



2024

ANNUAL REPORT

CAPSTONE
COMMUNITY ACTION

Brook Street
School Mural
Jeremy Jarvis, Artist

A Fond Farewell

DEAR FRIENDS,

As I reflect on my six years with Capstone Community Action, I am overwhelmed with gratitude for everything we've accomplished together. Serving as Executive Director has been one of the greatest honors of my life, and I am deeply thankful to each of you – our staff, board members, donors, partners, and community members – for being part of this journey.

At the end of 2024, I stepped down to take some time to recharge and explore new ways to serve my community. This decision was bittersweet, but I left knowing that Capstone is in a strong position to continue making a powerful impact. Together, we've grown Capstone's reach and strengthened our mission in incredible ways. Our annual budget grew from \$16M to over \$27M, which allowed us to expand services and bring additional staff on board.

It hasn't always been easy — there have been challenges along the way — but Capstone's resilience and the strength of this community

have always carried us through. We've built a more inclusive, equitable, and trauma-informed organization, and I know Capstone will continue to thrive under the leadership of Sarah McMullen and Alison Calderara as interim co-directors.

To our donors: Thank you for believing in our mission and making our work possible. To the staff and volunteers: Your dedication inspires me every day. And to the Vermonters we serve: Your courage and determination are why we do this work.

Thank you for being part of this incredible journey with me.



Sue Minter
Executive Director
2018-2024



By the Numbers

10,250

Individual Vermonters were served.

399

Individuals utilized Financial Coaching Services to help them on their path to financial stability.

863

Our No-cost Weatherization and 3E Thermal programs weatherized 863 homes, reducing average household energy use and creating healthier homes: diminishing moisture, cold drafts and mold.

6,531

Central Vermont households were served.

8,142

Visits to the Capstone Barre Food Shelf.

16

Pregnant and parenting teens and their children gained literacy skills through our Brook Street High School.

981

Our frontline housing support team worked with 981 individuals and families, who were homeless or on the verge of homelessness to access or maintain permanent housing.

473

The MileageSmart program helped buyers purchase 473 used gas hybrid or electric vehicles from local car dealers.

1,092

Children received daily nutritious meals from 121 child care providers through the Child Care Food Program.

\$1,816,773

In tax refunds to individuals in 1,590 households, prepared by 29 VITA volunteers.

127

Entrepreneurs launched or expanded their businesses creating full time jobs. 24 individuals accessed \$119,150 in financing through local banks and credit unions.

271

Children birth-to-five received critical early childhood development and education.

1,701

Individuals and families stayed warm with emergency heating assistance.

1,481

Central Vermonters were provided meals from our Food Shelf.

IN A PARTICIPANT'S WORDS

“*The past two years have been shaped by loss, hardship, and resilience. When tragedy struck, I lost my husband then our home, and my stability. But when I walked into Capstone, I found something I had lost – hope. With the staff’s support, I am rebuilding my life, step by step. My story is one of struggle, but also of the need for meaningful change. Support systems save lives. I share this with gratitude and a deep belief that together, we can do better.*”

– Housing Participant

FOOD SHELF:

Another Kind of “Food Drive”

In 2024, Capstone launched a food delivery pilot program to improve access for individuals unable to visit our [Food Shelf](#) in person.

Keith Bumps was the delivery driver who experienced firsthand the importance of this service for our community members. On Tuesdays, Keith arrived at Capstone’s [Food Shelf](#) to box up groceries for distribution. Every other week 12 families received these boxes of hand selected items for their specific needs, with a total of 24 households benefiting from this nourishing food. These groceries were a much-needed addition and helped families stretch their dollars as far as possible.

Keith’s trips also delivered more than just food. He also appreciated the significance of those small moments of connection with people as he came to their doors.

“I see people just trying to do their best in life. Everyone is so appreciative for the food and the delivery model — from older folks to people with limited mobility or illness. The reward for me is knowing that I am helping,” says Keith, with sincerity.

“Giving back is really what it is about. I’ve been helped in many ways – food and utility support, home weatherization – and now I have a thriving family. Being a [Capstone Board and Policy Council](#) member is how I contribute to the work that needs to be done and get to help others.”

- Katie Lamell



BROOK STREET SCHOOL:

Community Connections & Public Art



This year we partnered with the [Vermont Arts Council](#) and artist [Jeremy Jarvis](#) to paint an original mural titled “Infinite Discovery” on the street-facing retaining wall at the Brook Street School in Barre.

Jeremy, an experienced mural artist from Columbus Ohio, was selected from 21 applications and collaborated with the Mural Review Committee to create the design. The committee, led by [Brook Street High School](#) Director Stephanie Rubin, was made up of [Head Start](#) parents and grandparents, area residents, and Capstone staff. The [Aldrich Public Library](#) and [Good Samaritan Haven](#) were also partners in the project. Jessica Robles, a local graphic design and lettering artist from Barre, was selected to assist Jeremy.

“This mural was inspired by the idea of opening a book and having the whole world open up to you. It celebrates early children’s literature and the importance of reading and inspiring young children,” explains Jeremy.

The committee was instantly drawn to Jeremy because of his stunning work and experience with involving the community in his murals. Stephanie and Jeremy coordinated a community paint day where over 80 volunteers participated, including [Head Start](#) families, neighborhood residents, [Good Samaritan Haven](#) staff and shelter guests, legislators, [Aldrich Public Library](#) staff, as well as Capstone staff and board directors. The project brought a diverse group of people together through a common experience and gave hope to a community recovering from the recent floods.



A NEW MISSION:

Supporting Weatherization Outcomes

After serving four years in the Marine Corps, including a nine-month deployment in Afghanistan, Kyle McDonald found himself facing a new challenge — transitioning to civilian life.

As an Armory Chief, he led a team of Marines, managing records, security, and training. The long days and deep camaraderie shaped him, leaving a lasting bond with those he served alongside.

Adjusting to life outside the military wasn't easy, but Kyle discovered a new mission with Capstone's Weatherization program. Working with a crew of 15, he found the same teamwork and purpose he had in the Marines. The flexibility and trust within the team made the transition natural. Kyle was no longer part of an air support group but continued to make a direct impact by helping families improve their homes and lives in Central Vermont.

Growing up in the area, Kyle understood the importance of community programs. Now, he not only assists in weatherization efforts but also connects families with vital resources like food assistance, early education referrals, and health services. As an Energy Coach, he learned firsthand how insulation and efficiency upgrades changed lives. Over time, he advanced to Energy Coordinator, working with contractors, managing contracts, and overseeing installations of heat pumps and other sustainable solutions.

Despite challenges like funding gaps and policy shifts, Kyle remains committed. His goal isn't to sell — it's to find solutions. Every day, he helps reduce energy costs for Vermonters and improve lives with healthier homes. After eleven years, he's still learning, leading, and making a difference — one home at a time.



RESILIENCE & CREATIVITY:

Sofie's Path to Success

For the past eight years, Sofie has called Morrisville her home — a place where she has grown, learned, and built a thriving business.

She met Capstone Financial Coach Mary Johnson through our [money management](#) classes, later joining her business course to enhance her skills further.

A lifelong artist, Sofie always used creativity for self-expression and healing. What began as a hobby is now a flourishing e-commerce print-on-demand company. Merging artistry with technology, she sells unique products worldwide.



Sofie's Self-Portrait

Her journey wasn't easy. She endured foster care, homelessness, and dropping out of high school before earning her GED. Determined to improve her life, Sofie pursued multiple education opportunities and financial stability to provide a better future for her children.

The [money management](#) classes were a game changer. Sofie learned to save, improved her credit, and bought a car — all while working and homeschooling her children.

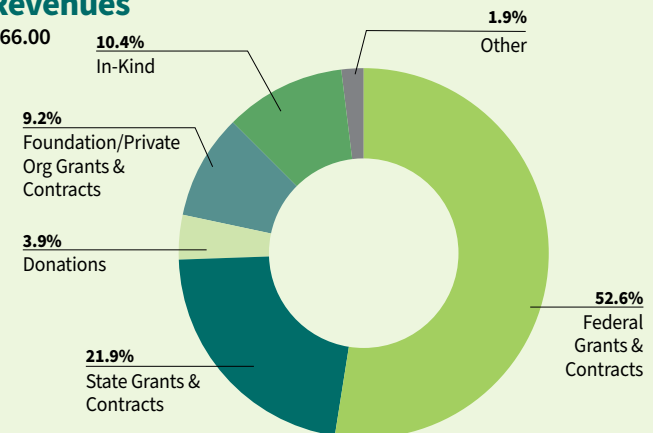
Today, she integrates videography, photography, and AI-driven design into her business. Selling on platforms like Amazon, she reaches customers across North America and Saudi Arabia. Sofie's story proves that setbacks don't define you — resilience does. She inspires others to embrace their passions, keep learning, and believe in their potential.

Financials

Fiscal year ending September 30, 2024

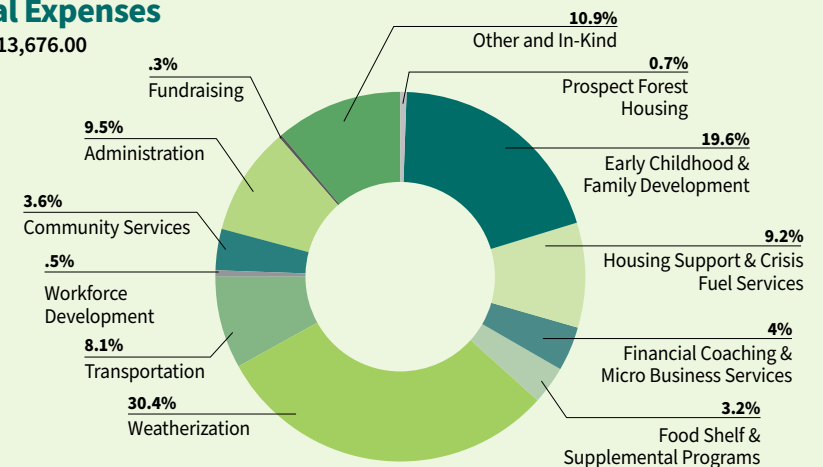
Total Revenues

\$32,005,566.00



Total Expenses

\$31,513,676.00



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

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Barre, Vermont



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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

Brook Street High School

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

2024-2025 Capstone Board of Directors

Jon Valsangiacomo - *Chair*

Abby White - *Vice Chair*

Janet Jansen Murray - *Secretary*

Nick Kramer - *Treasurer*

Karen Lowry Reed - *Exec. Comm. At Large*

Gina Akley

Michael Giammusso

Katherine Lamell

Robert Mason

Molly McFaun

Barbara Miller

John "Jack" Tighe

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.

Photo credit:

Jeb Wallace-Brodeur and Casey Engels