VERMONT CENTER FOR INDEPENDENT LIVING

Annual Report FY’13

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

Juanita Cook
Peg Franzen
Dear Friends,

It is with pleasure that I present the Vermont Center for Independent Living FY 2013 Annual Report. I am so proud of the work VCIL staff, volunteers, members and partners have completed this past year.

We have worked hard on the core work of our organization including peer counseling, skills training, information, referral and assistance, individual and systems advocacy.

I want to say a special thank you for the partnership of the State Independent Living Council (SILC) who we collaborated with this past year to develop a three-year State Plan for Independent Living. We look forward to our continued work together and I invite you to become a member and visit us at www.vcil.org.

In closing, I want to send a very heartfelt thank you to Linda Meleady, our Senior Development Specialist, who puts together the VCIL Annual Report each year. Her hard work and dedication allows us to have an annual report that is reflective of our community.

In Solidarity,

Sarah Launderville
Executive Director

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With offices in Bennington, Chittenden, Orleans, Rutland, and Windham counties
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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.
- 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’13, 84 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 with six branch offices in Bennington, Brattleboro, Burlington, Morrisville, Newport and Rutland.

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. Our IR&A Coordinator is also responsible for the intake process of applications for the Peer Advocacy Counseling Program (PAC). In FY’13 VCIL provided 2,218 individuals with IR&A services.

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, a take home plan (ILP) for the peer, and a documented follow up that includes a satisfaction survey. This process allows PACs to provide more comprehensive service to peers.

Montpelier Youth Group

The Montpelier Youth Group meets weekly, coming together to develop
independent living skills.

We host a game night to encourage sportsmanship and social activity, in addition to skills trainings and information on the history and goals of the independent living movement. We involve volunteers from the community to help with this group and encourage people with disabilities to develop leadership and advocacy skills.

**Deaf Independence Program**

The Deaf Independence Program (DIP) provides individual and group skills training to people who are 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 as well as peer support at no cost to farmers, their families and farm workers with disabilities who are engaged in production agriculture and want to continue farming. Farmers and their families 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 accessibility modifications so they can continue to live independently and remain in their communities. In FY’13 the Home Access Program provided 34 households with ramps or entrance modifications and made 32 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’13 the program trained 353 people in 15 training events around the state. Highlights of this year’s training calendar included events for Vermont Agency of Transportation engineering students, Vermont Center for Crime Victim Services, Vermont State Parks, Architectural Plan Reading Workshop with New England ADA Center, a private highway construction firm and Vermont Youth Development Corps/AmeriCorps staff.

The Community Access Program responded to 393 ADA technical assistance requests from individuals, businesses and government agencies. Additionally the program supported municipalities of Bradford in planning for improved library access, Burlington’s ADA celebration, as well as Bennington residents who are organized to address the negative impact of stigma in their community resulting in a local radio show, “Meet your Neighbor” 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 news and updates training from the New England ADA Center, the Department of Justice Civil Rights Division and the U.S. Access Board at the Mid Atlantic ADA Conference. Staff attended the DOJ Office of Victims of Crime National Conference and increased its competency in supporting state agencies working with victims of crime with disabilities.

got access?
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 FY’13, VCIL benefitted from over 45 volunteers! Our wonderful volunteers contributed their talents to everything from weeding our Montpelier office garden area, to building and riding on our Bennington float, to assisting with large mailings, to making phone calls to peers, and 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’13 SWFF spent over $35,000, helped 41 peers obtain services or equipment and leveraged $47,012.57.

MEALS ON WHEELS

VCIL’s Meals on Wheels Program (MOW) serves people with significant disabilities who are younger than 60 years of age. The program is statewide and serves people from all counties. It is coordinated from our main office in Montpelier. In FY’13 VCIL contracted with 33 meal sites across the state to prepare and deliver one hot meal a day to program participants. A total of 52,837 meals were funded through this program during FY’13 to a total of 412 peers.

The collaboration between VCIL’s Meals on Wheels and Peer Advocate Counseling programs, which was very successful last year continued in FY’13 with a total of 139 home visits.

There was no waiting list during FY’13 for the Meals on Wheels program. The program had enough funding available to authorize weekend meals for 53 peers for the second half of the program year.
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. A 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 website 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 Sarah Launderville, 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.
PEER SUCCESS STORIES

HAP/AgrAbility

Olivine Perrault of Lyndonville, “I would like at this time to thank everyone who worked so hard to put in a wonderful ramp for me this summer. Everyone was so polite and did an outstanding job. I can only enjoy it when someone is here to take me out in the wheelchair. Thank you so much for it. It gives me a chance to get a breath of fresh air and gives me the ability to get to my doctor’s appointments. I am 96 years old and it is very difficult for me to do anything now without help. Again, so many thanks for making my life a little more enjoyable.”

Meals on Wheels

“I don’t have to worry about food preparation or getting a balanced meal.”

-- Anthony Virga, MOW recipient. He lives on his own and is unable to cook for himself.

“Meals on Wheels”

-- Raul Angio was receiving meals for about a year while undergoing cancer treatment.

Olivine Perrault on her new ramp.
Peer Advocacy Counseling

**Nancy**
Nancy originally contacted VCIL needing assistance advocating with VNA & Hospice. With the help of her PAC, Nancy was able to do this successfully.

Nancy later attended the May Day Rally and got “fired up” by the energy and the sense that people working together really could make a difference. What especially inspired her was VCIL Executive Director Sarah Launderville’s story of struggle, growth, and success.

Since then she has been an active member of our Bennington office ADA Work Groups and the Bennington Organizing Committee of the Vermont Workers’ Center. She has gone to Select Board meetings, advocated for improved sidewalks and will be an interviewee on VCIL’s proposed radio show. Nancy has become an active participant in Vermont Workers’ Center events, such as the Health Care Community Meeting and the People’s Budgets training and forums.

**Kathy**
Kathy had a stroke in 2010 and went from one nursing home to another. Finally, in 2012, an employee from the Helen Porter nursing home connected Kathy with VCIL. Kathy worked with a PAC here at VCIL and she was moved to the Rutland Health and Rehabilitation Center in March 2013. Kathy and her PAC then worked with a social worker to help her find accessible housing. In September Kathy’s name came to the top of the Rutland Housing Authority’s waiting list for an accessible apartment. Kathy accepted the apartment, filled out the paperwork, and took all of the steps she needed to take to move into the apartment. Kathy is very happy now. She lives independently and is doing very well.

*Kathy in her new home!*
Employee Success Story

Alaina Clements

The following story was written by Alaina Clements’ father, William Clements, Ph.D., who is the Vice President and Dean at Norwich, College of Graduate and Continuing Studies.

Every now and then when I am feeling a bit low I try to step back and take a look at the bigger picture. When I do that I inevitably look to my youngest daughter Alaina as an inspiration. Well, let me tell you about the trip she took to get to where she is now, and why sometimes you have to work twice as hard to get half as much.

It all started twenty one years ago shortly after Alaina had turned five, which seems like a really long time ago in some respects. At first there were a few tremors in her left leg and arm, which after several months progressed into full seizure activity affecting the left side of her body. Up until that point she had experienced a normal childhood and had no other indications for seizure activity.

The problem worsened in that standard medications and approaches seemed to do nothing to noticeably affect the progression of the seizures in both frequency and severity over the next few years. Alaina struggled but worked hard to remain in school and at her grade level, but it was a lot of work for both her and the family, including her older sister Briana. And it is a lot of work to try and be “normal” in a school setting with a seizure disorder that at times required her to wear a protective helmet.

We traveled around the country to see pediatric neurologists at noted research centers as her condition worsened, finally finding the answers to a very complex jigsaw puzzle at Boston Children’s Hospital in 1994. The answer wasn’t what we wanted to hear, but after the lengthy ordeal of the previous two years we finally had a better understanding of the situation.
Alaina underwent two brain surgeries during the summer and early fall of 1994 in hopes of remedying the seizure activity. While the surgeries were not successful, we did learn definitively that she suffered from a very rare brain disease known as Rasmussen’s encephalitis. Rasmussen’s encephalitis strikes a handful of children annually, typically girls between the ages of four and seven at onset, and progresses rapidly by attacking and destroying one side of the brain.

By the time we received the diagnosis Alaina was hospitalized with 200-250 seizures per day and required the only known intervention and treatment for the disease—a hemispherectomy. Simply put, the only treatment is to remove the half of the brain that is affected by the disease. On the day after Thanksgiving 1994 at the age of seven, Alaina underwent the procedure and spent the next three weeks in the hospital and an additional three months in a rehabilitation center in Boston.

Alaina was very lucky in many respects. The disease was correctly diagnosed (it is so rare the opportunity for misdiagnosis is possible) and treated by a medical team with experience in cases like hers. Without getting into lots of medical detail, she retained all of her memory and eventually learned to walk again. The next several years were filled with intensive therapy to regain a number of functions, although she will never have full use of her left leg, cannot use her left hand and lost half of her vision. She was slowed down but not stopped by the disease. I think she can type faster with one hand than many folks I know who use two!

Through all of this Alaina has rarely let down the drive and spirit that has kept her going. She has always been filled with energy and spunk, and returned to school shortly after coming home from rehabilitation. She has maintained her drive and sense of humor and sense of adventure, despite going through a truly daunting ordeal. And she keeps on going by finding her own way despite being different, which is not an easy task when you are in high school and your teen years.
Alaina graduated with her high school class in 2005 as a member of the National Honor Society and spent most of her senior year taking classes at Norwich. She can’t drive a car, but that didn’t stop her from finding various jobs within walking distance over the past few years, or being a member of the statewide Diocesan Youth Council for church, or from graduating from college with a B.A. in English. Nor did it stop her from launching a successful career as an advocate and services administrator at VCIL.

Back then, it was not certain where Alaina’s road would lead, but it has clearly gone in a good direction. At every step there has been a significant challenge; in fact, every day presents challenges that most of us take for granted. None of this has stopped her or held her back. Ever. I know the road will continue to present challenges but she has met each one and risen to the occasion.

When I start to feel a bit daunted by the challenges that face me, I try to step back and look at the bigger picture. And when I need that extra push of inspiration I don’t have far to look!

"Disability is not a brave struggle or ‘courage in the face of adversity.’ Disability is an art. It’s an ingenious way to live."

- - Neil Marcus
**ABOUT OUR PEERS**

**GENDER**

Female ........... 945  
Male............... 701  

**OUR DISABILITIES**

Cognitive ................ 44  
Hearing ................... 84  
Mental/Emotional .... 54  
Multiple ................. 802  
Physical ................. 374  
Vision.................... 14  
*Unknown.................. 274  

**AGES OF OUR PEERS**

Under 6 years....1  
Ages 6-17 ........... 9  
Ages 18-34 ... 128  
Ages 35-64 ... 978  
Over age 65 .. 189  
*Unknown..... 341  

**INDIVIDUALS SERVED BY COUNTY**

Addison............... 53  
Bennington ......... 173  
Caledonia ......... 119  
Chittenden ........ 266  
Essex.................. 20  
Franklin............. 102  
Grand Isle ..........  9  
Lamoille ............ 53  
Orange............... 59  
Orleans ............. 78  
Rutland ............ 151  
Washington....... 198  
Windham.......... 124  
Windsor.......... 154  
*Unknown .......... 70  
Out of State........ 17  

*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
2,556 peers and organizations (duplicated)

Home Access Program
28 bathroom modifications, 22 ramps and 4 entrances

Peer Advocacy Counseling
319 peers served

Meals on Wheels
412 peers served - 52,837 meals

Sue Williams Freedom Fund
49 peers received assistive technology totaling of $35,128
FY’13 HIGHLIGHTS

Sarah Launderville Receives Advocacy Award

Sarah, our executive director, was honored at a national conference recently. She was the recipient of the National Council on Independent Living (NCIL) Region 1 Advocacy Award. The award was presented on July 26 at a banquet in Washington, D.C.

“I am so honored to receive this award,” said Launderville. “There are so many wonderful advocates in our state and everyone deserves this award. The staff and board of VCIL are so supportive and VCIL’s partners help us work on issues that are important to the disability rights community. There is still so much to do and I am so lucky to be in a position to continue this important advocacy work.”

Also at this year’s NCIL conference, Sarah was elected to represent New England on the NCIL Board. In this role she will assist the NCIL board and committees in building coordinating grassroots coalition to advance NCIL’s advocacy activities as the organization works to advance independent living and the rights of people with disabilities.

Wellness Workforce Coalition

Julie Brisson, WWC Coordinator, marked her one-year anniversary of working for VCIL to coordinate the training and professional development of peer-to-peer workers under a grant from the Vermont Department of Mental Health.

In the first year the WWC has trained 173 people in Intentional Peer Support (IPS), Wellness Recovery Action Planning (WRAP), Cultural Competency for working with diverse workforce, Forensic Peer Support for working with people who are incarcerated and ER Cadre designed to assist peers in crisis in the hospital or at home to avoid a hospitalization.
VCIL is proud to be a part of the professional development of Vermont’s peer workforce and is looking forward to upcoming work with the WWC. In the works is a website which will include a community calendar for trainings and coordinated legislative advocacy in response to an anticipated difficult year for legislation affecting mental health issues.

**Women of Color Network**

Kim Brittenham, Civil Rights Manager, represented VCIL on the Women of Color Network (WOCN) as a new partner. This is a project of the National Resource Center on Domestic Violence which is a national grassroots initiative dedicated to building the capacity of women of color advocates and activists responding to violence against women in communities of color. VCIL made recommendations for ways to increase accessibility for WOCN Partners and participants in next round of Leadership Fellows to begin in 2014.

**Pedestrian Safety and White Cane Awareness Day**

In October, residents and friends of the Thompson House nursing home brought awareness to the issue of pedestrian safety on Brattleboro roadways. The day also honored the many achievements of blind and visually impaired Americans in our communities and across the country.

The residents of Thompson House had become very concerned with the recent increase in pedestrian casualties and the Resident Council of the Thompson House agreed to perform a demonstration at the crosswalk in front of the Thompson House.
Community Access

Jay Peak

Kim Brittenham, Civil Rights Manager, and John Hall, former VCIL board member, presented an Access for All Award to Bill Stenger and the Jay Peak Resort. VCIL chose to honor Stenger for his commitment to employing people with disabilities, providing model wheelchair accessibility in the new water park, and utilizing adaptive equipment to allow paraplegic, quadriplegic and blind skiers to access the mountain.

Burlington

Vermont’s largest city has revived its long-dormant Burlington Advisory Committee on Accessibility. Mayor Weinberger tasked the committee with creating a plan to address accessibility needs and concerns in the infrastructure and programming.

The plan will tackle accommodations in city facilities and public areas, accessibility of city-sponsored programs and events, and the development of a culture of awareness. This municipal success is due to the work of a group of driven citizens with disabilities and community partners (AARP and MSS) facilitated by VCIL.

Brattleboro Post Office

VCIL board member Gary Snyder convinced his local postmaster to make long-needed surface repairs to the broken concrete at his Brattleboro post office. Months of phone calls crisscrossing the state and regional postal service system, and then finally, one threat of a federal complaint, resulted in action. Thanks, Gary!

Gary Snyder on the repaired ramp at the Brattleboro Post Office.
Cultural Diversity

VCIL served on the Vermont Agency of Education Bullying & Harassment Advisory Council, representing the disability perspective and being the conduit to disability rights groups Green Mountain Self-Advocates and Vermont Family Network. Serving on the student-led workgroup for this council, VCIL was part of the planning for the Vermont Youth Congress sponsored by the National Anti-Defamation League – and the student-led workshops promoting inclusive schools.

"Not only do physically disabled people have experiences which are not available to the able-bodied, they are in a better position to transcend cultural mythologies about the body, because they cannot do things the able-bodied feel they must do in order to be happy, ‘normal,’ and sane....If disabled people were truly heard, an explosion of knowledge of the human body and psyche would take place."

-- Susan Wendell

CRPD

VCIL supports the Convention on the Rights of Persons with Disabilities. CRPD is an international disability treaty that was inspired by U.S. leadership in recognizing the rights of people with disabilities. The CRPD is a vital framework for creating legislation and policies around the world that embrace the rights and dignity of all people with disabilities. Check out our partner www.usicd.org for more information.

Harold Nadeau, Direct Service Manager, (& Bubba), Sam Bethel, PAC, Candace Stoumen, PAC, Ericka Reil, I,R&A Coordinator, Missy Boothroyd, DIP Coordinator, Ben Leavitt, PAC, Santina Leoporati, PAC, Janis Moore, PAC, Mike Charron, Civil Rights Specialist, Patrick Fitzgerald, Outcome & Evaluations Specialist, Alaina Clements, SWFF Specialist, Peter Johnke, Database Coordinator, Tom Younkman AgrAbility Specialist, Stefanie Monte, Executive Assistant, Kneeling: Janet Dermody, Deputy Director, Kim Brittenham, Civil Rights Manager, Kevin Plant, Database Base Assistant.
International Advocacy

Sefakor Komabu-Pomeyie

Sefakor Komabu-Pomeyie, disability rights activist from Ghana, interned at VCIL while pursuing her master’s degree in policy analysis at the SIT Graduate Institute in Brattleboro. During her internship, Komabu-Pomeyie worked on the ratification of the Convention on the Rights of Persons with Disabilities/CRPD, an international treaty important to VCIL, and conducted an organization-wide assessment of cultural competency of staff and programs. Komabu-Pomeyie received her master’s degree in June, and was chosen to give the student speech at graduation. She also won a SIT Advancing Leaders Fellowship of $10,000 which allowed her to launch her project to improve wheelchair access in Ghana’s public schools (www.eepdafrica.org), and through private fundraising procured a wheelchair accessible van for her peers in Ghana. VCIL is so proud of our sister advocate in Ghana and appreciative for all she taught us during her three months with VCIL.

Komabu-Pomeyie received the World Learning Leadership Award for her Ghana media project for Accessible Schools, from left with Daniel Yalowitz, Dean SIT Graduate Institute, VT campus and her husband, Believe Bubu Pomeyie.

Joyce Werntgen, VCIL’s HAP/SWFF Coordinator with Komabu-Pomeyie who accepted an award on VCIL’s behalf at the Vermont Workers’ Center Annual Membership Assembly, for being a part of the People's Human Rights Council.

“Akpe Sefakor! Hede nyuie”

(Thank you, Sefakor. Safe journey. in Ewe, Sefakor’s birth language)
Accessibility Training

In conjunction with the New England ADA Center, VCIL held a field-based training day this summer in Bradford. Participants are trained on how to conduct an existing facilities review and identify design-based or operational solutions that would improve accessibility under the ADA. This year the event was held in the Bradford Public Library, the first library chartered (in 1796) by a Vermont town. The historic building was designed by Vermont architect Lambert Packard, who also designed the Fairbanks Museum in St. Johnsbury.

“Small town libraries across the state are finding creative solutions to update their programs and buildings, and we are thrilled for this chance to work with library directors Debra Tinkham and Gail LaVaude to bring this historically significant building up to current standards for accessibility,” said Sarah.

Two dozen area librarians and town officials spent the day with architect and Professor Josh Safdie from the Institute for Human Centered Design in Boston. The facilities were built in the 1970s and required many changes to come into compliance with the Americans with Disabilities Act.

VCIL and the New England ADA Center will offer an access training award again in FY’14.
FY’13 EVENTS/ACTIVITIES

Annual ADA Celebration

This year we celebrated the 23rd anniversary of the signing of the Americans with Disabilities Act with a special performance by Tom Sullivan, author and inspirational speaker. Tom is very good friends with VCIL volunteer Shannon Reynolds and her parents Tim and Karen and without them this event would not have been possible. Mr. Sullivan also donated his time and talent for the celebration which culminated with his performance. Melinda Moulton generously donated the space at Main Street Landing’s Black Box Theatre for the event to be held. Prior to the performance guests enjoyed appetizers, bidding on our silent auction items and viewing the artwork of Larry Bissonnette formerly of the Brandon School. Peter Kriff, SILC Executive Director, graciously agreed to be our “master of ceremonies” and did a wonderful job announcing our silent auction winners and introducing our special guests, including Doug Racine, Secretary of the Agency of Human Services, Susan Wehry, DAIL Commissioner, and Kesha Ram, Public Engagement Specialist for the City of Burlington, all of whom read proclamations in honor of the anniversary of the ADA.

The highlight of the evening was Tom’s performance which has been described as a “one-man play on Broadway”; and it was true. Tom’s anecdotes from his days at the Perkins School for the Blind were both heartbreaking and hysterical. His performance took the audience through a gamut of emotions and many found themselves laughing one minute and tearing up the next. Tom describes his philosophy like this, “I was always labeled, I was the blind kid. In fact when I die, here’s what I want it to say: ‘Here lies Tom Sullivan. He was a husband, a father, an author, an actor an athlete, a songwriter, a community citizen, a global citizen, and by the way, he happened to be blind.’ If I can move it down the list, if I can change the labeling, then my life will really have meaning.” Well said, Tom, well said.
Shannon Reynolds was presented with a bouquet of flowers in appreciation for helping make this event a reality.

Peter Kriff, ED, SILC & “Master of Ceremonies.”

Harold Nadeau, Direct Services Manager, chats with Doug Racine after the performance.

Linda Meleady, Senior Dev. Specialist, Shannon Reynolds and Kim Brittenham, Civil Rights Manager, at the event.

Tom Sullivan and former VCIL board member John Hall.

Tom Sullivan poses with Rosie Miller, retired VCIL receptionist, during the VIP reception following his performance.

Janet Dermody, Deputy Director and Ralph Montefusco of the National M.S. Society enjoy the show.
**Mud Season Mingle**

At the 4th Annual Mud Season Mingle we offered an antidote to those tired of being mired in muck. Mud Season Mingle attendees included VCIL peers, board members, legislators and other community and business leaders. Refreshments, including a special “dirt cake” adorned with gummy worms as well as cream puffs drizzled with “mud,” were enjoyed by all. Office tours were available during the event and staff members were on hand to answer questions from people wanting to become more familiar with VCIL.

Executive Director Sarah Launderville welcomed people and encouraged them to make a donation to the organization, which is experiencing financial challenges especially in the face of looming federal budget cuts. “My father used to tell me, ‘You have to give until it hurts,’” said Launderville, adding that the director of a board upon which she serves advises people to give until they feel good. “I encourage you all to give until it feels really, really good,” quipped Launderville.

Don Tobey of the Summit School of Traditional Music & Culture. These gifted guitarists/singers sweetened the evening with their beautiful melodies.

For the first time, this year’s Mud Season Mingle featured a raffle with prizes generously donated by Bear Pond Books, Buch Spieler, Guy’s Farm & Yard, Village Pizza and Peg Franzen of Montpelier. Botanica Florals and Shaw’s also helped to make the event a success.

“Don’t let mud season get you down. Instead spring over to VCIL for a break and some cake,” said Development Officer Dhiresha Blose, adding that she hopes the Mud Season Mingle will draw more people next year and that the raffle will be even bigger and better.
Janet Dermody Retires

At the end of the fiscal year we said goodbye to longtime VCIL Deputy Director Janet Dermody. VCIL wants to thank her for her years of advocacy in advancing the rights of people with disabilities.

In a summer celebration, she was presented with the VCIL Solider for Justice Award.
Bennington Battle Day

VCIL’s Bennington office participated in the Bennington Battle Day Parade. This year they did not take home a trophy but agreed that they all had fun anyway. PAC’s Tracy Dorman and Charlie Murphy and a crew of volunteers brought to life the themed float, “We all have Human Rights - Let us Honor our Veterans.” As usual, they are already thinking ahead to next year and reclaiming victory!

Farm Show

Rosemary Miller’s Resolution

Following Rosie’s retirement after 30 years at VCIL she was presented with a Senate Resolution in January by Senators Cummings, Doyle and Pollina. The resolution read in part, Whereas, for the past three decades, the person who has greeted visitors at VCIL headquarters in Montpelier, and telephone callers to the organization, has been Rosemary (Rosie) Miller who, despite being born with cerebral palsy has met her life goals of finding a job, buying a home and paying her own bills....

Congressman Peter Welch attended the VT Farm Show and shared a moment with VCIL's AgrAbility Specialists Tom Younkman and Janis Moore.
BOARD of DIRECTORS

Martha “Marty” Roberts, President
Samuel E. Liss, Vice President
Ed Paquin, Treasurer
John Pierce, Secretary
Henry Demar
Claudia Pringles
Gary Snyder
Zachary Schmoll
Charlie Teske, At-Large Member
Joellen Valley

STAFF

Sarah Launderville, Exec. Director
Janet Dermody, Deputy Director

Financial Services

Michelle Grubb, Finance & Operations Officer

Admin. & Support Services

Stefanie Monte, Executive Ass’t.
Sue Booth, Bus. Office Coord.
Patsy Huston, Receptionist
Chanda Beun, Receptionist
Patricia Tedesco, MOW Program Ass’t.
Patrick Fitzgerald, Outcome & Evaluations Specialist

Information, Referral & Assistance (IR&A)

Ericka Reil, I,R&A Coordinator

Development / Fundraising

Dhiresha Blose, Dev. Officer
Linda Meleady, Senior Dev. Spec.

Community Access

Kim Brittenham, Civil Rights Manager
Mike Charron, Civil Rights 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
Colleen Arcodia, PAC - Bennington
Tracy Dorman, PAC - Bennington
Charlie Murphy, PAC - Bennington
Sam Bethel, PAC – Rutland
Santina Leporati, PAC – Burlington
Ben Leavitt, PAC - Burlington
Helen Johnke, Benefits to Work Specialist
Candace Stoumen, PAC - Brattleboro
Missy Boothroyd, Deaf Independence Program Coord.
Tom Younkm, 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’13 VCIL received funding from several Vermont state agencies, two United Way agencies, and 135 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 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></th>
<th>2013</th>
<th>2012</th>
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</thead>
<tbody>
<tr>
<td><strong>CURRENT ASSETS</strong></td>
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<tr>
<td>Cash</td>
<td>$192,373</td>
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<td>Accounts and grants receivable</td>
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<td>406,595</td>
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<td>Prepaid expenses</td>
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<td><strong>PROPERTY AND EQUIPMENT, net</strong></td>
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<td><strong>OTHER ASSETS</strong></td>
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<tr>
<td>Restricted cash – building reserve</td>
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<td>4,726</td>
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<td>Investments</td>
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<td>225,208</td>
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<td><strong>TOTAL OTHER ASSETS</strong></td>
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<td>229,934</td>
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<td><strong>TOTAL ASSETS</strong></td>
<td>$1,196,143</td>
<td>$1,213,469</td>
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<table>
<thead>
<tr>
<th></th>
<th>2013</th>
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<td><strong>CURRENT LIABILITIES</strong></td>
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<td>Current portion of capital leases</td>
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<td>Accrued vacation</td>
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<td>Contract advances</td>
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<td>20,381</td>
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<td><strong>TOTAL CURRENT LIABILITIES</strong></td>
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<td><strong>LONG-TERM LIABILITIES</strong></td>
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<td>Mortgage note payable, net of current portion</td>
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<td>Capital lease obligations, net of current portion</td>
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<td>13,787</td>
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<td><strong>TOTAL LONG-TERM LIABILITIES</strong></td>
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<td><strong>TOTAL LIABILITIES</strong></td>
<td>509,170</td>
<td>570,302</td>
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<tr>
<td><strong>NET ASSETS</strong></td>
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<tr>
<td>Unrestricted – undesignated</td>
<td>672,130</td>
<td>630,651</td>
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<tr>
<td>Board designated – building reserve fund</td>
<td>8,044</td>
<td>4,726</td>
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<tr>
<td>Subtotal – unrestricted</td>
<td>680,174</td>
<td>635,377</td>
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<tr>
<td>Temporarily restricted</td>
<td>6,799</td>
<td>5,790</td>
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<td><strong>TOTAL NET ASSETS</strong></td>
<td>686,973</td>
<td>641,167</td>
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<table>
<thead>
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</thead>
<tbody>
<tr>
<td><strong>TOTAL LIABILITIES AND NET ASSETS</strong></td>
<td>$1,196,143</td>
<td>$1,213,469</td>
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</tbody>
</table>
## VERMONT CENTER FOR INDEPENDENT LIVING

### STATEMENTS OF ACTIVITIES

FOR THE YEARS ENDED SEPTEMBER 30, 2013 AND 2012

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2012</th>
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<tbody>
<tr>
<td><strong>CHANGE IN UNRESTRICTED NET ASSETS</strong></td>
<td></td>
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</tr>
<tr>
<td><strong>REVENUES, GAINS AND OTHER SUPPORT</strong></td>
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<tr>
<td>Federal and State Grants</td>
<td>$2,412,523</td>
<td>$2,487,048</td>
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<td>Contributions</td>
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<td>48,893</td>
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<td>Municipalities</td>
<td>40,832</td>
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<td>Fees and other income</td>
<td>29,409</td>
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<td>Investment Income (loss)</td>
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<td>39,951</td>
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<tr>
<td>In-kind contributions</td>
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<td>27,793</td>
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<td><strong>Net assets released from restrictions</strong></td>
<td>10,129</td>
<td>16,220</td>
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<tr>
<td><strong>TOTAL REVENUES, GAINS AND OTHER SUPPORT</strong></td>
<td>$2,529,759</td>
<td>$2,725,749</td>
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<td><strong>EXPENSES</strong></td>
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<td>Program Services:</td>
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<td>Independent Living Resources</td>
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<td>1,104,049</td>
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<td>Peer Advocacy Counseling</td>
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<td>Advocacy</td>
<td>142,908</td>
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<td>Other Programs</td>
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<td><strong>Total Program Services</strong></td>
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<td>Support Services:</td>
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<td>General and Administrative</td>
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<td>Marketing and Development</td>
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<td>86,792</td>
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<td><strong>Total Support Services</strong></td>
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<td>369,578</td>
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<tr>
<td><strong>TOTAL EXPENSES</strong></td>
<td>$2,495,091</td>
<td>$2,705,139</td>
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<td><strong>CHANGE IN UNRESTRICTED NET ASSETS</strong></td>
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<td><strong>BEGINNING UNRESTRICTED NET ASSETS</strong></td>
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<td>598,440</td>
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<td><strong>ENDING UNRESTRICTED NET ASSETS</strong></td>
<td>$680,174</td>
<td>$635,377</td>
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<td><strong>CHANGE IN TEMPORARILY RESTRICTED NET ASSETS SUPPORT AND REVENUE</strong></td>
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<td>United Way</td>
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<tr>
<td>Gifts and Grants</td>
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<td>2,000</td>
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<tr>
<td><strong>Net assets released from restrictions</strong></td>
<td>11,138</td>
<td>15,226</td>
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<tr>
<td><strong>(10,129)</strong></td>
<td>(16,220)</td>
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<tr>
<td><strong>CHANGE IN TEMPORARILY RESTRICTED NET ASSETS</strong></td>
<td>1,009</td>
<td>(994)</td>
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<td><strong>BEGINNING TEMPORARILY RESTRICTED NET ASSETS</strong></td>
<td>5,790</td>
<td>6,784</td>
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<tr>
<td><strong>ENDING TEMPORARILY RESTRICTED NET ASSETS</strong></td>
<td>6,799</td>
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<tr>
<td><strong>TOTAL CHANGE IN NET ASSETS</strong></td>
<td>$45,806</td>
<td>$35,943</td>
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</table>
THANK YOU TO OUR GRANTORS

Aging & Disability Resource Connection (ADRC)
National Disability Institute, Inc.
National Institute on Disability & Rehabilitation Research
National Resource Center on Domestic Violence
Statewide Independent Living Council
SymQuest: SymPowered Office Makeover
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 Social Security Administration
VT Department of Disabilities, Aging and Independent Living
VT Department of Mental Health
VT Housing & Conservation Board
VT Workers’ Center

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 2013. Our deepest apology to any agency, organization or individual we may have inadvertently omitted.**
## CITIES AND TOWNS

<table>
<thead>
<tr>
<th>Albany</th>
<th>Fairlee</th>
<th>Montpelier</th>
<th>Starksboro</th>
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<td>Fayston</td>
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<td>Stockbridge</td>
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<td>Ferrisburgh</td>
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<td>Stowe</td>
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<td>Arlington</td>
<td>Fletcher</td>
<td>New Haven</td>
<td>Strafford</td>
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<td>Barnet</td>
<td>Glover</td>
<td>Newark</td>
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<td>Goshen</td>
<td>Newbury</td>
<td>Sudbury</td>
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<td>Belvidere</td>
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<td>North Hero</td>
<td>Sutton</td>
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<td>Hartland</td>
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<td>Rupert</td>
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<tr>
<td>Fairfax</td>
<td>Monkton</td>
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</tr>
</tbody>
</table>
THANK YOU TO OUR DONORS

Cathy Acks
American Legion Montpelier Post 3
Angeleno’s
Anonymous
Anonymous, in honor
of Rosie Miller
Lynn Atherton
Kelly Ault
Arlene Averill, in memory
of Beth Averill
Nathan Besio
Barry Bernstein
Cheryl Ann Bloomfield
Sue Booth
William & Ruth Botzow
Julie Brisson
Susan Brody-Hasazi
Diane Brown
Paul & Laura Brundage
Building Bright Futures
Bruce Bushee
Canadian Club of Barre
Robert Cannon
Arden Carpenter
John Carpenter
Judith Chalmer
John Chard
Mike Charron
Daniel & Betsy Chodorkoff
Ellen Clancy
Bill & Nancy Clements
The Coffee Corner
Tina Coggins
Judith Corey
Dennis Craigue
Betsy Crandall
Debra Cross
Rick DeAngelis & Ariane Kissam, in
honor of Rosemary Miller

Sharon DeFlorio-Gordon
Janet Dermody
Peter Diminico
William Doelger
Anne B. Donahue
Margaret Dore
Michael T. Downey
William Doyle
The Drawing Board
Eagle Eye Farm
David & Elizabeth Edson
Jackie Enos
Thomas Faris
Barbara L. Farnsworth
Sheila Farrell
First Unitarian Universalist Society of
Burlington
D. Sharon Francis
Kevin Fry
Julie B. George
Joanne Gibson
Eileen & Paul Gillies
Alice R. Goltz
Jerry Greenfield
Fred & Michelle Grubb
Jack Hall
Mary Hamm
Christine Hargrave
Toni A. Hart
Alexandria Heather
Linda Henzel
James & Evelyn Holmblad, in memory
of Ann Holmblad
John Hood
Patsy Huston
Helen Johnke
Peter Johnke
Diane Jones
Kathleen Keenan, in memory of Michael Cahill
Rever Kennedy
John Kern & Valerie Hurley
Bobby & Sally King
Lake View Grange #359
Robyn Lambert
Thad & Sarah Launderville
Nicole LeBlanc, in memory of Bob Kay
Rick Levy and Rhea Wilson
Deborah Lisi-Baker, in honor of Barry Bernstein & Rosemary Miller
Deborah Lisi-Baker, in memory of Jean Mankowsky-Upham and Ann Holmblad
Samuel Liss, in honor of John Hall
Leslie Lucas
Robert Maddison
Main Street Family Dentistry, PC
Main Street Landing
Dorothy Mankowsky, in memory of Jean Mankowsky-Upham
Ann P. Manwaring
Jay McEvoy
Doug McGorty
Caroline McMurray
Norma Miller
Rosemary Miller
Milne Travel
Barbara Moore
Ruth Moore
Charlie Murphy
Karin Nissen
Northfield Savings Bank
Kathryn Nowell
John Nute
Kerry O’Brien & Ed Biggins
Michael Obuchowski
Diana O’Hara & James Durkee
Catherine Oliverio
Ormsby’s Computer Store
Deborah Anne O’Rourke
Ed Paquin
Cheryl Paulson
René & Joan Pellerin
Marie Pelletier
John Pierce
Kevin Plant
Inez Plante
Donald Porter
Jane Ann Potter
Marjorie Powers
Jeffrey Prescott
Mark Prevost
Roxanna Quero
Laura Rafter
Jennifer Raney
Judith Reichsman
Tim and Karen Reynolds, in memory of Allen Allard
Lila Richardson
Martha Roberts, in honor of John Hall
Andrew Robinson
Dianne Rosen-Pallmerine
Jim & Ann Ross
Mathew Rubin
Brent & Barbara Sclafani, in honor of Barbara Gurman
Edward Schwaner
Stan & Susan Senger
Gerald Shatinsky
Stewart Simpson
Florence Smith
Neal Smith, in honor of Olivia Smith Hammond
Sorenson Communications
Loring Starr, in honor of Rosemary Miller
Lillian Steinberg, in memory of Ruth Cushner Long
Gene Sumner
ADA Event

Tom Sullivan
Melinda Moulton, Main Street Landing
Homecare Workers of AFSCME
The Medical Store
SEIU
VT Businesses for Social Responsibility
VT Developmental Disabilities Council
VT Opportunities Credit Union
Vermont Network
Vermont Workers Center
Denis, Ricker & Brown Ins. Co.
Cabot Creamery
City Market, Onion River Co-op
Have Your Cake Catering
Price Chopper

ADA Raffle Donations

Frog Hollow-VT State Craft Center
Gardener’s Supply Company
Homeport
Leunig’s Bistro & Café
Linda Bracken Pottery
New England Culinary Institute
Perrywinkle’s Fine Jewelry
Sweetwaters American Bistro
Tradewinds

Swenson Granite Co., LLC
Bruce Talmadge
Patricia Tedesco
Paul Tenney
Charles Teske, in honor of John Hall
Charles Teske & Rhoda Lush
Caro Thompson
Karen Tronsgard-Scott
True Colors Home Decorating, Inc.
David Tudhope
Lydia Underwood
Unitarian Universalist Fellowship of Bennington
United Way of Portland
Unitarian Universalist Church, Rutland
Dennis Upham, in memory of Jean Mankowsky-Upham
Carol Anne Vassar
Francis and Ellen Voigt
Grace Volkmann
VT Community Foundation
VT Eastern Star Home
VT Federal Credit Union
Washington Electric Coop.
Alan H. Weiss
K.K. Wilder, in honor of Marcy Ryan
Richard Williams, in honor of Judy Krum
Steve Winner
Tom Younkman

THANK YOU
In Kind/Volunteers

Colleen Arcodia
Brianna Arcodia
Bear Pond Books
Bennington Museum
Bennington Rural Fire Dept.
Larry Betit
Richard Beun
Botanica Florals
Buch Spieler
Kim Burke
Thomas G. Burke
Zechariah Burke
John Carpenter
Jeff Dorman
Tracy Dorman
Michael Downey
John “Bubba” Joseph Everall
Peg Franzen
Mary Gerisch
Greenberg and Son’s
Guy’s Farm & Yard
Hannaford, Barre

Hannaford, Bennington
Patrick Fitzgerald
George Jones
Langrock, Sperry & Wool, LLP
Amy Williamson-Loga
Paula Mongeon
Charlie Murphy
Harold Nadeau
Laraine Niles
James Parker
Price Chopper, Bennington
Price Chopper, Berlin
Shaw’s
Dan Shulman
Robert Speanburg
Rachael Tidwell
Village Pizza
Walmart, Bennington
Walmart, Berlin
The Wayside
Ruben Whittemore

**Our deepest apology to any individuals or organizations we may have omitted.**
Remembering Peg Franzen

--Sarah Launderville

The disability rights community is mourning the loss of a crusader for human rights. On Nov. 9, 2013, Peg Franzen, beloved activist and leader, died at her home surrounded by family and friends.

Peg was one of the founders of VCIL. She served time volunteering on the board of directors and for years worked as VCIL’s advocacy director.

After leaving VCIL, Franzen became the president of the Vermont Workers’ Center. She encouraged the human rights campaign that brought together the strong partnership of VCIL and the Vermont Workers’ Center.

A Boston native, she moved to Vermont in 1970. After having two children, she and her husband made a decision to adopt children with disabilities. Because of the need to get services and expose their children to other people with disabilities, they became active with a group called LIVE that worked to make Burlington more accessible. Through this work, Peg learned about the independent living movement and was asked to host a statewide gathering of people with disabilities. This meeting ultimately led to the creation of VCIL, one of the first 10 independent living centers in the country.

Peg once said, “Our mission was to empower individuals to have control of their lives and to have the choice of where they wanted to live and access to the services that would allow them to live with dignity and quality of life.”

Throughout her years at VCIL she taught us how to come together no matter how powerless we felt and to use our voice to be change agents in our community. She taught us to live and love life to the fullest and she will be missed.
James Haslam, director of the VT Workers’ Center, shares about his final moments with her, “I thought the last thing she was going to say was that she loved all of us, but as I was leaving, she said, James, don’t forget the brass band. I’ll never forget that, because it said not only that we should plan to win, but that we should celebrate and have fun while we do it. I know Peg’s powerful spirit will continue on in so many of us. We can hear her voice telling us what is important and what needs to be done, we can hear her cheering us on, and reminding us we are all awesome.”

Her sense of humor and ability to bring people together was incredible.

It is difficult to talk about the life of this amazing woman without mentioning her spouse, longtime VCIL employee Joyce Werntgen. The amazing team of Peg and Joyce, strong advocates for hope and change, will long be remembered. Their partnership, hard work and ability to help others break down barriers was truly amazing.

To quote Peg’s favorite word: She was truly “AWESOME”!

We miss you, Peg.
Asking you to give me EQUAL RIGHTS Implies they are yours to give.

Instead, I must demand that you stop trying to deny me the rights ALL people deserve.

--Greg Bullmash
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