurance Co.
City of Barre
City of Montpelier
Diana Clarke
Carolyn Claxton
Maggie Cleary
Sandra and Thomas Clougher
Stephen Cluett
Kelley Colby
Community National Bank
Concept2, Inc.
Thomas Cooch and
Sandy Vondrasek Cooch
Phoebe Cook
Judy and Joel Cookson
Gloria Coolidge
Blanche and Burton Cooper
Ruth Coppersmith
Paul Costello
Ruth Crose, M.D. and
Ken Riportella
Richard and Shelia Cross
William and Anna Crowther
Ana Cumming
Judy Cyprian
Priscilla Daggett
Martha Daley
Darkwing Enterprises
Charles and Alisa Darmstadt
Amy Davenport
Molly Davies
Gladys Davis
Jennifer Davis and
Lawrence Satcowitz
Donald Davision
Fletcher Dean and
Jane Harvel Dean
Shari DeLatte
Andrick Deppmeyer
Jerry Diamantides
Karen Didricksen
Nancy Disenhaus
William Doelger and
Linda Normandeau
Dorothy Hines and
Cathleen Miller
James and Darlene Doyle
Bari and Peter Dreissigacker
Hayden Dublois
Claire and David Duke
Claire Dumas
Paul Dunn
Alisa Dworsky and
Daniel Sagan
Glenn and Heidi Dwyer
Stephen Dybas
Jackie Earle-Cruikshanks and
Allan Sirotkin
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Betty Edson
Russell and Marla Edson
Jeannette Ehrich Meyer
Elizabeth Lamphere
David Ellenbogen
David and Darragh Ellerson
Keith Ellsworth
Elsberg Family Foundation
R. Epstein
Norman and Ginger Etkind
Charles and Patricia Eyler
David Fainsilber and Alison Link
Ellen Fein
Mary Field
Bertram Finn and Maricarmen
Matanzo Velazquez
First Congregational Church of Berlin
First Presbyterian Church of Graniteville
Jennifer and Walter Fischer
Geoffrey Fitzgerald and Ellen Starr
John Fitzgerald and
Jennine Williamson
Ed and Bonnie Flanagan
Gail Flanagan and Glen Neale
Ephraim Flint
John and Sue Foster
John Fothergill and Candace Beardsley
David Fowler
Patricia and Patrick French
Wendy Freundlich
Carolyn Friberg and Carl Yalicki
Mitchell and Myrna Fried
John and Kristen Friedrich
Charles Frost
Kasey Furness
Jennifer Galfetti
Yvonne Garand
Marsha and Kevin Garry
James and Carla Garvey
Lynne Gately and David Silloway
Gay & Lesbian Fund of Vermont
William Gefell
Kurt and Patricia Giavara
Paige Gibbs
Charles and Joann Gibson
Lee Gifford
Steven Gold and Irina Markova
Roni Golden
David Goodman and Sue Minter
David Gorges
Lauretta Gormley
Laurie Gossens
Stephen Gould
Green Mountain Power
Green Mountain United Way
Jerry Greenfield and Elizabeth Skarie
Rachael Grossman and Paul Erlbaum
Katherine Gruber
H. A. Manosh Corporation
Sara Hafer
Paul Hager
William and Leslie Haines
Barbara and Christopher Hall
Heidi Hall
Ellen Halperin
Sheila Halpin
Melissa Hancock
Julia Hand
Hannaford
John Hanzas and
Sarah Copeland-Hanzas
Margaret Harper
Harris & Frances Block Foundation
Jocellyn Harvey
Bruce and Irene Haskell
Kathleen Hassey
Liesi Hebert
Linda Helms
Julie Henderson and Tony French
Rika Henderson
Eduardo and Carol Hernandez
Rebekah Herrick
Janet Hewitt
Hickok and Boardman, Inc.
Lesley Higgins-Biddle and John Biddle
Nathaniel Hill and Brenda Moore
Judith Hinds
Rose Hinds
Loreen Hitchcock
Robert Hitzig
Elizabeth and Judith Hoermann
Ralph Holibaugh
John and Jennifer Hollar
Peter and Mary Hood
Kimberly Hotelling
Kathryn Howell
Dan Hoxworth
Hunger Mountain Cooperative, Inc.
Thomas and Ann Hunt
Brian Hurlbert and Denise Boucher
Samuel and Margaret Hutchins
Donna Imbeninato
J.D. Kantor, Inc.
Cynthia Jackson
Nancy Jacques
Judith Jarvis
Jan Jemison
Kathleen Jenkins
John Jenkinson
Jewish Community of Greater Stowe
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Justine Johnson
Larry and Roseann Johnson
Peggy Jones
Trudy Jones
Kathryn Jorgensen
Steve and Laurie Justis
K. Bellavance Landworks and Hauling
Jonathan Kaplan
Michael Katzenberg and Linda Prescott
Kim Kaufman
Elaine and Jim Kearns
James Kelso and Jean Sousa
Evan Kenseth
Jeanne Kern and Edward Oravec
Joseph Kiefer and Amy Goodman-Kiefer
Kingsbury's General Store
John Klimenok, Jr.
Stephen Knowlton and Lindy Biggs
Marc and Colleen Kole
Paul and Jane Kronick
William and Deborah Kurz
Kathleen and Richard Kusiak
Josephine Kytle
Liz and Leo Laferriere
Renee Lagala
David and Gisele Lahr
LaJeunesse Interiors
Kenneth Lamb
Elizabeth Lamphere
David and Marcia Landau
Cheryl Landi
Christine and Joe Latulippe
Paul Lawson and Janet Mara
Lawson's Finest Liquids
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Sydney Lea and Robin Barone
Janice and Scott Leach
Susan Leff
Lola and Stephen Leggett
Leone, McDonnell & Roberts
Michael and Sandra Levine
Rick Levy and Rhea Wilson
Liberty Hill Farm-Inn
Linda Liese
Joan Liggett
Peter Lihatsch
Annie Linnell
Diane Lints
Randy Locke
Mila Lonetto
Elaine Lowry
Whitney Machnik
Michael and Patricia Macke
Steven and Claudia MacKenzie
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 Cassandra Major
 Phyllis Maley
 Gabrielle Malina
 Carol Maloney and Karen Gennette
 Joyce Manchester and
 David Stapleton
 Larry Mandell and Marcie Andres
 Angela and Harland Manning
 Manufacturing Solutions, Inc.
 Klaire and Douglas Martin
 Nancy and Steve Martin
 Patricia Maza
 Gail and Kevin McDonnell
 George Mcgurn
 McSoley McCoy & Co.
 Patricia Menchini
 Lydia Menendez
 Susan Mesner and Mark Hage
 Deborah and Robert Messing
 Dr. Melvin Miller
 Robert and Karyn Miller
 Paul and Elizabeth Milne
 Carol Minkiewicz
 Sandra Monti
 Carolyn and Lee Moore
 Morrisville Water & Light Department
 Carol and William Moulton
 Joachim Mueller
 Linda Mullestein
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 Mutuo, Inc.
 National Life Group Foundation
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 Allison Neal
 Katharine Nelson
 Olga and Edmund Neuhaus
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 Mary Niebling and David Spence
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 Northfield Pharmacy
 Northfield Savings Bank
 Noyle W. Johnson Insurance
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 Richard Paye
 Roland and Cecile Payne
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 Joann Pettersen
 Patricia Pfendner
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 Sarah Pregent
 Brian and Margot Prendergast
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 Catherine Rader and Kenneth Hertz
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 rb Technologies
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 Jan Waterman
 Deborah Robinson
 Donald Robisky
 John Rosenblum
 Naomi and Michael Rosenfeld
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 Kathleen Ross and Laurence Becker
 Wendy Ross
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 Alice and Norman Rouleau
 Jan Roy and Steven Young
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 Rubin, Kidney, Myer & Vincent
 Helen Ruel
 Christina Polk Ruth
 Ruth Ruttenberg
 Bruce Saffran
 Laury Saligman
 Bernie and Jane Sanders
 David and Deborah Sanguinetti
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 Ryan Newswanger
 Kay and Gregory Schlueter
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 Marguerite and Paula Smyrski
 Frances Spaulding
 St. John's-in-the-Mountains
 Episcopal Church
 Robert and June Stacey
 David Stackpole
 Ann Stanton
 Pamela and Robert Stanton
 Elizabeth Steele and
 Scott Hammond
 Susan Steinhurst
 Todd Sternbach
 Alison Stigers
 Christopher and Mary Stone
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 Summit Stores
 Sun & Ski Inn and Suites
 Swenson Granite Company
 Patricia Sykas
 Stephan and Linn Syz
 Joanne Szwed and Paul Sahba
 Brian Tagliaferro and Emily Leader
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 Anthimos Tangelidis
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 The Canadian Club of Barre
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 Patrick Foundation
 Richard Theken
 Patricia Thomas-Morin and
 Robert Morin
 Caro Thompson
 Christine Thompson
 Patricia Thompson
 Peter and Thelma Thompson
 Elise Thorsen
 Three Penny Taproom
 Joseph and Janet Tichansky
 Susan and Robert Titterton
 Sandra Titus
 Ellen and Leigh Tofferi
 David Topaz
 Christopher and Mary Ann Tormey
 Matthew Towle
 Town of Barnard
 Town of Barre Town
 Town of Belvidere
 Town of Berlin
 Town of Bethel
 Town of Bradford
 Town of Braintree
 Town of Brookfield
 Town of Cabot
 Town of Calais
 Town of Cambridge
 Town of Chelsea
 Town of Corinth
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 Town of East Montpelier
 Town of Eden
 Town of Elmore
 Town of Fairlee
 Town of Fayston
 Town of Granville
 Town of Hancock
 Town of Hyde Park
 Town of Johnson
 Town of Marshfield
 Town of Middlesex
 Town of Moretown
 Town of Morristown
 Town of Newbury
 Town of Northfield
 Town of Orange
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 Town of Royalton
 Town of Sharon
 Town of Stockbridge
 Town of Stowe
 Town of Strafford
 Town of Thetford
 Town of Topsham
 Town of Tunbridge
 Town of Vershire
 Town of Waitsfield
 Town of Warren
 Town of Washington
 Town of Waterbury
 Town of Waterville
 Town of West Fairlee
 Town of Williamstown
 Town of Wolcott
 Town of Woodbury
 Town of Worcester
 Heinz Trebitz
 Robert Troester and Joan Stepenske
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 Barbara Trowbridge
 True Colors Home Decorating, Inc.
 Jeffrey and Susan Tucker
 Kathleen Tucker Gustafson and
 Carroll Gustafson
 Jean and Gary Ulman
 Union Bank
 Union Mutual
 United Church of Johnson
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 Georgia Valentine
 Carol Vassar
 Vermont Community Foundation
 Vermont Creamery
 Vermont Gas Systems, Inc.
 Vermonters United To Help
 Bernice Vogel
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 Marilyn Williams
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 Nat and Martha Winthrop
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 Allan and Joan Wolper
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 Jerry Wood
 Linda and John Wulff
 Harrie Yandow
 Glenn and Joan Yankee
 Dinah Yessne
 J. Peter Young
 Kelly Young and Diane Rodgers
 Edie Yovu
 Sandy and Margy Zabriskie
 Maryann Zavez
 Zenbarn



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802.479.1053 / 800.639.1053

www.capstonevt.org

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BURLINGTON, VT
Permit No. 165

Capstone weatherized **155 homes**, reducing average household energy use by **25%** and creating **healthier homes** by diminishing moisture, eliminating drafts and reducing mold.



BOARD OF DIRECTORS:

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

- Steve Pappas – *Chair*
- Rubin Bennett – *Past Chair*
- Jay Isakson – *Vice Chair*
- Bill Kimball – *Treasurer*
- Donna Sherlaw – *Secretary*
- Tammy Gaudette
- Janet Murray
- Karen Lowery Reed
- Ronilynn Shrout
- Kenny Smith
- John (Jack) Tighe
- Jon Valsangiacomo

LEADERSHIP TEAM:

- Colleen Lafont, *Chief Financial Officer*
- Sarah McMullen, *Deputy Director of Operations*
- Sue Minter, *Executive Director*
- Mary Niebling, *Director of Community Economic Development*
- Eileen Nooney, *Director of Family & Community Support Services and Transportation Program*
- Christy Swenson, *Head Start Director*
- Brian Tagliaferro, *Director of Resource Development and Grants*
- Paul Zabriskie, *Director of Weatherization & Energysmart of Vermont*

Capstone Community Action honors diversity and does not discriminate in hiring or providing services on the basis of race, color, culture, language, national origin, religion, creed, political affiliation, family composition, marital status, sexual orientation, class, gender/gender identity, age, and mental/sensory/physical abilities. Capstone is an equal opportunity provider and employer.

