



# ANNUAL REPORT 2021

Empowering and supporting all Vermont children, youth and families, especially those with disabilities or special health needs.



Giving a  
Strong Start

Lifting Family  
Voices

Advancing  
Inclusive  
Communities

Dear friends and families of VFN,

We are delighted to share the work of Vermont Family Network over the last fiscal year, July 1, 2020-June 30, 2021. What a remarkable year this has been! We have continued to work in this evolving “new normal” of Covid-19, and have ably “pirouetted” to meet ever-changing needs, expectations, and working environments. Last fall, we downsized significantly as our Chittenden County Children’s Integrated Services Early Intervention program moved to Northwestern Counseling and Support Services and our statewide Family Support and Puppets in Education programs continued to work remotely in the pandemic state of emergency. Through a robust strategic planning process, we have renewed our mission and vision, and have focused on broadening our reach and our impact through our core services.

Vermont Family Network’s amazing staff, with excellent support from our Board, came up with so many innovative ways to continue serving families and schools during the time that we were all working in isolation. As you will see in this Annual Report, VFN provided truly impactful support across Vermont during this crisis. Our signature family-to-family support, information, and trainings reached 915 families and 181 professionals, lifting family voices for positive change and advancing inclusive communities throughout the state. Puppets in Education (PiE), has continued to increase VFN’s reach within and beyond Vermont, engaging a record number of 6318 people throughout our state, New York, and Massachusetts. PiE staff were incredibly creative in their virtual offerings on Anxiety and Kindness, helping students and staff alike deal with the unimaginably stressful learning environment Covid-19 created.

As Vermont’s Family Voices and Parent Training and Information Center, we have continued to be involved in advocacy efforts around prevention and early intervention programs, special education, payment reform, and budget decisions that impact families of children and youth with disabilities and special health needs. This spring, we contracted with an amazing family leader to guide our policy advocacy efforts and position VFN to be even more impactful in lifting family voices. We continue to build our partnerships with other organizations and businesses, and are so grateful to be in a strong position as a statewide non-profit at this point in Vermont’s pandemic journey.

Our organization is in its fourth year of an exciting sustainable funding strategy that we call “VFN Thrives.” Our Board and staff are building a culture of philanthropy that is inspiring on many levels. Through our virtual half-hour “Meet the Family” tours, we are able to share VFN’s unique mission, vision, and impact through compelling family stories. Participants are invited to attend our dynamic Strong Families, Strong Futures fundraiser this fall, once again virtual to limit risk for everyone. The proceeds of this annual fundraiser are allowing us to diversify our resources and build a future that is not so heavily reliant on grants that are most often level-funded and/or time limited. We are striving to build capacity to meet families’ needs as they define them, and to ensure that VFN is here for families well into the future!

Enjoy our Annual Report—we believe you will be impressed by what Vermont Family Network has achieved over the last year! We would appreciate your thoughts on our work, including new ideas for programs, collaborations, advocacy, and more! Please feel free to contact us: CEO Pam McCarthy can be found at (802) 238-1106, or [pam.mccarthy@vtfn.org](mailto:pam.mccarthy@vtfn.org), and Board Co-Chairs Ellen Zeman and Craig Giles may be contacted at (802) 651-5912 and (802) 249-3456, respectively.

Be well, and know that we are here for you and your family, no matter what!  
All our best,







## BOARD OF DIRECTORS

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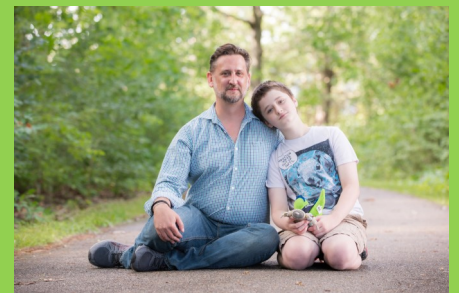
OLIVIA SMITH-HAMMOND

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ELLEN LAPLANTE\*

MARA KRAUSE DONOHUE \*

\* DENOTES PARENT OF CHILD WITH SPECIAL NEEDS.



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*Program Manager, Puppets in Education*

# Family Story - The Morse Family

“End of life” conversations are, unfortunately, an inevitable thing in some relationships, however, no parent expects to be having such a conversation with their 13 year-old. In 2016, when Jennifer Morse’s son Cole was experiencing bloating and belly discomfort, she had no idea what the next year of her life would look like.

Jennifer is a working single mother who lives in Milton, Vermont. In 2016 her son Cole was 13, her daughter Olyvia was 11, and her son Ethan was almost 8. Like it is for most families in Vermont, September brought a hustle and bustle of a new school year. When Cole became ill, she took him to Northwestern Medical Center one afternoon and doctors told her they found spots on Cole’s gall bladder. Jennifer’s intuition kicked in and her heart sank as they took Cole in for a CT scan. Around midnight she was informed that there was a large, solid mass and that they wanted Cole to report to UVM Medical immediately.

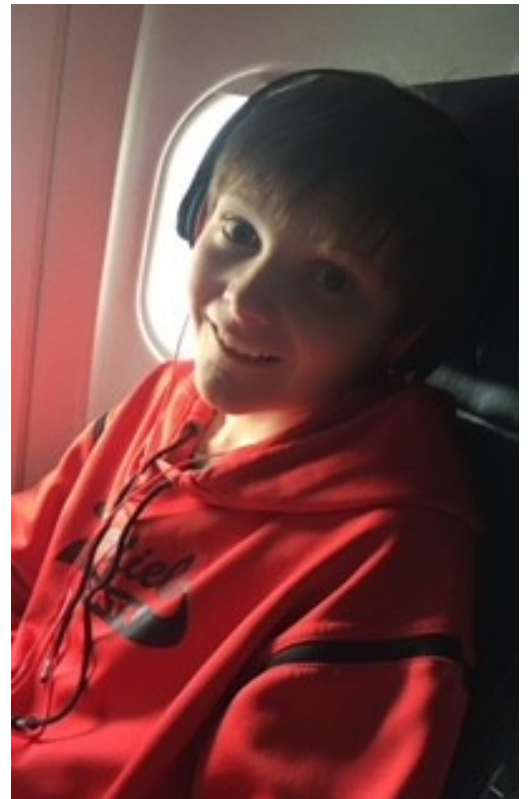
Because Jennifer has an older brother who was diagnosed with a rare cancer in his 30s, she was not new to the medical world, but nothing could have prepared her to hear such news about her oldest child. Cole and his dad went immediately to the UVM emergency room. Jennifer went home to grab the few things she could think to grab, make arrangements for her other two children, alert her job that she was not going to be there and then head to the hospital to be by her son’s bedside.

On September 23rd Cole was diagnosed with neuroendocrine carcinoma, a malignant tumor that forms from cells that release hormones into the blood in response to a signal from the nervous system. This form of cancer is practically unheard of in children; furthermore, Cole’s diagnosis included a rare mutation that was otherwise undiagnosed. Jennifer knew she and her son were both beginning the fight of their lives.

Cole and Jennifer spent the next 3 weeks in the hospital, having his belly drained only to reinflate within a few days, working with doctors to determine a plan for chemotherapy, and figuring out his school plans since the year was just beginning. All the while, Jennifer was still parenting 2 other children and holding down a full-time job.



“Jennifer knew there was help, and that allowed her to put her best energies into being present with her son.”





Jennifer found herself overwhelmed and feeling very alone. She did not know other families who were in a similar situation, and she ached for a sense of “normalcy.” As a single mother her job was to work, pay rent, provide food and be a mom to not only Cole, but her two other children who were also affected by this illness. Her place of work was exceptionally generous, providing her with extra vacation days and gift cards to help close the gaps, but with Cole being in and out of the hospital, and often not well when he was home, managing everything was becoming impossible.

One day she was asked by a staff member at the hospital, “What is it that you need?” Her response? “I need to work, but also not, because I can’t be the caretaker I need to be for Cole and be at the office.” That is the first time Jennifer was told about Vermont Family Network.

VFN became a lifeline for Jennifer over the next several months as she was able to access funds on multiple occasions that allowed her to continue to care for her family while still being able to be at Cole’s bedside. Family Support staff at VFN provided Jennifer caring support when she felt her lowest and made the process of accessing financial support easy and efficient. Every time a new curveball was thrown her way, Jennifer knew there was help, and that allowed her to put her best energies into being present with her son, and not worrying about what that meant for her family financially.

Jennifer describes Cole as a young man who was very mature, cared about his family, and had dreams to play basketball for Duke University. She and his father included him fully in all the decisions around his illness, including Cole’s desire to participate in research studies, undergoing various procedures, and decisions about his chemotherapy plan. Cole’s optimism often amazed the adults around him. He would reassure her with words like “Mom, I’ve got this,” but he was also still young and at times admitted to her, “Mom, I’m scared.”

Cole passed away 1 year and 3 days after his initial diagnosis. That time was spent in and out of hospitals in Vermont and Boston, trying different medicines and procedures, being given hope and also outlasting doctors’ predictions at times. Throughout it all, Cole’s tumor did not shrink. As the year anniversary of his diagnosis approached, they decided to begin a pain management plan, but Cole decided to continue to take the trial medications because he did not want the research to stop until it had to. As parts of Cole’s body stopped functioning, the doctors told Jennifer he had 2-3 days to live. Her brave, fighting son made it 6 days, and desperately wanted to see his younger siblings before he passed. Through the many medications he waited for them both, told them how much he loved them and 11 minutes later let himself succumb to the disease he chose to fight for so long.

Jennifer chooses to give back in memory of Cole by adopting families at Christmas and holding fundraisers for non-profit organizations around Cole’s birthday. She has not forgotten the support that she received from Vermont Family Network and now can refer other families that are in need. Without a doubt that year was the hardest year of her life, but because of VFN she was able to worry less about making ends meet and put more energy into being present with her son during his illness. Time together is a finite resource that can never be replaced, and she is forever grateful for the opportunity to be with Cole during his illness.



# Giving a Strong Start

Parenting can be a lonely journey; parenting a child with special health needs or a disability can be downright isolating. Whether a child is receiving a new diagnosis, going through a difficult transition, or coming up against a new challenge, parents crave connection with someone who understands. This is why Vermont Family Network decided to rejuvenate and modernize its Parent Match program this year!

As the Vermont chapter of Parent to Parent, VFN has been arranging parent matches between families with similar diagnoses for over 30 years. In this time, modes of communication have changed dramatically as families have become busier and technology has developed substantially. During the pandemic, this shift increased even more and we became reliant on virtual platforms for connection. In the midst of this cultural shift, VFN launched a new virtual, interactive training for Support Parents, so that we could ensure that the quality of support received in our parent matches would give families a strong start.





“parents crave  
connection  
with someone  
who  
understands.”



VFN now has nearly 40 Support Parents who are trained in active listening, cultural competence, community resources, and more. These invested parent leaders are able to empathize with referred parents on a deep level. Parent matches share tips and stories, jokes that others might not understand, and even memes! Referred parents report that they feel less alone since being matched, while many Support Parents say that the experience of giving another parent a strong start has been empowering and healing, as well.

VFN's trained Support Parents now have the opportunity to continue their learning and network with one another at follow-up Zoom calls every other month. While these meetings are optional, Vermont Parent to Parent Coordinator Molly Lawney has regularly seen 12-15 participants in each Zoom call. This attendance exemplifies the level of commitment Support Parents have to the Parent Match program, as well as the need for connection for all parents, even those who have largely processed some of their difficult experiences. Those who may not have received the strong start they deserved are able to continue to heal their pasts through the support they feel from their peers.

Now that VFN has a solid base of trained Support Parents, we are offering training opportunities for cohorts of parents with similarities, such as an upcoming training with the Champlain Valley Down Syndrome Group. Parents in these cohorts will receive specific information about their child's diagnosis as it relates to supporting other parents, and receive the benefit of connecting with peers during the training itself.

VFN continues to seek out ways to provide support and connection for families so they can get the strong start they need to thrive.

“Staff have gone  
above and beyond to  
help us, and I am  
incredibly grateful  
that this organization  
exists. It is very much  
needed, as navigating  
both the health care  
and education system  
can be incredibly  
challenging.”

- Parent



# Family Support Program

VFN's Family Support Program is founded on the work of its highly experienced and dedicated employees who are all parents of children with disabilities or special health needs who have "walked the walk." Several staff members have been committed to this work for over 10 years and continue daily to support families who are navigating the complexities of health, special education, and disability resources. Navigating these systems often leaves families in need of assistance with understanding laws, parental rights, and how to collaborate with a wide variety of professionals who are part of their child's team. Supported by federal grants as Vermont's Family-to-Family Health Information Center/Family Voices state affiliate and the Parent Training and Information Center, our staff is skilled and ready to support Vermont families in this process. Our federal and state grant funding provides families with individualized support and assistance through our helpline, opportunities for leadership, and training experiences through workshops, webinars, and our annual conference. We hosted nationally acclaimed inspirational speaker, Rachel Callander, during the VFN 2021 annual conference, which was held virtually. In addition, we delivered several Covid-19-related information sessions during the year relating to education, health, and community services for families. Our collaboration with Children with Special Health Needs at the Vermont Department of Health helped families pay for medically necessary services and products that are not otherwise covered by insurance. As the Vermont Parent to Parent chapter, we connected hundreds of parents to share and support other parents who have similar experiences with a child with a disability or special health need. Our partnership with the Division of Vocational Rehabilitation provided focus on supporting young people with disabilities or special health needs. With partners, VFN helped foster leadership and self-advocacy skills and guided the Youth Advocacy Council through various activities, including managing the annual Youth Summit, a conference for youth and planned by youth with disabilities.

Family Support is a vital part of Vermont Family Network's mission. We listen to families and offer resources, support, and growth opportunities. We disseminate information to families through workshops, webinars, social media, our website, and printed materials. Families of children with special health needs and disabilities return to us several times throughout their children's lives. From the receipt of a new diagnosis to transition to adulthood, we are ready to assist however we can. Our goal is always to empower families with knowledge and experiences that will help them to move forward with confidence. As experienced parents of children with disabilities or special health needs, our staff are uniquely qualified to achieve this goal.

**44 Trainings,  
Workshops,  
and Focus  
Groups**

**"Not only was working with VFN helpful in understanding the system, but also in allowing me to process with someone about our child's needs and how best to go about meeting them with the system."**

**- Parent**







## 13 Support Group events including Sibshops and Parent Chats



**MNSF**-Medically Necessary Supplemental Fund helps income-eligible families with unmet medical needs such as equipment, medications, travel, and therapies.

**Joe Shook Fund**-In memory of Joe Shook, this funding helps families with a distinct financial need that might not be otherwise met.

**Tom Sustic Fund**-In memory of Tom Sustic, this funding is for families with children and teenagers with cancer who are involved with hospice care, long term hospitalization, and/or transplantation. Funds are available for families who are referred from the Pediatric Oncology Social Workers at VT Children's Hospital at UVMC and Children's Hospital at Dartmouth Hitchcock Medical Center.

**Flutie Fund**-through the generosity of the Doug Flutie Foundation, families who have children birth to age 22 with an autism diagnosis may request this funding for needed equipment, respite, camp, therapies, emergency childcare, or to attend a conference related to their child's diagnosis.

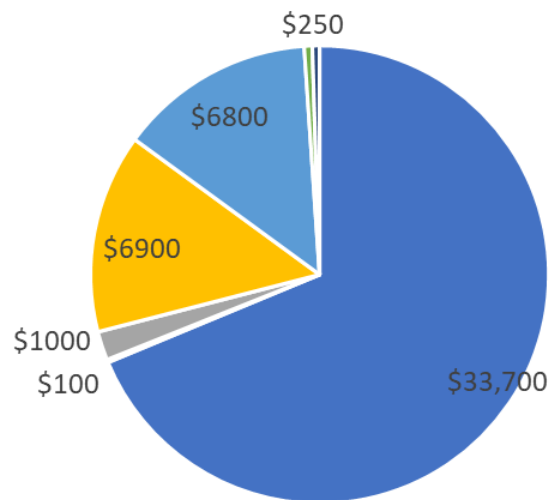
**Family Fun**-during a particularly difficult summer with COVID-19 restrictions we offered a one-time grant to families that went a long way towards reducing the stress of COVID-19 isolation.

**Parent Conference** -Funding to help parents with the cost of a conference related to their child's diagnosis. Covered expenses include registration, lodging, and travel costs.

### Top 5 Family Concerns:

1. IEPs/IFSP (CIS One Plan)
2. Parent/Professional Communication
3. Parents' Rights
4. Special Education Process
5. Mental Health

FY 21 Funding \$48,750



■ MNSF      ■ Joe Shook      ■ Tom Sustic      ■ Flutie  
 ■ Telehealth      ■ Moose Fund      ■ Parent Stipends

# Lifting Family Voice

VFN has increased its efforts to lift family voices and we're excited to see the impact!

We've heard from families that it's often too difficult to find the time, energy and focus to do anything outside of providing for the needs of their family, but they know it's imperative to advocate for change so that their children - and children across Vermont - will be better supported. To help families who want to share their stories and better position themselves as experts among decision makers, VFN has expanded its advocacy and education capacities to work alongside families to advocate for improved systems, policies, and resources for children with disabilities and special health needs.

Beginning in May 2021, we contracted with RFM Strategies, an independent consulting firm owned by Robyn Freedner-Maguire. Robyn is a parent of children with special mental health needs and, with nearly 30 years of experience on issue-based campaigns, she has expertise in communications, advocacy and community engagement strategies. Robyn is best known for her contributions to the marriage equality campaigns in Vermont and Massachusetts as well as her work with Let's Grow Kids, Vermont's child care campaign. Her role with VFN is to advise, facilitate and provide direct advocacy support to VFN families as well as assist our leadership team with creating sustainable, internal systems that effectively and efficiently lift family voices for change.

What does it mean to provide advocacy support? Well...true to our philosophy, we meet families where they are, which means advocacy support is a lot of things. Some families are new to advocacy and value training or one-on-one support. Other families are ready-to-roll and are seeking advice or direction. Some examples of what we've done this year include the following:

**Lifting family voices.** As we hear from families about the challenges they experience and the solutions they need, we help them connect with the right decision makers, participate at the relevant community or state tables and, with their permission, promote their stories.

**Storytelling.** We help families develop their stories to inspire change. This includes helping families think about what feels safe to share, being clear about the change they want and a direct call-to-action.

**Building connections.** We help families connect to plan and implement steps for change. VFN is supporting families across the state who are seeking equity in housing through the development of a continuum of housing options. We assist with information distribution, facilitate large meetings, research key questions and advise on strategy.

**Building confidence.** Through our Leadership Series, annual advocacy training, small group engagements and one-on-one conversations, we provide a range of training support including 101 Advocacy to campaign strategy.

More families are engaging in advocacy and the impact is clear, families feel supported, valued and powerful. Stay tuned for next steps in our expansion efforts to lift family voices! There's more to come in 2022!

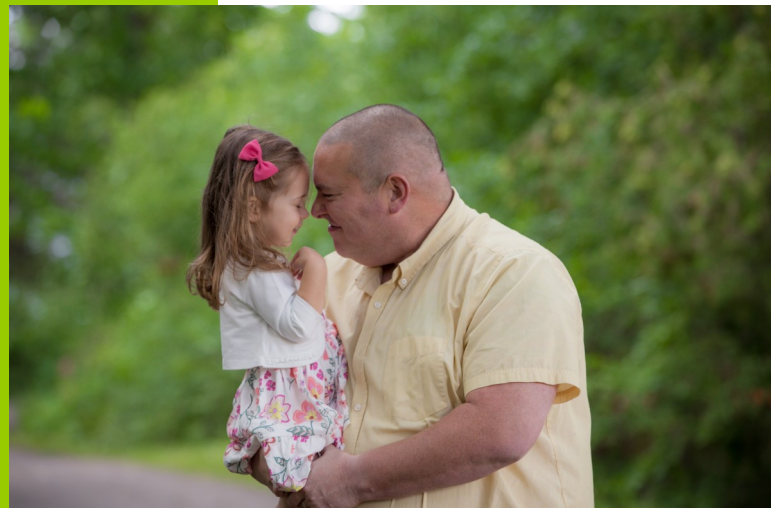


Robyn Freedner-Maguire and her family





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# Puppets in Education



Even for the puppets, the 2020-2021 school year was a new experience in reaching students throughout Vermont and New York. During a full year of virtual programming, we were able to actively engage with children, both in the privacy of their home and in the comfort of their classroom. Puppets in Education (PiE) reached 6,318 (5,639 children and 679 adults) through 138 presentations at 37 locations.

The success found in this new virtual format can be heard in teachers' comments:

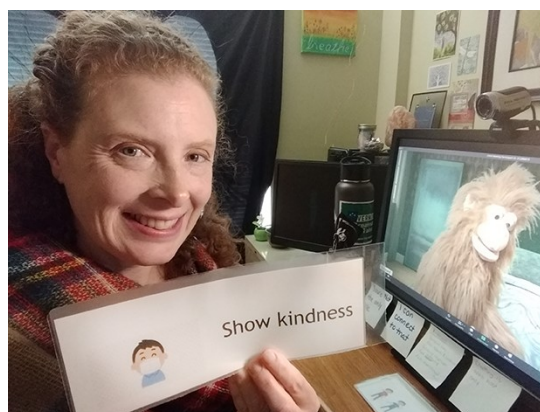
*"The virtual program was very well run. My students were engaged throughout the entire presentation."*

*"It was refreshing to have 'visitors' to interact with right in our classroom (on the white board)! How lucky were we!!!"*

*"My students were engaged with the presentation. It gave them the opportunity to experience something semi-normal."*

*"I think you did very well with the presentation format and having several parts in the presentation with active engagement at the end. I was impressed by how you ran this as a Zoom."*

Throughout the pandemic, our programs focused on addressing Anxiety and Kindness/Bullying Prevention. Both helped to foster conversations about wellness, mental health, and how to find support for oneself and to offer it to others. Through the connections the children made with the puppets they found validation and strategies to help build resilience and overcome struggles. And the puppets were able to do this in their typically creative and fun manner!



**"MOM!  
They  
called  
on ME!"**



*"It seemed like it was just a video at first and then you interact with them. It was cool!"*

Children offered a wealth of examples when asked how they can show kindness:

*"I was at summer camp. All of the kids knew how to swim except there was this kid who couldn't swim. I went into the shallow end to help them feel less lonely and then I taught them some swimming tips."* —Grade 3, Forest Park Elementary, NY

*"Smile at each other."* —Grade 1, Fair Haven Elementary, VT

*"We made the remote learners feel welcome as they haven't been with us since September."* —Grade K, Dolgeville Elementary, NY

*"My class is doing an assignment of one kind thing per day, big or small. I pulled the sled up the big hill for someone."* —Grade 2, Springfield Elementary, VT

*"Once my friend was getting bullied at this place we were at. I helped her go talk to the people, like what Bernard [puppet] did in the video. I gave her courage, like she does for me."* —Grade 4, Fair Haven Elementary, VT

*"Fill the bucket by being kind to others."* —Grade 1, Proctor Elementary, VT

*"Someone was having a bad day and I helped them out by playing with them to feel better."* —Grade 3, Lake George Elementary, NY

*"Helping someone and showing them you care and that you understand."* —Grade K, Springfield Elementary, VT

These programs would not have been possible without the kindness and support of Upstate NY Chevy Dealers' lead sponsorship, as well as many others: Vermont Department of Mental Health, National Life Group Foundation, Vermont Children's Trust Foundation, Oakland Foundation and Walter Cerf Community Fund. PiE's Community Partners include: Creative Labels, The University of Vermont Children's Hospital, Advantage Learning Center, Main Street Landing Performing Arts Center, Spencer Group, Bokan Ford in St. Albans, and many generous donors.

*"You all did such a great job in making the puppets come alive. This is such a confusing time for adults, I can only imagine what children must be going through. It was so great to see the children interact with you online and talk openly about their experiences. Thank you for letting us be a part of it."* —Ross, Hometown Chevrolet

In addition to the virtual puppet shows, PiE created and launched its virtual Stress/Anxiety Workshop for students in grades 5-8. In this program, students learned how the brain and body process stress, how to know when it is becoming a problem, and tools for managing stress when it feels overwhelming. Together they created a positive environment for the learning community to support each other and augmented the mental health work that schools were already doing. PiE also provided resources for students and follow-up discussion questions for school and home.

There has always been a critical need for our programs, and we have found that now, during the pandemic, our programming is even more imperative. In the 2021-22 school year, Puppets in Education will continue to actively engage with students online and will continue helping children create their own strategies to decrease worry—ones they can use both in this time of stress and for the rest of their lives.

# Advancing Inclusive Communities



Over the last year, VFN has reinforced its commitment to diversity, equity, and inclusion, in the broadest sense. We have established a workgroup that includes many of our employees and a long-time Board member, Mary K Dennison. Family Support Co-Director Jamie Rainville has given the group strong and dedicated leadership, ensuring that monthly virtual meetings are productive and forward-thinking, and that our activities bolster VFN's strategic goals and objects relating to advancing inclusive communities.

**Board recruitment:** This spring, the Board Governance and Development Committee made a concerted effort to recruit new members to our rather Chittenden-centric membership, successfully electing six new members who brought diverse lived and professional experience, skills, and geographic, gender, and cultural richness to the FY22 Board. We continue to cultivate diverse candidates for nomination in June of 2022.

**Staffing:** Our Diversity, Equity, and Inclusion (DEI) Workgroup has begun to review employee recruitment, orientation, and supervision/support practices to ensure that VFN is culturally and linguistically responsive, both internally, and in our relationships with the people we serve.



**Training:** This year, VFN Board and staff have been engaged in Implicit Bias training with Bor Yang of the Vermont Human Rights Commission, and VFN is part of the Vermont Community of Practice in Cultural and Linguistic Competence in Developmental Disabilities. We have participated in a number of national town hall meetings with Families United to End Racism Against Children and Youth with Special Healthcare Needs. Jamie Rainville and Bidur Rai participated in Leadership in Family and Professional Partnerships with our peers in Massachusetts, as well. This has resulted in a clear action plan for our DEI workgroup for the coming year.



**Outreach:** We are working diligently to ensure that our materials and communications represent the diversity of the individuals and families we serve throughout Vermont. This means that we are doing all we can to ensure that anyone who calls, comes in, goes to our website/social media, etc. can feel seen, heard, welcomed, and fully included in the variety of support, information, and training we offer.

Our goal is to advance inclusive communities, in every sense of the phrase. We have made some good strides this year, but this journey is only beginning. Join us as we continue to build on the many strengths, gifts, and abilities that make Vermont a wonderful place to be.



“Thanks so much. Being in this group has been very informative and comforting during this whole pandemic. I feel at the forefront of a lot of State related discussions and concerns that parents are experiencing. I have learned so much. Thanks to all in the group!”

- Member of closed FaceBook group for parents/caregivers

## Volunteer Highlight—Michele Eaton

In May of 2019 Michele Eaton of Williston, VT was invited to join a “Meet the Family” tour by her friend and colleague Tom Stretton. VFN’s Meet the Family tours are experiences where community members can learn about what we do and hear stories of impact directly from families who have been supported. In very much “Michele” fashion, she enthusiastically offered to host her own tour before leaving that day. Since then, Michele has hosted two tours, introducing over 30 people to the great work that VFN does. She also has served as a Table Captain for our Strong Families, Strong Futures Breakfast, and is serving as a virtual Table Captain for this November’s event. In 2021 Michele joined a group of staff and organization leaders for a 3-day, national training around sustainable funding. Since then she has served on VFN’s Thrives Team, helping to ensure that the future of the organization is bright! Community members like Michele make a huge difference in our ability to support families across the state of Vermont!



“After attending my very first Vermont Family Network tour a few years ago, I was blown away by two things. One, that this incredible organization existed and I had no idea prior to the tour and, two, that VFN served all families who need their help and support. I am extremely thankful that I can share this organization with families in need of their support and expertise. VFN is truly a blessing for so many families in need. I will continue to be a very big fan of VFN.”





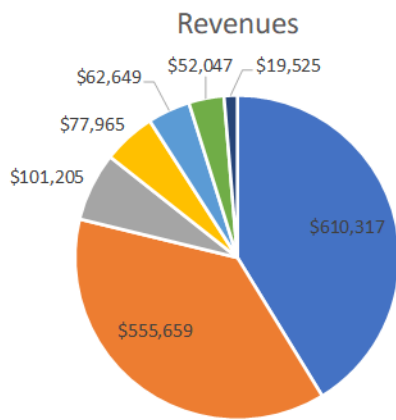


## Sibshops Continue, Thanks to Technology

The 2020-21 school year was difficult for so many reasons and when we realized that we would not be able to host our Sibshops the usual way, we quickly adapted to a new, virtual world. We had a small but consistent group of “sibs” who joined us for our activities throughout the year and the monthly Sibshops were a chance for them to continue connecting around the wonderful and challenging aspects of being the sibling of a child with special health needs or disabilities. During our monthly Zoom calls, we solved mysteries, met rehabilitated animals, invented a new Ben & Jerry’s flavor, played fun games, and more. We continued our tradition of including “Sibchats” during each activity, providing opportunities for sibs to open up about the pandemic, their brother or sister, and life in general. Sibshops were a bright light in a time of darkness and we’re so glad we got to spend time with these wonderful kiddos!







**FY 21 Revenues:**

**\$1,479,367**

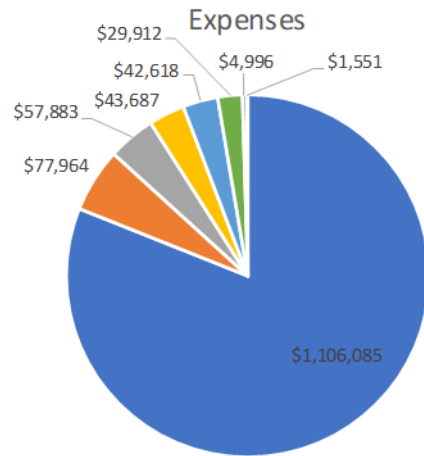
Federal Grants:	\$610,317
State Funding:	\$555,659
Direct Public Support:	\$101,205
Fee for Service:	\$77,965
Foundation Support:	\$62,649
Pledges, Outstanding:	\$52,047
Local Government Grants:	\$19,525

**“That was AMAZING!”**

- child in response to a virtual puppet show

“We have been able to take things learned in the last year and help direct other parents to resources including VFN. You all are doing a wonderful thing.”

- Parent



**FY 21 Expenses:**

**\$1,364,696**

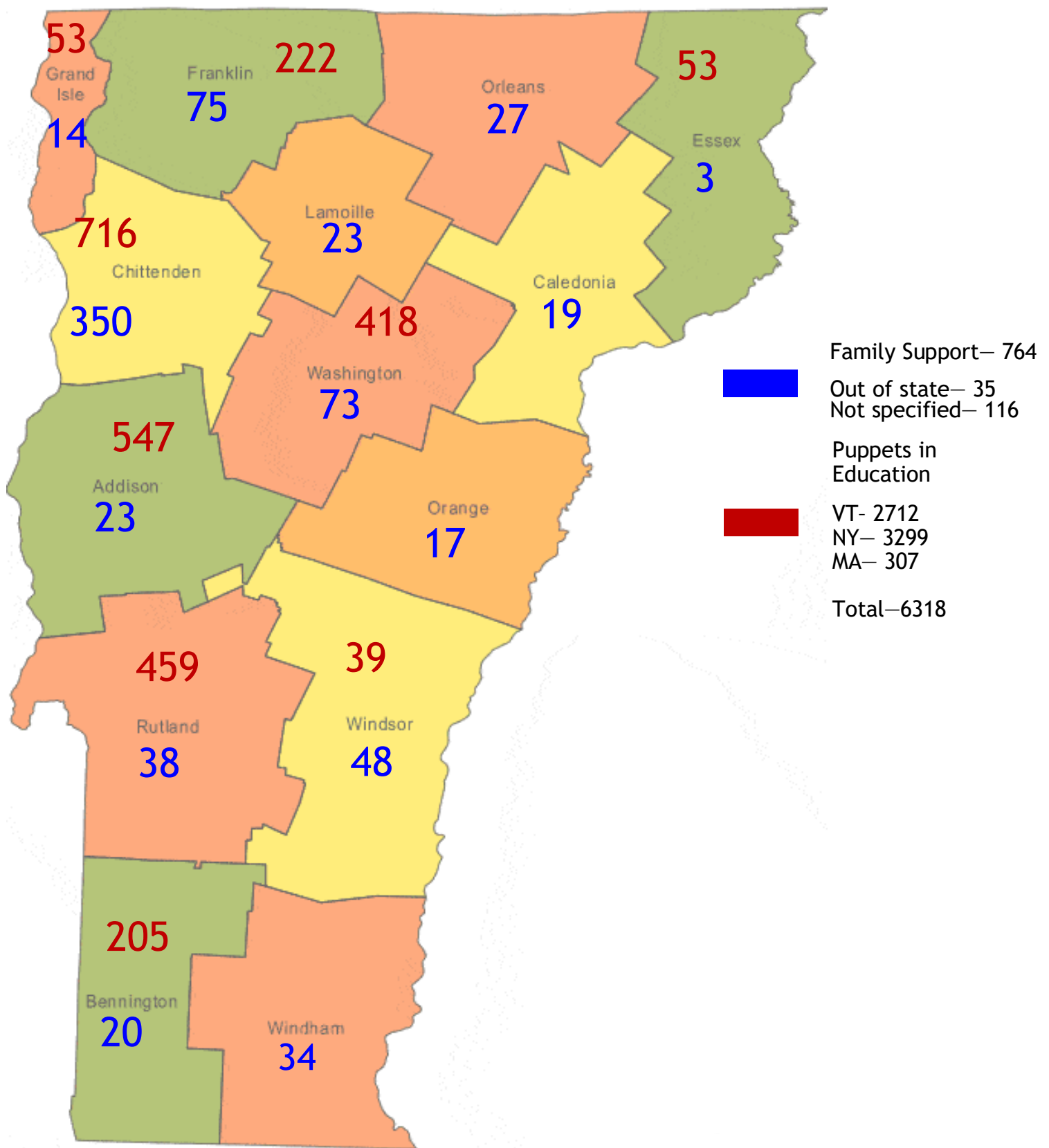
Salaries and Benefits:	\$1,106,085
Facilities:	\$77,964
Family Funding & Programs:	\$57,883
Marketing/Fundraising:	\$43,687
IT Supplies & Support:	\$42,618
Supplies/Copy/Printing:	\$29,912
Staff Development:	\$4,996
Travel:	\$1,551





# SUPPORTING FAMILIES AND COMMUNITIES IN VERMONT AND BEYOND!

JULY 1, 2020 TO JUNE 30, 2021





600 Blair Park Road, Suite 240, Williston, VT 05495    info@vtn.org  
(802) 876-5315    VermontFamilyNetwork.org