VERMONT CENTER FOR INDEPENDENT LIVING
Annual Report FY ’12

Working Together for Independence and Civil Rights
This annual report is dedicated to the many independent living leaders that we sadly lost this past year.

Michael Cahill
Michael Meunier
Melinda Bussino
Marcia Cota
Don Lambert
Bernie Henault
Don Parrish
February 2013

The 2012 Annual Report highlights some of the amazing work VCIL took part in this past year. As we complete our thirty-third year we take a moment to reflect upon this work and look forward to what the future has in store.

We are highlighting our partnership with the Vermont Workers’ Center and the Put People and Our Planet First Movement. This important collaboration tackles many critical issues, including universal healthcare, education, safe and affordable housing, migrant justice and a healthy environment and livable planet. It is vital for us to join hand in hand to tackle policy issues instead of individual organizations competing for the same resources. We are stronger together!

We are so grateful to those of you in the community who passionately work on disability rights issues. We will continue to work with you to eliminate the barriers that are standing in the way of people with disabilities living a full life. In the coming year we invite you to join us to work on critical issues such as transportation, housing, healthcare, and personal attendant services.

We continue to be present in local communities throughout Vermont. If you want to volunteer your time to facilitate a community meeting, provide outreach materials at an event or speak at the legislature please contact us to let us know your interest. We can gain so much more with our friends and allies beside us.

Thank you for working with us and I hope you enjoy our 2012 Annual Report.

In Solidarity,

Sarah Launderville, Executive Director
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The Mission of the Vermont Center for Independent Living

The mission of the Vermont Center for Independent Living is to empower Vermonters with disabilities, Deaf Vermonters, and others to tear down the physical, communication, and attitudinal barriers that keep us from realizing our full human potential.

Together, we will build communities to:

- achieve our human and civil rights and equal access to services and opportunities;
- have available ongoing resources and options for independent living; and;
- realize our power to control and direct our own lives.

We join together to celebrate our diversity and the common goal for the full inclusion of all persons in the life of our communities.
WHO WE ARE

The Vermont Center for Independent Living (VCIL), a statewide nonprofit organization directed and staffed by people with disabilities, promotes the dignity, independence and civil rights of Vermonters with disabilities. Founded in 1979, VCIL was the first organization in the state to have a majority of board and staff with disabilities. In FY’12, 85 percent of our staff and board were people with significant disabilities. We understand what it takes to help others.

VCIL’s central office is in Montpelier and has five branch offices in Bennington, Brattleboro, Burlington, Rutland and Newport.

INFORMATION, REFERRAL AND ASSISTANCE (I,R&A)

VCIL’s Information, Referral and Assistance (IR&A) Coordinator provides quality referrals and information to people seeking assistance on a variety of issues. Additionally our IR&A Coordinator is responsible for the intake process of applications for the Peer Advocacy Counseling Program (PAC). In FY’12 VCIL provided 2,023 individuals with information, referral and/or assistance.

PEER ADVOCACY COUNSELING PROGRAM

Peer Advocate Counselors (PACs) offer individual and group support, skills training, guidance for self-advocacy and resource development. PACs help peers define their individual interests and needs, develop and work toward personal goals, learn specific skills that enhance their ability to live independently and access available resources in their communities. PACs continue to use the “Options Counseling” method when working with peers. This Aging and Disabilities Resource Connection (ADRC) initiative provides for a three part system. The system consists of a formal intake, take home plan (ILP) of the peer, and a documented follow up including a satisfaction survey. This allows for a more comprehensive service to peers.

Youth Leadership Program

The VCIL Youth Leadership Program (YLP) is a cross-disability program that develops leadership and advocacy skills while serving high school
students and young adults with disabilities who want to learn independent living skills and enhance their transition options and supports between high school, college and employment.

**Deaf Independence Program**

The Deaf Independence Program (DIP) provides individual and group skills training to the culturally Deaf throughout Vermont.

**Benefits to Work Program**

The Benefits to Work Program (B2W) helps peers plan for employment and greater independence. Our B2W specialist teaches peers how to utilize work incentives and provide information and assistance about the Ticket to Work program and the various employment resources available through State and Federal agencies. Our Benefit Counselors help peers understand how they can successfully return to work.

**Vermont AgrAbility**

Vermont AgrAbility is a collaborative partnership between VCIL and the University of Vermont Extension. The Vermont AgrAbility program provides education and assistance at no cost to farmers and farm workers with disabilities who are engaged in production agriculture and want to continue farming. Farmers eligible for Vermont AgrAbility services may have any type of acquired or traumatic disability—physical, cognitive or sensory.

**HOME ACCESS PROGRAM**

VCIL’s Home Access Program (HAP) provides home entry and bathroom accessibility modifications for low-income Vermonters with physical disabilities. The Home Access Program receives funding each year to help people with disabilities make entrance and/or bathroom accessibility modifications so they can continue to live independently and remain in their communities. In fiscal year 2012 the Home Access Program provided 26 households with ramps or entrance modifications and made 28 bathrooms accessible!
Community Access

VCIL’s Community Access Program works to improve access to buildings, services and programs in the state of Vermont. Program specialists provide technical assistance on the new ADA regulations to Vermont cities, towns, employers and businesses. During FY’12 the program trained 376 people in 16 training events around the state. Highlights of this year’s training calendar included events by Vermont Agency of Transportation, Vermont Center for Crime Victim’s Services, Chittenden County Domestic Violence Task Force and the Vermont Access Board.

The Community Access Program responded to 306 ADA technical assistance requests from individuals, businesses and government agencies. Additionally the program supported municipalities of Bethel in planning for improved recreation access, Montpelier’s ADA celebration, as well as Burlington and Rutland with their reinvigorated ADA committees.

VCIL’s ADA news and materials distribution list (240 members of state and local government and community partners) is managed by the Community Access Program. Monthly distributions included local training opportunities and the New England ADA Center Access E-Newsletter, Department of Justice and US Access Board materials.

The Community Access Program received new ADA, employment and fair housing training throughout the year from the Vermont Attorney General’s Office, the New England ADA Center, the Department of Justice Civil Rights Division and the U.S. Access Board. Additionally, staff person Mike Charron was the first in the country to complete the ADA Coordinator Certification for the University of Missouri.

Community Access Program applauded community partners for access improvement, giving an award to the Vermont Network Against Domestic and Sexual Violence for its newly renovated office building in Montpelier.

Community Access Program staff sit on the following committees, task forces and work groups: State of Vermont Fair Housing
Committee, Montpelier’s ADA Committee, Vermont Governor’s Prevention of Domestic and Sexual Violence Task Force, Vermont Department of Education Advisory Council on Bullying and Harassment and the NCIL Task Force on Abuse and Violence.

Volunteer Program

During FY12, VCIL’s benefitted from over 30 volunteers! Our wonderful volunteers contributed their talents to everything from landscaping at our Montpelier office garden, to building and riding on our award winning Bennington float, to assisting with large mailings, to making phone calls to peers, and to assisting with shredding. Thanks to each one of you for strengthening our community and helping to move us forward in our goal for the full inclusion of all persons.

Sue Williams Freedom Fund

The Sue Williams Freedom Fund (SWFF) provides funding for services and equipment to help people with disabilities achieve or maintain independence in their own homes. In FY’12 SWFF spent over $35,128.00 and helped 49 peers obtain services or equipment.

MEALS ON WHEELS

VCIL’s Meals on Wheels Program serves people with significant disabilities who are younger than 60 years of age. The program is coordinated from the Montpelier office but covers the entire state. It pays for one hot meal per day on either a short-term or long-term basis, depending on need. VCIL contracts with over 40 meal sites across the state to prepare and deliver the meals. This partnership makes a tangible difference in people’s daily lives. A total of 58,291 meals were funded through this program during FY 2012 to a total of 472 peers.

A collaboration between VCIL’s Meals on Wheels and Peer Advocacy Counseling programs brought a total of 60 in-home assessments this year. Almost half of these visits resulting in ongoing work between PACs and peers, making this a very successful collaboration.
GET INVOLVED

Community Meetings:
VCIL holds ongoing community meetings where people with disabilities come together to organize around systems issues and share stories.

Meetings are held monthly throughout the state. Schedule of meeting dates and locations can be found at www.vcil.org or by contacting our I,R&A Department at 1-800-639-1522.

VCIL Website:
Check out the VCIL web site at www.vcil.org. From that site you can gain access to our Facebook, Twitter and YouTube pages.

Facebook:
Facebook is a social networking site that VCIL uses to connect to the Facebook community. We invite you to join our ongoing discussions and post upcoming events. Check out our new look at: www.facebook.com/VTCIL

Twitter:
VCIL invites you to follow us on Twitter, which is updated at least weekly by the Executive Director.

Donations:
The Vermont Center for Independent Living depends on private contributions to support our civil rights work. Please consider contributing to our organization by donating online today through our secure Network for Good link, through the United Way or by sending the enclosed envelope directly to VCIL.

Scan the tag above to be taken directly to our web site
PEER SUCCESS STORIES

Anonymous–AgrAbility/SWFF
VCIL was able to assist another peer who has severe mobility issues. She was encouraged by her doctor to do exercises to maintain muscle tone. The peer has a colorful flock of chickens that rely on her to care for them and in turn exercise her muscles while doing so.

The chickens also provide comfort, entertainment and eggs! The peer makes the concerted effort several times a day to feed and water the flock of 30 hens and gather their eggs. They are the only reason she leaves her house at all. She loves to see them grazing in her yard and woods. All of the hens follow her and she knows them all by name and can explain all of the different breeds and show you the unique color eggs each one lays. The chickens benefit the peer both mentally and physically as the peer’s therapist told VCIL that taking care of the birds is therapeutic for the peer’s anxiety disorder. The peer donated 10 dozen eggs per week to the local food shelf this summer, so the hens not only bring enjoyment to the woman but food for those who need it. Unfortunately the tiny coop the peer quickly built this past spring was way too small to let all the hens go in at night, so the hens were all roosting outside on the fence around her house, making them easy targets for any predators in the area. The small coop was not accessible for the peer or her beloved birds, and the roof leaked like a waterfall. The peer parted with 30 of her original flock of 60 hens in the hopes the other might be able to fit in the coop, but they did not. This caused much stress for the peer. Thanks to the Sue Williams Freedom Fund and the AgrAbility Program, an on-site assessment was done to determine an appropriate size coop to accommodate the hens and be more accessible to the peer, plus find the most advantageous location to build it. A partner to build the coop was needed and the Southwest Vermont Career Development Center agreed to build the 8-foot-by-8-foot coop at their school in sections and then assemble it at the peer’s home.
Anonymous - MOW

“I am a middle-aged single mother who was injured and has had multiple complications since then. The Meals On Wheels (MOW) program was such a gift for me. I was unable to stand, cook or go shopping and my school-aged son had to try to do so much of this himself. I always had to try to find someone to take him shopping for me, which was difficult. It is hard to ask people for help when you are not used to it. The Meals on Wheels program took stress off of me and made it possible to eat healthy meals, balanced with vegetables and fruits. Sometimes people do not realize what independence means until you lose it with an illness or injury. Being ill can be isolating in Vermont because of the weather and inability to get out. Much of my stress was lifted when I did not have to worry about not having food. Food is one of the basics to survive and if you are unable to get it, it is quite a frightening experience no matter what age you are. I will always be grateful to this program. Every volunteer who dropped off the meals was pleasant and I kept thinking how everyone was donating their time.”

Cheryl Bloomfield - MOW

“I really appreciate the meals I receive through MOW, every weekday. Anita is an exceptional cook! I really enjoy the meals and I also enjoy the socialization that comes with eating with others. Receiving my MOW totally helps me stay independent in my own apartment. There is no way I could prepare all of my meals each day. I have extreme physical, emotional and mental fatigue that really zaps my stamina and interferes with my ability to function day to day. Thank you so much for my meals.”

Anonymous – HAP

“The feedback provided is on behalf of my brother. This approach has been taken for two reasons. Primarily, my brother is in great discomfort; even the most mundane tasks, such as writing and typing, are not possible for more than a short period of time. Also, oftentimes, family members are greatly impacted by the disability of a loved one. Therefore, I thought it would be effective to provide insight from the perspective of someone who, although is not disabled, has witnessed the challenges of disability and experienced many of those
challenges in a way that only a caregiver could. In dealing with an undiagnosed muscle condition for the last ten years, I have watched my brother’s life progress from a thriving state to one of immobility. Countless tests have been conducted and he has consulted with some of the top specialists in the country to no avail. As his health has continued to deteriorate with no explanation for cause, so too has his quality of life.

Although this has been a progression over an extended period of time, this past summer was especially trying. My brother’s health took on a rapid rate of deterioration and as a result, concerns of being bedridden arose. Because of this, it was extremely important that we were able to get him to see his doctors while he still could.

It would not have been possible for us to do so without receiving assistance from the Home Access Program (HAP). Our needs were immediate and HAP responded accordingly. The HAP staff worked to ensure that the application process was efficient. All updates were communicated in a timely manner and were done so with a professional demeanor. It was a pleasure working with the Home Access Program.

The Vermont Center for Independent Living has been an integral part of the solution. On behalf of my brother and my entire family, thank you for your assistance and for your presence in the lives of those who are in great need. I conclude this note with what has recently become a favorite quote of mine, "Most of the important things in the world have been accomplished by people who have kept on trying when there seemed to be no hope at all."

Anonymous – HAP

“Almost two years ago I got very sick and ended up in the hospital, after staying there and getting better they told me and my daughters that I could not return to my home and needed to be where I could receive help. So not liking the idea I went to a nursing home and rehab in Barton Vermont. I did receive great care and I did get better. I quit smoking and drinking which was hard after 40-plus years but I did it.”
In May I told my daughter I wanted to go home, but she told me my home wasn’t ready for me; it needed a new water system and other things needed to be done to make it easier for me to live there. Well she went to work getting things done, but the money was hard, so I and my girls took a USDA loan out to get my water system and a new roof. We did all this when I got back home because I was needed to do the paperwork, but my daughter helped me since I can’t read or understand things. We needed to change my will to a living will which took time but it all got done. It’s good to have a new water system and a roof that won’t leak or fall in! With the new roof and deck I can sit outside even in the rain. The next thing I received was a new state of the art ramp from HAP, which makes it much nicer for me to get in and out of the house since I am on oxygen most of the time.

It’s been great to be home! The last thing I had done was having a new shower installed with the rest of my USDA loan. It’s nice to be safe in the shower and I have a seat in it too because standing long periods of time bothers me and my breathing isn’t great, so the oxygen comes in with me.

Everything has worked out for me and I am glad that there are programs out there to help people with no money and who have a disability and having a daughter that helps gets things done!”

Anonymous - HAP
During FY’12 VCIL worked with a peer in the southern part of the state who was confined to a nursing home following a car accident that caused a traumatic brain injury. The peer was no longer able to access his home and was forced to remain in a nursing home. A peer advocate counselor met with the peer and his mother and assisted them in filling out an application to the Home Access Program. The peer was accepted to the program and his request was immediately prioritized. An access consultant visited the peer’s home to assess his needs, and recommendations were made for a ramp and bathroom modifications. A HAP contractor was engaged to do the work and within a month, the peer’s home was again accessible and he returned to his home and community.
## ABOUT OUR PEERS

### GENDER

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<tr>
<td>Male</td>
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### OUR DISABILITIES

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<th>Count</th>
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<td>Cognitive</td>
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</tr>
<tr>
<td>Hearing</td>
<td>69</td>
</tr>
<tr>
<td>Mental/Emotional</td>
<td>95</td>
</tr>
<tr>
<td>Multiple</td>
<td>669</td>
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<tr>
<td>Other</td>
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<tr>
<td>Physical</td>
<td>769</td>
</tr>
<tr>
<td>Vision</td>
<td>17</td>
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<tr>
<td>*Unknown</td>
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### AGES OF OUR PEERS

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<th>Count</th>
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<tr>
<td>Ages 6-17</td>
<td>6</td>
</tr>
<tr>
<td>Ages 18-34</td>
<td>164</td>
</tr>
<tr>
<td>Ages 35-64</td>
<td>1,209</td>
</tr>
<tr>
<td>Over age 65</td>
<td>245</td>
</tr>
<tr>
<td>*Unknown</td>
<td>398</td>
</tr>
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</table>

### INDIVIDUALS SERVED BY COUNTY

<table>
<thead>
<tr>
<th>County</th>
<th>Count</th>
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</thead>
<tbody>
<tr>
<td>Addison</td>
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</tr>
<tr>
<td>Bennington</td>
<td>186</td>
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<tr>
<td>Caledonia</td>
<td>117</td>
</tr>
<tr>
<td>Chittenden</td>
<td>341</td>
</tr>
<tr>
<td>Essex</td>
<td>31</td>
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<tr>
<td>Franklin</td>
<td>118</td>
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<tr>
<td>Grand Isle</td>
<td>6</td>
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<tr>
<td>Lamoille</td>
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<tr>
<td>Orange</td>
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<td>Orleans</td>
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<tr>
<td>Rutland</td>
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<td>Washington</td>
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<tr>
<td>Windham</td>
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<tr>
<td>Windsor</td>
<td>133</td>
</tr>
<tr>
<td>*Unknown</td>
<td>101</td>
</tr>
<tr>
<td>Out of State</td>
<td>11</td>
</tr>
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</table>

*Much of the data represented is from IR&A calls where people do not always disclose their age or type of disability.*
SERVICES AT A GLANCE

Information, Referral & Assistance

1,700 peers and organizations

Home Access Program

28 bathroom modifications, 22 ramps and 4 entrances

Peer Advocacy Counseling

435 peers served

Meals on Wheels

472 peers served - 58,291 meals

Sue Williams Freedom Fund

49 peers received assistive technology totaling of $35,128
FY’12 HIGHLIGHTS

National Conference

VCIL’s Executive Director Sarah Launderville represented VCIL at the National Council on Independent Living’s (NCIL) 2012 Annual Conference in Washington, D.C. Thanks to sponsorship from the Ronald McDonald Foundation, Kaiya Andrews attended as a Vermont Youth Leader. As Co-chair of the NCIL Women’s Caucus, Launderville presented on national survey results and facilitated a workshop on the history of women in the disability rights movement.

Women at War Rally

On April 28th, Sarah Launderville spoke at the Women at War Rally in Montpelier. Rallies were held in all 50 states organized by Unite Women, a nonpartisan grassroots movement. The nationwide rallies were part of a coordinated effort to protest legislation endangering the health and welfare of women, and to encourage communities to take action via voter registration, information campaigns, and legislative petitions.

Community Access

VCIL Community Access Coordinator Kim Brittenham presented certificates of appreciation to the Bristol Conservation Commission (BCC) and the New Haven River Anglers at the dedication ceremony of the Charles Baser Memorial Universally Designed Fishing Platform on the New Haven River in Bristol. This was a community project led by Pete Diminico (pictured) and Brittenham, provided technical support and funding consultation. Pete stated, “The community very much appreciates what VCIL has accomplished over 30-plus years. VCIL's determination to empower Vermonters with disabilities only mirrors what a great community we have in Vermont!! The BCC award will proudly be hanging in the Bristol town office.”
SymQuest Makeover Award!

The Vermont Center for Independent Living was the winner of the fifth SymPowered Office $25,000 Makeover. Larry Sudbay, president and chief executive officer of SymQuest® Group, the region’s leading provider of network and document technology, solutions and services, made the announcement last fall.

VCIL Executive Director Sarah Launderville was thrilled to receive news of the award. “This means so much to our organization, especially in these tough economic times. We are extremely grateful to SymQuest for their generosity. Our office equipment is running more smoothly thanks to them.”

The award money will be used to improve network connectivity between VCIL’s various offices and to replace a server that runs the organization’s accounting software.

Each year, SymQuest chooses a different area to support with a makeover. The most recent call for applications was put out to not-for-profit organizations throughout Vermont’s Washington County. SymQuest also gives back to the communities it serves by other means, including their annual golf tournament, direct sponsorships, United Way campaigns and by making it easy for their employees to perform community service works in their own communities.

From left are SymQuest President and CEO Larry Sudbay, VCIL IT & Database Coordinator Peter Johnke, VCIL Finance and Operations Officer Michelle Grubb, VCIL Executive Director Sarah Launderville, SymQuest Vice President of Sales/Marketing Joe Noonan, and SymQuest Virtual Chief Information Director Mark Jennings.

A Better Living Environment (ABLE) Cooperative

This past year, peers from Chittenden County formed a steering committee and worked with VCIL staff, Janet Dermody and Santina Leporati on a grant-funded project from Boston College’s National Resource Center for Participant-Directed Services (NRCPDS) to create a peer-led consumer cooperative. They achieved this goal and incorporated A Better Living Environment Cooperative (ABLE), Inc as a Vermont consumer cooperative.
ABLE’s mission is to “empower people with physical disabilities to access reliable, self-directed care services, for complete control, choice, and flexibility in their lives.” At ABLE, co-op members will pool their resources to hire their own PCAs, increasing consumer control, autonomy, and freedom. Members call on workers whenever is convenient, thereby eliminating the regimented scheduling of agencies. As a result, the members retain greater influence over their care while having the option of back-up services built into the system. For workers, the co-op model is attractive because the money pooled by co-op members can provide for steady, full-time employment, access to health insurance, and employee benefits.

ABLE meets a community-based need that allows peers to live independently and receive reliable, quality services at home on their schedule to meet their needs. The development and future of ABLE would not have been possible without the support of VCIL, ARIS Solutions, Transitions II, and DAIL. The ABLE board is working with the State of Vermont to secure start-up funding for the next five years. The ABLE board members are hopeful that the cooperative will begin serving members in 2013.

ABLE board members are actively fundraising to apply for federal nonprofit status and continue to meet monthly at the VCIL facilitated ABLE community meeting that is open to all.

**Mental Health Reform**

In April VCIL signed a grant to complete the work for Act 79, “an act relating to reforming Vermont’s mental health system,” which was signed into law on April 4, 2012.
Accessibility Training

In conjunction with the New England ADA Center, VCIL held a field-based training day this summer in Bethel. Fifteen people from various municipalities across the state participated in this daylong training that focused on Bethel’s recreation facility which includes the town pool, playground and tennis courts. The facilities were built in the 1970s and required many changes to come into compliance with the Americans with Disabilities Act. The training was prompted by the fact that new building standards for ADA compliance have recently been adopted requiring pools and play areas to provide specific access elements such as pool lifts and play element transfer areas. The training instructed participants on how to conduct an existing facilities review and identify design-based or operational solutions that would improve accessibility under the ADA. The information conveyed was relevant not only for reviewing pools and playgrounds but also town halls, libraries, school buildings, senior centers, parks, police stations, playing fields, etc. VCIL and the New England ADA Center will offer an access training award again in FY’13.

People’s Convention

VCIL staff and peers participated in the Peoples Convention and Rally held in Montpelier. In partnership with the VT Workers Center, VCIL facilitated a group of people who employ personal attendants with people who work as personal attendants and had over 50 participants in the workshop.

VCIL Community Access Specialist Mike Charron was the first person in the country to complete the ADA Coordinator Certification for the University of Missouri.

Advocate Sefakor Komabu-Pomeyie volunteering during the Put People First Rally in Montpelier May 2012”
FY’12 EVENTS/ACTIVITIES

In February VCIL held a fundraiser at the Wayside Restaurant & Bakery. The Wayside generously donated 25 percent of the proceeds from our guests’ tabs to support our programs and services.

Women’s Support Group

VCIL’s Brattleboro office holds a women’s support group once a month. This group provides support, encouragement, understanding and information to women in the disability community. In addition to meetings they also offer presentations, craft projects, annual picnic and socializing.

Sarah Launderville and Linda Meleady at the Wayside Event

VCIL Advocacy Specialist Jack Hall and his wife, Gail, dine at the Wayside to support VCIL.

Betha Hedenberg (seated) was presented with a certificate of appreciation for her willingness to volunteer to facilitate the Montpelier Community Meetings in FY'12. Also pictured, Joseph Sawyer, Joyce Werntgen, Sarah Launderville and Alaina Clements.
Bennington Battle Day

VCIL’s Bennington office continued their winning streak by adding 2 trophies this year to their trophy case. PAC’s Tracy Dorman and Charlie Murphy and a crew of volunteers brought to life the themed float “We Plant Seeds in the Garden of Human Potential.” This year’s float won 2nd place Best Battle Day float and 3rd place Best Non-category float. Brainstorming has already begun for next year’s theme.

Strolling of the Heifers

The mission of the Strolling of the Heifers Parade is to connect people with healthy local food and with the farmers who grow the food and bring it to them. The event honors and supports Vermont family farmers, but also shows appreciation to food producers, as well as vendors and exhibitors of many sustainable goods and services.

VCIL board member Gary Snyder, VCIL PAC Candace Stoumen, and volunteers Jeanne Attia and Liz Snyder huddle under the VCIL tent to avoid the rain.

VCIL’s Candace Stoumen and Missy Boothroyd braved the rain to represent VCIL at the event.
Rosemary Miller Retires

After 30 years at VCIL Rosemary Miller retired in April. Our 3rd Annual Mud Season Mingle was held in Rosie’s honor at the Montpelier Elks Club. Many of VCIL’s former staff and old friends of Rosie’s came out to show their appreciation for her many years of dedication to VCIL. A legislative resolution honoring Rosie, letters from the congressional delegation, a trip of her choice, flowers, cards and many well wishes were all part of the celebration.

Mary Gorman, Rosie Miller, Deborah Lisi-Baker and Phyllis Larrabee

Former VCIL employee Peg Franzen and former board member Greg Morgan.

Executive Director Sarah Launderville presents Rosie with a travel gift certificate to a destination of her choice.

Anyone who knows Rosie knows that a celebration in her honor must involve two things…the color purple and chocolate!

Rosie Miller and former VCIL employee Laura Callahan
Annual ADA Celebration

The 22nd anniversary of the signing of the Americans with Disabilities Act was celebrated a little differently this year. Scheduled to be a community dance in the VCIL parking lot, the weather had other plans. The Montpelier Fire Department graciously offered the use of the fire station so the event could still be held.

One highlight of the celebration was the presentation of the Deborah Lisi-Baker Leader of Tomorrow Award. This year VCIL recognized Alex Gallagher of Milton for his leadership work with Little People of America and public schools in Milton.

In presenting the award, Lisi-Baker said “Alex Gallagher has joined the disability rights movement by speaking out against bullying, both on his own behalf and for all people. He knows he has the power to change the world and the right to be respected for who he is.”

Alex, 11, was born with dwarfism, a bone condition that effects his growth. Having a disability hasn’t stopped him from being active in Boy Scouts, theater and at school dances. But Alex knows what it is like to be bullied. After some incidents at school last year, Alex decided to take action. He worked with friends from Little People of America to create a PowerPoint presentation which he uses for a disability awareness talk he gives. Alex says that changing attitudes is not something he does by himself. Accepting his award, Alex looked at his family, special educator Saybra Varisano and Milton Principal Mary Jane Stinson. Thanking them, he said, “We did it together.”

Alex Gallagher and Deborah Lisi-Baker at this year’s ADA Celebration.
BOARD of DIRECTORS
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Ericka Reil, I,R&A Specialist

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Kim Brittenham, Community Access Coordinator
Mike Charron, Community Access Specialist

Peer Advocacy Counseling (PAC) and Deaf Services
Mark Kaufman, Advocacy Manager
Jack Hall, Advocacy Specialist
Peter Johnke, Database Coord.
Paul Maurice, IT Specialist
Kevin Plant, Database Assistant
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Tom Younken, AgrAbility Specialist
Janis Moore, AgrAbility Specialist

Direct Service Programs
Harold Nadeau, Direct Services Mgr.
Denise Bailey, Direct Services Coord.
Joyce Werntgen, Home Access Program & Sue Williams Freedom Fund Coord.
Rever Kennedy, Home Access Program Specialist
Alaina Clements, Sue Williams Freedom Fund Specialist
Karin Nissen, Meals on Wheels Coordinator
ABOUT OUR FUNDING

Most of VCIL’s funding comes from a variety of federal, state and local sources. VCIL’s primary funding comes from the U.S. Department of Education.

The Department of Education funding helps us provide Peer Advocacy Counseling, skills training services, community advocacy activities, and information, referral and assistance services.

In FY’12 VCIL received funding from several Vermont state agencies, two United Way agencies, and 131 cities and towns, all of whom are valuable partners. We thank all of the individuals, businesses, contractors, community organizations, and partners that help keep our programs active and successful. These include the Vermont Legislature, the Vermont Housing and Conservation Board, the Statewide Independent Living Council, the National Institute on Disability & Rehabilitation Research, the Social Security Administration, Trustees of Boston College, Robert Wood Johnson Foundation and the Department of Disabilities, Aging and Independent Living.

Most importantly we thank the volunteers and individual donors who help bring VCIL’s mission of dignity, independence and civil rights to every community in Vermont. Your active participation in this movement and your continued support is what makes our work possible.
VERMONT CENTER FOR INDEPENDENT LIVING  
STATEMENTS OF FINANCIAL POSITION  
FOR THE YEARS ENDED SEPTEMBER 30, 2012 AND 2011

<table>
<thead>
<tr>
<th><strong>CURRENT ASSETS</strong></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash</td>
<td>$90,644</td>
<td>$127,926</td>
</tr>
<tr>
<td>Accounts and grants receivable</td>
<td>406,595</td>
<td>363,707</td>
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<tr>
<td>Prepaid expenses</td>
<td>37,599</td>
<td>38,526</td>
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<tr>
<td><strong>TOTAL CURRENT ASSETS</strong></td>
<td>534,838</td>
<td>530,156</td>
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<tr>
<td><strong>PROPERTY AND EQUIPMENT, net</strong></td>
<td>448,697</td>
<td>435,350</td>
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</table>

<table>
<thead>
<tr>
<th><strong>OTHER ASSETS</strong></th>
<th>2012</th>
<th>2011</th>
</tr>
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<tbody>
<tr>
<td>Restricted cash – building reserve</td>
<td>4,726</td>
<td>2,512</td>
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<tr>
<td>Investments</td>
<td>225,208</td>
<td>188,371</td>
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<tr>
<td><strong>TOTAL OTHER ASSETS</strong></td>
<td>229,934</td>
<td>190,883</td>
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<table>
<thead>
<tr>
<th><strong>TOTAL ASSETS</strong></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CURRENT LIABILITIES</strong></td>
<td>$1,213,469</td>
<td>$1,156,389</td>
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<tr>
<td>Current portion of long-term debt</td>
<td>19,000</td>
<td>$18,000</td>
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<tr>
<td>Current portion of capital leases</td>
<td>8,000</td>
<td>-</td>
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<tr>
<td>Accounts payable</td>
<td>100,403</td>
<td>131,348</td>
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<tr>
<td>Accrued payroll and related liabilities</td>
<td>86,174</td>
<td>65,650</td>
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<tr>
<td>Accrued vacation</td>
<td>51,126</td>
<td>42,277</td>
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<tr>
<td>Contract advances</td>
<td>20,381</td>
<td>1,600</td>
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<tr>
<td><strong>TOTAL CURRENT LIABILITIES</strong></td>
<td>285,084</td>
<td>258,775</td>
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<tr>
<td><strong>LONG-TERM LIABILITIES</strong></td>
<td>2012</td>
<td>2011</td>
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<tr>
<td>Mortgage note payable, net of current portion</td>
<td>273,431</td>
<td>292,390</td>
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<tr>
<td>Capital lease obligations, net of current portion</td>
<td>13,787</td>
<td>-</td>
</tr>
<tr>
<td><strong>TOTAL LONG-TERM LIABILITIES</strong></td>
<td>287,218</td>
<td>292,390</td>
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<table>
<thead>
<tr>
<th><strong>TOTAL LIABILITIES</strong></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>NET ASSETS</strong></td>
<td>630,651</td>
<td>595,928</td>
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<tr>
<td>Unrestricted – undesignated</td>
<td></td>
<td></td>
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<tr>
<td>Board designated – building reserve fund</td>
<td>4,726</td>
<td>2,512</td>
</tr>
<tr>
<td>Subtotal – unrestricted</td>
<td>635,377</td>
<td>598,440</td>
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<tr>
<td>Temporarily restricted</td>
<td>5,790</td>
<td>6,784</td>
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<tr>
<td><strong>TOTAL NET ASSETS</strong></td>
<td>641,167</td>
<td>605,224</td>
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<table>
<thead>
<tr>
<th><strong>TOTAL LIABILITIES AND NET ASSETS</strong></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1,213,469</td>
<td>$1,156,389</td>
<td></td>
</tr>
</tbody>
</table>
VERMONT CENTER FOR INDEPENDENT LIVING
STATEMENTS OF ACTIVITIES
FOR THE YEARS ENDED SEPTEMBER 30, 2012 AND 2011

CHANGE IN UNRESTRICTED NET ASSETS

REVENUES, GAINS AND OTHER SUPPORT

<table>
<thead>
<tr>
<th>Source</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Federal and State Grants</td>
<td>$2,487,048</td>
<td>$2,519,088</td>
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<tr>
<td>Contributions</td>
<td>48,893</td>
<td>57,499</td>
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<tr>
<td>Municipalities</td>
<td>40,488</td>
<td>41,300</td>
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<tr>
<td>Fees and other income</td>
<td>81,576</td>
<td>55,500</td>
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<tr>
<td>Investment Income (loss)</td>
<td>39,951</td>
<td>(3,064)</td>
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<tr>
<td>In-kind contributions</td>
<td>27,793</td>
<td>-</td>
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<tr>
<td><strong>Net assets released from restrictions</strong></td>
<td><strong>16,220</strong></td>
<td><strong>23,457</strong></td>
</tr>
</tbody>
</table>

TOTAL REVENUES, GAINS AND OTHER SUPPORT

$2,741,969 $2,693,780

EXPENSES

Program Services:

<table>
<thead>
<tr>
<th>Program</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Independent Living Resources</td>
<td>1,104,049</td>
<td>1,342,362</td>
</tr>
<tr>
<td>Peer Advocacy Counseling</td>
<td>936,773</td>
<td>722,042</td>
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<tr>
<td>Advocacy</td>
<td>78,646</td>
<td>48,743</td>
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<tr>
<td>Other Programs</td>
<td>215,986</td>
<td>216,797</td>
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<tr>
<td><strong>Total Program Services</strong></td>
<td><strong>2,335,454</strong></td>
<td><strong>2,329,944</strong></td>
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</tbody>
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Support Services:

<table>
<thead>
<tr>
<th>Services</th>
<th>2012</th>
<th>2011</th>
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</thead>
<tbody>
<tr>
<td>General and Administrative</td>
<td>282,786</td>
<td>278,802</td>
</tr>
<tr>
<td>Marketing and Development</td>
<td>86,792</td>
<td>79,393</td>
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<tr>
<td><strong>Total Support Services</strong></td>
<td><strong>369,578</strong></td>
<td><strong>358,195</strong></td>
</tr>
</tbody>
</table>

TOTAL EXPENSES

$2,705,139 $2,688,139

CHANGE IN UNRESTRICTED NET ASSETS

36,937 5,641

BEGINNING UNRESTRICTED NET ASSETS

598,440 592,799

ENDING UNRESTRICTED NET ASSETS

$635,377 $598,440

CHANGE IN TEMPORARILY RESTRICTED NET ASSETS

SUPPORT AND REVENUE

<table>
<thead>
<tr>
<th>Support</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>United Way</td>
<td>13,226</td>
<td>14,419</td>
</tr>
<tr>
<td>Gifts and Grants</td>
<td>2,000</td>
<td>1,000</td>
</tr>
<tr>
<td><strong>Net assets released from restrictions</strong></td>
<td><strong>15,226</strong></td>
<td><strong>15,419</strong></td>
</tr>
</tbody>
</table>

CHANGE IN TEMPORARILY RESTRICTED NET ASSETS

(994) (8,038)

BEGINNING TEMPORARILY RESTRICTED NET ASSETS

6,784 14,822

ENDING TEMPORARILY RESTRICTED NET ASSETS

5,790 6,784

TOTAL CHANGE IN NET ASSETS

$35,943 $(2,397)
THANK YOU TO OUR GRANTORS

Aging & Disability Resource Connection (ADRC)
Area Agency of Aging for North East VT (Veterans Independence Program)
Hunger Free Vermont
National Institute on Disability & Rehabilitation Research
Ronald McDonald House Charities
Statewide Independent Living Council
SymQuest: SymPowered Office Makeover
Trustees of Boston College,
  Robert Wood Johnson Foundation
United Way, Franklin Grand Isle
United Way, Rutland
University of VT State Agricultural College
U.S. Department of Agriculture
U.S. Department of Education
U.S. Department of Health & Human Services
U.S. Department of Housing & Urban Development
U.S. Department of Social Security Administration
VT Department of Disabilities, Aging and Independent Living
VT Department of Mental Health
VT Developmental Disabilities Council
VT Housing & Conservation Board

VCIL wishes to extend our sincere appreciation to all of our project partners that we have worked with throughout the years. Without these valued relationships our mission would not be possible.

**These lists reflect Individual, Business, Organization and Grantor contributions and/or partnerships for FY 2012. Our deepest apology to any agency, organization or individual we may have inadvertantly omitted.**
# CITIES AND TOWNS

<table>
<thead>
<tr>
<th>Albany</th>
<th>Ferrisburgh</th>
<th>New Haven</th>
<th>Strafford</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alburgh</td>
<td>Fletcher</td>
<td>Newark</td>
<td>Stratton</td>
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<tr>
<td>Arlington</td>
<td>Glover</td>
<td>Newbury</td>
<td>Sudbury</td>
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<tr>
<td>Barnet</td>
<td>Goshen</td>
<td>Newfane</td>
<td>Sunderland</td>
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<tr>
<td>Belvidere</td>
<td>Grafton</td>
<td>Northfield</td>
<td>Sutton</td>
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<td>Bennington</td>
<td>Granby</td>
<td>North Hero</td>
<td>Thetford</td>
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<tr>
<td>Berkshire</td>
<td>Greensboro</td>
<td>Orange</td>
<td>Tinmouth</td>
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<td>Berlin</td>
<td>Guildhall</td>
<td>Peru</td>
<td>Townshend</td>
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<tr>
<td>Bethel</td>
<td>Hartford</td>
<td>Pittsfield</td>
<td>Tunbridge</td>
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<td>Bloomfield</td>
<td>Hartland</td>
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<td>Waitsfield</td>
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<td>Ira</td>
<td>Randolph</td>
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<td>Weathersfield</td>
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<td>Lowell</td>
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<td>Wells</td>
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<td>Coventry</td>
<td>Lunenburg</td>
<td>Searsburg</td>
<td>West Windsor</td>
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<td>Danby</td>
<td>Manchester</td>
<td>Sheffield</td>
<td>Westminster</td>
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<td>Westmore</td>
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<td>Enosburg</td>
<td>Springs</td>
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<td>Fairfax</td>
<td>Montpelier</td>
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<td>Fairlee</td>
<td>Mount Holly</td>
<td>Stockbridge</td>
<td>Worcester</td>
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<tr>
<td>Fayston</td>
<td>Mount Tabor</td>
<td>Stowe</td>
<td></td>
</tr>
</tbody>
</table>
THANK YOU TO OUR DONORS

Al Aiken
Anonymous
Anonymous, UW of Chittenden County
Anonymous, UW of Portland
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Derek Betts
Mary Alice Bisbee
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Cheryl Ann Bloomfield
Dhiresha Blose
Sue Booth
Missy Boothroyd
William Botzow
Antoinette Boyle
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Ash Brittenham
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John Chard
Mike Charron

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Herman Goldberg
Alice R. Goltz
Clyde & Lorraine Goodhue
Philip Gorton
Randy Gosselin
Gerry Gossens
Richie Graham, *Green Mountain UW*
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Charles Grout
Fred & Michelle Grubb
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John Hall
Briant Hamrell, *in honor of Bubba*
Michelle Harney
Toni A. Hart
Theresa Hatin, *in honor of Lynn Hatin*
Mary Hatstat
Daniel Hecht
Betha Hedenburg
Linda Henzel
Hickok & Boardman Insurance Grp.
Helena Hicks
Mary Himmer
Pamela Hobbs
Omar Holmes
Reginald J. Holt, *Green Mountain UW*
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James Hroncich
William Isch
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Diane Jones
Jeri Kennison
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Dwayne & Rosemarie LaCoste
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Jennifer Lanphier
Thad & Sarah Launderville
Thomas & Karen Lauzon
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Mary Jane Lober
Thomas Longe
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Main Street Landing
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   Chittenden County UW
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Ed Paquin
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Deborah Peryea
Tom & Carol Pombar
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Ariel Rudiakov
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Edward Schwaner
Karen Schwartz
Joan Senecal
Stan & Susan Senger
Martie Shatney
Roxanne Shelton
Evan Taieson Sherman
Michael A. Sherman
Diana P. Sidebotham
Neal Smith
Richard Smith
Sheila Smith
Robert G. Snedeker, Sr., in honor of Jimmy Deno
Robert Spaulding
Bob and Pam Stanton
Bonnie Stearns

Glenellen Stefaniak
Lillian Steinberg
Clinton Stevens
Thelma Strong
Bruno & Linda Studer
Peter J. Sutherland
Todd Swane
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Charles Teske & Rhoda Lush
Caro Thompson
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Melanie Viets
Litta J. Vigne
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VT Community Foundation
VT Eastern Star Home
VT Federal Credit Union
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Barry Waxman
The Wayside
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Joyce Werntgen & Peg Franzen
Randy Wheeler
Shane Whittaker
Sean Williams
Steve Winner
Bill Wood
Amy Wright, in honor of Rosemary Miller
Diana Wright
James & Katherine Young
Peter and Jane Youngbaer
Miroslav Zbacnik
Danica Zirkle
Rosie Miller’s Retirement

Anonymous
Barry Bernstein
Mary Alice Bisbee
Dhiresha Blose
Sue Booth
Cindy Browning
Judith Chalmer
Juanita Cook
Henry Demar
Janet Dermody
Ann B. Donahue
William T. Doyle
Richie Graham
John Hall
Linda Henzel
Henrietta Jordan
Thad & Sarah Launderville
Gary Leach
Paul & Elizabeth Levy
Maureen Mayo
Linda Meleady
Lianne Moccia
Stefanie Monte
Greg & Toni Morgan
René and Joan Pellerin
Judy Peterson
John Pierce
Kathleen Plante
Jennifer Raney
Janet B. Ressler
James & Ann Ross
Sheila Smith
Bob & Pamela Stanton
Charlie Teske & Rhoda Lush
Barbara Walker
Joyce Werntgen
Beverly Wool
Peter & Jane Youngbaer

Martha Robert’s Birthday

Jeffrey Bernstein
Dhiresha Blose
Peter & Missy Boothroyd
Janet Dermody
Peter & Helen Johnke
Mark Kaufman
Thad & Sarah Launderville
Linda Meleady
Rosemary Miller
Karin Nissen
John Pierce
Patricia Tedesco
Charles Teske & Rhoda Lush
VT Psychiatric Survivors, Inc.

In Kind

Robert and Bonnie Bertolino
Blue Cross Blue Shield
Tracy Dorman
E-Z Way Rental
Patrick Fitzgerald
H. Greenberg and Son, Inc.
Tim Hunt
Adele Kahwajy
Charlie Murphy
Harold Nadeau
Laraine Niles
Pullman Farm
TechSoup
Yankee Medical Supply

Thank you!!

**Our deepest apology to any individuals or organizations we may have omitted.**
In Memory

VCIL wishes to honor all of our friends who have passed away this past year.

A special thanks to those who designated VCIL to receive donations in their loved ones names. We are honored to receive these gifts.

Mrs. Carol Meunier in memory of her husband, Michael

Mrs. Mary Anne Cahill in memory of her husband, Michael

Memorials

Anonymous, in memory of Ann Holmblad
Anonymous, in memory of Don Lambert
Yiota Ahladas, in memory of Ann Holmblad
At Home Designs, in memory of Michael Cahill
Evelyn Barton, in memory of Michael Cahill
Gordon & Linda Bullard, in memory of Michael Meunier
Richard Burstein, in memory of Michael Cahill
Janet Dermody, in memory of Don Parrish
Susan Brooks Eldridge, in memory of Michael Cahill

Full Spectrum Innovations, in memory of Michael Cahill
James & Evelyn Holmblad, in memory of Ann Holmblad
Arnold & Shirley Howe, in memory of Michael Cahill
David Howe, in memory of Michael Cahill
Donald Lambert, Sr., in memory of Michael Meunier
Samuel Liss, in memory of Michael Meunier
Dorothy Mankowsky, in memory of Jean Mankowsky Upham
Rosemary Miller, in memory of Michael Meunier
Bruce & Catherine Nelson, in memory of Michael Meunier
Karen Schwartz, in memory of Louis Schwartz
Sanders & Mary Stephen, in memory of Michael Cahill
Lillian Cushner Steinberg, in memory of Ruth Cushner Long
Beth Stern, in memory of Michael Meunier
Sonny & Eleanor Twombly, in memory of Michael Cahill
Dennis Upham, in memory of Jean Mankowsky-Upham
Remembering Michael Meunier

Mike Meunier was a steadfast leader in Vermont's independent living movement. He helped advocate for and later ran the state's Attendant Services Program. He stepped forward to serve on the board of VCIL and helped lead the organization during challenging times. He spoke and lived his passion: the right to live and work in the community. He loved his family, volunteered as a guardian ad litem and always spoke up for participant-directed services and the civil rights of persons with disabilities. He did this in his own quiet way but with steadfast persistence and passion. We miss him!

-Deborah Lisi-Baker

“I am a better person for having known Mike Meunier. He was a great leader and champion for the disability rights movement. I will always remember him. His voice was soft, but his message was loud and powerful. His long term commitment to Vermon ters with disabilities and the independent living movement will be remembered. I cherished the moments I had with Mike and he will always be a part of VCIL.”

-Sarah Launderville
Lead on, Lead on.

--Justin Dart
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