


A photograph of two chefs in white uniforms and hats. The chef on the right is a woman with a white chef's hat and a white jacket, looking towards the left with a slight smile. The chef on the left is a man, also in a white chef's hat and jacket, with his back to the camera. They appear to be in a kitchen or food service setting.

**CAPSTONE**  
COMMUNITY ACTION

OUR MISSION,  
OUR FOCUS,  
OUR VISION.

**A brighter future is  
within reach.**



At Capstone Community Action,

# **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 mission**

We are dedicated to creating resilient households and communities and to advancing justice in social, economic and environmental policy. We empower individuals with the tools and resources to move beyond poverty. Through advocacy and community collaboration, we champion positive social change. We guide people to have a voice in their own transformation and promote a vision of what is possible.

# We focus on...

## 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

- Matched Savings & Asset Building Programs
- Community Kitchen Academy
- Micro Business Development
- Savings & Credit Programs
- Tax Preparation Program
- Workforce Development



# Our three-year vision

Since 1965, we have supported individuals and families to achieve stability and rise out of poverty. Yet, the challenges in our community today are intensifying.

To address this, our vision is to deepen and broaden our impact over the next three years through innovative strategies and new initiatives which arise from our strategic planning. We will continue to grow as a recognized community leader, partner and convener, helping to break the poverty cycle in Vermont.

Some exciting new initiatives are already underway to make this vision a reality. We're **pursuing new ideas in transportation**, a constant barrier for low-income families and individuals in our rural state. Our goal is to develop innovative solutions that increase access to transportation while reducing cost and environmental impact.

We're **addressing the role of trauma and mental health in generational poverty** with the introduction of trauma-informed care in early education and a goal

of incorporating trauma-informed practice throughout the organization. With a sharpened understanding of trauma, we can better help our program participants while breaking the stigma around mental health, substance abuse and poverty.

In recognition that our communities are stronger when more diverse voices are heard, we will help **develop the next generation of community action leaders**. To empower the people we serve, we will further engage our participants in the leadership of our organization, and their self-advocacy. With our eyes to the future we will bring new energy to community action by activating the workforce of tomorrow.

Join us in shining the light of hope, security, and empowerment for Vermonters, and for the future of our state. A brighter future is within reach!

# Our values

We are committed to these values in our workplace and our communities:

**Dignity:** We treat people with respect and build relationships with those we serve. We value humanity above all else and engage people with kindness and empathy so they know they matter.

**Holistic View of Poverty:** We understand poverty is complicated. We work with individuals and families to address multiple impacts of poverty on their lives. We understand the linkages between the health of the individual and the health of the community.

**Equity:** We advocate for resources to enable all Vermonters to meet their individual needs.

**Empowerment:** We believe sustainable change starts with a person believing in themselves and their potential. By providing tools, resources and support, we empower individuals and families with voice and vision for their future and active engagement in their communities.

**Partnership & Collaboration:** We partner with our fellow service providers, state agencies and community stakeholders to identify and address community needs and create opportunities for all Vermonters to thrive.

# Strategies to achieve our vision

## Stabilize individuals and families

- Stabilize the lives of Vermonters through access to:
  - Housing
  - Food
  - Heat

## Nurture resilient households and vibrant communities

- Provide holistic early childhood education for families and children prenatal through five years.
- Move people from poverty, to stability, to economic independence and financial well-being.
- Help reduce home energy needs, lower costs, and improve the environment in homes.
- Increase access to affordable and efficient transportation options that reduce cost and environmental impact.
- Advocate for inclusive climate action policies and programs in Vermont.

## Elevate Vermonters' voices and develop the next generation of community action leaders

- Empower parents as primary educators and advocates for their children.
- Provide leadership development for individuals we serve.
- Recruit, train, develop, and retain a strong workforce that reflects our values.

## Expand our impact to break the cycle of poverty

- Embrace innovation and risk taking to advance social, economic, and climate justice.
- Diversify and grow funding sources for innovative, participant-focused programming.
- Increase awareness of, and investment in, our activities and impact.
- Seek and utilize impact data to inform positive social change, programming, and workforce wellness.

Capstone Community Action partners with community service providers across all strategies to enhance opportunities for collaborative impact.



# Our impact

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



FY2019 Annual Impacts



20 Gable Place, Barre, Vermont 05641

802.479.1053 / 800.639.1053

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

