

Annual Report

FOR THE YEAR ENDING DEC. 31, 2023



Photo credit Gordon Miller



PLEASE BRING THIS REPORT TO THE
233RD ANNUAL MEETING OF THE TOWN
TUESDAY, MARCH 5, 2024, 9AM
BROOKSIDE PRIMARY SCHOOL

This Town Meeting Report is dedicated to the many VOLUNTEERS who are such an incredible part of Waterbury!

From the thousands of folks near and far who came to help after the floods in July and December – emptying basements, shoveling muck, delivering water, making food, stuffing dumpsters, cleaning out and clearing up and helping get homes and businesses fully operational – to the hundreds (thousands?) of local volunteers who make everyday life just a little bit better – we are so grateful for those who give that little bit extra to their community.

We are in awe of the volunteers who serve in elected roles on boards and commissions, volunteers who help our local nonprofit organizations operate all year long, people who help prep for events like the NQID and River of Light and the Waterbury Arts Festival and Rotary concerts. Neighbors who deliver Meals on Wheels and keep track of our books and our parks and our community history... coaches on youth sports teams, home visitors, energy advisors, classroom volunteers, church committee members, those who help maintain trails, plant and water flowers, hang event posters and make so many great things happen, big and small.

This is a great community, and we are lucky that so many people are willing to do just a little bit more to make it kinder, more fun, more creative, more connected and more resilient.

We want to give a special shout-out to a longtime volunteer who this year celebrates 30 years as a Justice of the Peace. Thank you, Marion Wells Howes, for your dedicated service to the Town of Waterbury and for your commitment to our community.

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**WARNING FOR THE ANNUAL MEETING OF
THE TOWN OF WATERBURY
TO BE HELD MARCH 5, 2024**

The inhabitants of the Town of Waterbury who are legal voters in Town Meetings are hereby notified and warned to conduct business to meet in the Brookside Primary School Gym at 47 Stowe Street at 9:00 o'clock in the forenoon on March 5th, 2024 to act on the following matters:

Article 1: To elect a Moderator to preside at the meetings of the Town whose term of office shall be for the ensuing year.

Article 2: To elect by Australian ballot the following offices: Clerk for 3-year; Treasurer for 3-year; one Select Board member for 3-year term and two Select Board members for 1-year term each; Lister for a 3-year term; Library Commissioner for a 5-year term and one Library Commissioner to fill an unexpired term for 1 year and one Library Commissioner to fill an unexpired term for 2 years; and Cemetery Commissioner for a 5-year term.

Article 3: To elect by Australian ballot for the Harwood Unified Union School District two School Director for a 3-year term.

Note: The polls for voting by Australian ballot on Articles 2 and 3 will be open from seven o'clock in the forenoon to seven o'clock in the afternoon at Brookside Primary School at 47 Stowe Street.

Article 4: To act upon the reports of the several Town Officers with the exception of claims for fees or compensation during 2023.

Article 5: To act with respect to claims of Town Officers for their services during 2023.

Article 6: To see what action the Town will take with reference to fixing the date of the tax warrant and to set a date or dates when taxes on such property shall become due and payable and to specify the time of acceptable, the method of delivery, and to see whether the same shall be paid with or without discount and to provide for interest and penalty on such taxes as are not paid when due?

Article 7: To vote sums of money for necessary general government, highway, and library expenses, with the same to be expressed either in specific dollar amounts or as a rate or tax on the grand list.

Article 8: Shall general obligation bonds or notes of the Town of Waterbury in an amount not to exceed Three Hundred Eighty Thousand Dollars (\$380,000), subject to reduction from the receipt of available state and federal grants-in-aid and reserve funds, be issued for the purpose of acquiring a (replacement) fire truck, the estimated cost of such improvements being Three Hundred Eighty Thousand Dollars (\$380,000)?

Article 9: To see if the voters will authorize a sum of money to be expended from the capital funds for capital projects.

Article 10: To see if the Town will, during 2024, appropriate:

- \$1,000 for support of the Capstone Community Action
- \$1,375 for support of CIRCLE
- \$500 for support of Community Harvest of Central Vermont
- \$1,500 for support of Downstreet Housing and Community Development
- \$500 for support of Everybody Wins! Vermont
- \$1,000 for the support of the Family Center of Washington County
- \$1,000 for support of The Friends of the Waterbury Reservoir
- \$500 for support of Good Beginnings of Central Vermont
- \$200 for support of Mosaic
- \$250 for support of OUR House of Central Vermont
- \$1,000 for support of the People's Health and Wellness Clinic
- \$500 for support of the Vermont Association for the Blind and Visually Impaired
- \$600 for support of the Vermont Center for Independent Living
- \$1,500 for support of Elevate Youth Services (formally the Washington County Youth Bureau)
- \$800 for the support of the Waterbury Community Band

Article 11: Shall the Town of Waterbury vote to appropriate \$2,000 for support of Central Vermont Adult Basic Education?

Article 12: Shall the Town of Waterbury vote to appropriate \$4,000 for support of the Early Education Resource Center of Waterbury ("Children's Room")?

Article 13: Shall the Town of Waterbury vote to appropriate \$2,383 for support of the Green Mountain Transit Agency?

Article 14: Shall the Town of Waterbury vote to appropriate \$2,500 for support of Waterbury LEAP (Local Energy Action Partnership)?

Article 15: Shall the Town of Waterbury vote to appropriate \$6,500 for the Waterbury Area Senior Association in addition to the amount included in the General Fund Budget for such purpose?

Article 16: Shall the Town of Waterbury vote to appropriate \$2,000 for support of the American Red Cross?

Article 17: Shall the Town of Waterbury vote to appropriate \$3,000 for the support of Washington County Mental Health?

Article 18: Shall the Town of Waterbury vote to appropriate \$2,500 for the support of the Waterbury Area MakerSphere Cooperative?

Article 19: Shall the Town of Waterbury vote to appropriate \$4,125 for the support of the Waterbury American Legion?

Article 20: Shall the Town of Waterbury vote to appropriate \$2,250 for the support of Central Vermont Council on Aging and AmeriCorps Senior RSVP?

Article 21: Shall the Town of Waterbury vote to appropriate FEMA reimbursements for volunteer hours, estimated to total \$30,000, to CreW (Community Resilience for the Waterbury Area), for the purpose of assisting property owners to make the community more resilient, with the appropriation contingent upon the actual receipt of the FEMA funds?

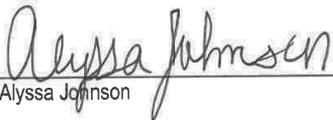
Dated at Waterbury, Vermont the 30th day of January 2024.



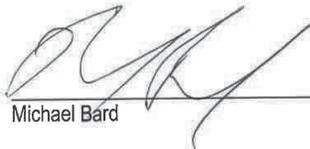
Roger Clapp, Chair



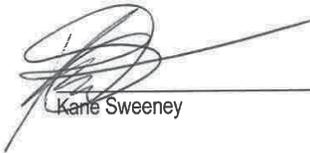
Danielle Kehlmann, Vice Chair



Alyssa Johnson



Michael Bard



Kane Sweeney



Karen Petrovic, Town Clerk
Received and recorded this 30th day of January, 2024.

ELECTED TOWN OFFICIALS

		<u>Term Length</u>	<u>Term Expires</u>
Moderator	Jeffrey Kilgore	1 year	2024
Town Clerk	Karen Petrovic	1 year	2024
Town Treasurer	Karen Petrovic	1 year	2024
Select Board	Mike Bard	3 years	2025
	Roger Clapp	1 year	2024
	Alyssa Johnson	3 years	2026
	Danielle Kehlmann	3 years	2024
	Kane Sweeney	1 year	2024
Harwood Union Unified School District	Kelley Hackett	1 year unexpired	2024
	Jake Pitman	3 years	2026
	Victoria Taravella	3 years	2025
	Marlena Tucker-Fishman	3 years	2024
Listers	Bob Butler	3 years	2024
	Alec Tuscany	3 years	2025
	Mary Woodruff	3 years	2026
Cemetery Commissioners	Jill Chase	5 years	2025
	Janice Gendreau	5 years	2028
	Amy Kinsell	5 years	2024
	Barbara Walton	5 years	2027
	John Woodruff, IV	5 years	2026
Library Commissioners	Michelle Baker	5 years	2025
	(appointed to fill term to March 2024)		
	Anna Black	5 years	2026
	(appointed to fill term to March 2024)		
	Deanna King	5 years	2024
Margaret Moreland	5 years	2027	
Kit Walker	5 years	2028	

ELECTED NOVEMBER 8, 2022

JUSTICE OF THE PEACE

Jim Adams
John Bauer
Bob Butler
Geri Dillon
Robert Dostis
Linda Gravel
Marion Howes
Steven Karcher
Bruce King
Amanda McKay
Christopher A. McKay
Steve Odefey
Elizabeth Schlegel Stevens
Katrina VanTyne
Vacant

STATE REPRESENTATIVES

Tom Stevens
Theresa Wood

WASHINGTON COUNTY SENATORS

Ann Cummings
Andrew Perchlik
Anne Watson

APPOINTED OFFICERS

		Term Expires
Municipal Manager	Tom Leitz	app't
Road Commissioner	Tom Leitz	app't
Tax Collector	Tom Leitz	app't
Zoning Administrator	Mike Bishop	October 4, 2024
Development Review Board (3-year terms)	David Frothingham, Chair	2026
	George Lester	2025
	Tom Kinley, Vice Chair	2024
	David Rogers	2026
	Harry Shepard	2025
	Bud Wilson	2026
	Alex Tolstoi, Co Vice Chair	2025
	Alternate – Vacant	2024
	Alternate – Joseph Wurtzbacker	2024
Conservation Commission (4-year terms)	Kelsey Applegate	2025
	Meg Baldor	2025
	Malachi Brennan	2027
	Marcy Blauvelt	2026
	Marty Johansen	2024
	Amy Marshall-Carney	2027
	Billy Vigdor, Chair	2025
	Open	2024
	Open	2026
Housing Task Force	Chris Balzano	
	Joe Camaratta	
	P. Howard “Skip” Flanders (EFUD)	
	Kati Gallagher (Planning Commission)	
	Alyssa Johnson (Select Board)	
	MaryEllen Lamson	
	Eliza Novick-Smith	
	Owen Sette-Ducati (Revitalizing Waterbury)	
	Madeleine Young	
	Vacant	
Natural Disaster Preparedness Committee (3-year terms)	Matt Dugan	2026
	Forrest MacDonald	2024
	John Malter	2025
	Ryan Van Tuinen	2026
	Joe Wurtzbacher	2025
Planning Commission (3-year terms)	Dana Allen	2025
	Kati Gallagher, Vice Chair	2024
	Mary Koen	2025
	Billy Vigdor	2026
	Martha Staskus, Chair	2024

Recreation Committee (3-year terms)	Alternate - Scott Culver	2024
	Jake Ferreira	2026
	Beth Gilpin	2026
	Paul Lawson	2024
	Belle McDougall	2025
	Bill Minter	2024
	Phoebe Pelkey	2025
	Frank Spaulding, Chair	2026
Tree Committee (3-year terms)	Barbara Blauvelt	2025
	Jane Brown, Chair	2026
	Nita Hultstrom	2025
	Marge Guylas	2026
	Stuart Whitney	2026
	Mike Loschiavo	2024
	Vacant	2024
Emergency Management Director	Gary Dillon	on-going
Emergency Management Coordinator	Mike Bard	on-going
Tree Warden	Mike Loschiavo	2024
Town Health Officer	William A. Shepeluk	07/31/2026
Deputy Town Health Officer	Tom Leitz	07/31/2026
Animal Control Officer	VACANT	
Central Vermont Regional Planning Commission	Doug Greason	2025
Central Vermont Regional Planning Transportation Committee	Mike Hedges	2025
Representative to the Mad River Resource Management Alliance	Alec Tuscany	2024
Town Forest Fire Warden	Charlie O'Brien, Jr.	06/30/2028
Delegate to CVFiber	Linda Gravell	2024
Alternate Delegate to CVFiber	Christopher Shenk	2024
Newspaper of Record	Times Argus	2024
Alternative Newspaper of Record	Waterbury Roundabout	2024

CLAIMS OF TOWN OFFICERS
For services rendered in 2023

SELECT BOARD

Roger Clapp, Chair	\$ 1,450
Danielle Kehlmann, Vice Chair	1,450
Alyssa Johnson	1,200
Michael Bard	1,200
Kane Sweeney	1,200

Total	\$6,500
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BOARD OF LISTERS

Robert Butler	\$500
Mary Woodruff	\$500
Alec Tuscany	\$500

Total	\$1,500
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PROPERTY TAXES

The fiscal year of the Town is the calendar year. Property taxes are due in two equal installments, usually in August and November of each year. The exact dates are set by vote of the town at the annual Town Meeting each March. Payment of each installment **MUST BE PAID IN FULL** on or before the selected due dates or penalties and interest will be applied. Payment must be received in hand, on or before the close of business on the due dates. **Postmarks are not accepted as on-time payment.** Interest charges on delinquent taxes begin on the day following the due date of each installment and cannot be forgiven by early payment of the second installment. Property tax notices are only sent once per year to the owners as of April 1 of the current tax year. **NO SECOND NOTICE IS SENT.** The Town is not responsible for sending tax bills to third parties such as escrow or mortgage companies. We do accept online credit card payments and we continue to offer the option of direct debit payments. Please contact the tax office for more information or visit www.waterburyvt.com/departments/taxes.

MEETINGS

Select Board	1 st and 3 rd Monday of each month at 7:00pm
Board of Civil Authority	On call of the Town Clerk
Board of Listers	On call of the Lister
Cemetery Commission	1 st Wednesday of each month at 4:00pm
Conservation Commission	2 nd Tuesday of each month at 6:00pm
Development Review Board	1 st and 3 rd Wednesday of each month at 6:30pm
Housing Task Force	3 rd Thursday of each month at 6:00pm
Library Commission	2 nd Monday of each month at 5:00pm
Natural Disaster Preparedness Committee	1 st Tuesday of each month at TBD
Planning Commission	2 nd and 4 th Monday of each month at 7:00pm
Recreation Committee	2 nd Thursday of each month at 6:30pm
Tree Board	On call as needed

For meeting locations and Municipal contact information, please visit the Municipal website at www.waterburyvt.com.

Municipal Manager's Report

I want to start by thanking all the Town staff and volunteers who assisted with the flood response. Most people that volunteered did so in the immediate weeks after the July flood. However, there were several individuals who continued to work throughout the summer, and were again called into service in December. The rapid response and cleanup would not have been possible without the large cadre of volunteers, and their work enabled town staff to focus on town infrastructure.

This past year the Town absorbed roughly \$185,000 in expenses associated with the flood recovery. That figure includes our actual cash expenses, along with staff and equipment time. The Town was able to track the number of hours that our equipment was used as part of the recovery, and FEMA does reimburse for each hour. A primary purpose of the federal government is to serve as a large insurance pool for every municipality in the country, and FEMA will indeed reimburse the town for substantially all of our direct costs. I expect to receive those funds in 2024, although they are not budgeted because FEMA claims can often take more than one full year to be received.

The volunteers that assisted with the flood cleanup will also provide another lift to the Town. Many of those hours were tracked and documented, and to date a claim has been submitted to FEMA for roughly \$33,000. The plan, pending voter approval, is to turn those funds over to Waterbury CREW (Community Resilience for the Greater Waterbury Area). CREW was created shortly after the July flood, and is helping homeowners directly in a manner that local government cannot. This includes direct assistance to homeowners who need financial assistance, or some help in hardening their properties against future floods. In many cases there are property owners who are not eligible for FEMA assistance, and/or did not possess flood insurance. CREW is able to assist with filling those gaps in the system.

The Town is also working directly on similar matters. Thus far two homeowners have sought FEMA buyouts. While this is a long process, the end result could be that FEMA removes these homes and the land becomes green space in perpetuity. The Town would own the land, but there would be permanent development restrictions. The Town has also submitted a grant application to FEMA that will allow for a broader study of flood mitigation projects that could be done along the Winooski River and Thatcher Brook corridors. We are hopeful we can identify projects that increase water storage capacity within the floodplain, thereby lowering the impact of a flood on our neighborhoods.

I am pleased to report the Town has some resources to invest in our recovery. As of the date of this report in January 2024, the 2023 budget (across all major funds) has a surplus of \$195,000 – despite our flood expenses. There are still some lingering bills, and there are always audit adjustments, but we will nonetheless realize a surplus which will ultimately be returned to the taxpayers. Further, roughly \$478,000 in unspent or undedicated ARPA funds, which were provided to the Town by the federal government, remain in the Town's general fund balance. Our general fund balance can be thought of as retained earnings.

Regarding the rest of 2023, a major story of the state and national economy is the labor shortage facing the country. The record low unemployment rates have put pressure on employers in a myriad of ways, and substantially driven up wage and benefit costs. Here in Waterbury, in an effort to better attract and retain staff, the selectboard adopted an updated employee handbook which modernized some of our benefits offered employees and helped us to be more competitive when making job offers. Those efforts

have served the Town well. We are fully staffed in all departments, and were able to hire a Recreation Director (Katarina Lisaius), Recreation Program Coordinator (Katie Mandych), Zoning Administrator (Mike Bishop), and a Tax/Utility Billing Clerk (Kia Nealy). Further, Neal Leitner began the year as our Assistant Zoning Administrator, and he is now our Planning Director.

As I reflect on the past year, the Town made headway on the following major initiatives:

- A Town Charter was authorized by the voters in November. The charter vote allowed for the Town to seek legislative approval to enact a 1% local option tax, and clarified some of the manager's authority. I am pleased to report the charter language pertaining to the manager's authority passed with 83% support, while the local option tax had 68% support. Now that local support has been secured, we are hoping the charter is adopted by the legislature this session, and signed into law by the Governor. If that occurs, the local option tax will have a positive impact on the 2025 budget.
- The Town continued to work with Downstreet Housing and Community Development to advance the affordable housing development at 51 South Main Street. The Town partnered with Downstreet and was awarded a grant of \$127,225, which will be used on construction costs. We remain hopeful that construction will begin in 2024, and have no doubt the project will be completed as initially proposed. The project is now fully permitted, and we expect for Downstreet to formally purchase the property this summer.
- Shortly before the July flood, the Town engaged with a consultant to conduct staff and board inclusivity training. Since then the Town applied for, and was accepted into, the Welcoming and Engaging Communities program, which is part of an effort by the Vermont League of Cities and Towns. The focus of this effort is not only inclusivity; rather, is a broad campaign that also focuses heavily on ethics. As part of this effort in early 2024 all town employees, elected officials and volunteer board members will be surveyed to gather data on their experience working for the Town. This will not just be a survey related to how they interact with town management or their co-workers, but also how the public interacts with them.
- This year the selectboard adopted an updated employee handbook, which contains all of our personnel policies. The prior handbook was adopted in 1991, so updating the handbook was long overdue.
- The selectboard adopted a road salt reduction plan in the fall of 2023. This includes roughly 3-miles of road (about 10% of our total paved roads) that are flat with lower speed limits. This plan was driven by a desire to reduce the amount of salt flowing into our waterways, which has a clear negative environmental impact. We may revise this plan in future years to add additional roads, and town staff are also going to research switching, in whole or in part, to using a salt brine on our roads.
- In 2023 a local sand and gravel pit closed. This was located in Bolton, and since that closure we have had to secure material at pits in Barre. This has an immediate cost impact on the town, and we are researching some options for the future. First, our next vehicle purchase will likely be a tandem truck, which will simply allow for more yards of material to be transported per trip. Second, we have begun to explore a partnership with some of our neighboring towns to identify and possibly develop alternative locations.

Looking ahead to 2024 and the spending plan, there are a number of significant initiatives and changes.

First, some budget mechanics and formatting have been changed. In prior years the highway and library were separate "funds." In budgeting and accounting terms, this meant that tax dollars were transferred into these funds. However, when the Town is audited these are not separate entities – they are all a part of general town government and operations. Therefore, for the 2024 budget, these funds have been combined into the towns general fund. This simplifies the budget, which will now more closely match our audited financial statements. This change does not reduce the authority of the Library Trustees, Library Director, or of the Director of Public Works, who are still responsible for executing their budgets.

In prior years the Town also had a large number of capital funds. There was a paving fund, a highway infrastructure fund (which consisted of sidewalk projects, work on public works buildings, and bridge work), and a highway equipment fund. These are now combined into one fund as all of these funds fall under the broader tent of highway capital items.

There were also two separate funds for the fire department: one for buildings and one for equipment. These are also combined.

The Town also has a capital fund for parks and recreation, and this is unchanged.

Beyond the mechanics, I believe the 2024 spending plan contains a reasonable tax increase and all core town services are maintained or increased. Some of the key highlights are detailed below.

The most critical change in the 2024 budget pertains to the Library. When I analyzed salaries and wages paid to Library staff, as compared to other town staff performing similar duties, I made a determination the pay was inequitable. The 2024 budget contains funding to correct this issue, which I believe is of critical importance. To help offset the cost increase the budget contains utilizing \$45,000 from the Library Trust Fund, as compared to \$30,000 in prior years, with the full intent and promise to return to the \$30,000 amount in 2025.

As of the time of this writing the Library Trust Fund has over \$600,000, and returns on their investments in 2023 were strong. Nonetheless, the Towns Library Trustees have a legal role in overseeing the fund, and they expressed concerns about withdrawing from the fund to pay for operational expenses. Indeed, this was a valid concern, as trusts are generally established to protect against financial shocks, and to finance capital projects. Using these funds for an ongoing operational expense should indeed be questioned. Through this process I developed a greater appreciation for the library trustees and their advocacy for the library.

The selectboard is tasked with balancing the overall operational needs of the Town, and the selectboard is ultimately responsible for property tax increases. While the conversation was sometime challenging, this type of debate shows the value to the community of having engaged and thoughtful elected officials who have different roles and values, but all have the best interests of the community at heart. In my judgment, this type of debate and compromise represents local government at its best.

The budget for paving is increased from \$405,000 to \$450,000. The core of our paving plan includes Ashford Lane and Kennedy Drive, which are the top priority. We would also like to pave Union Street, and shim and mill Kneeland Flats. The Kneeland Flats project will take 2 to 3 years to complete. Finally, there is a short section at the curve near Kneeland Flats and Ripley Road, which is currently gravel. We would like to pave that section to eliminate some of the maintenance required during mud season. The blacktop would extend to the intersection with Ring Road. In years 2025 and beyond I would love to continue to grow the paving budget.

The Planning and Zoning Department has new staff, and we are pursuing an initiative to modernize some aspects of their operations. The budget contains funding to enact an online permitting system, which will allow for individuals to complete permit applications electronically. We have also increased our legal budget to prepare for potential zoning enforcement actions. The Town Development Review Board has expressed a desire for staff to undertake zoning enforcement, which has not been a priority for some years. Given that, we plan to engage with legal counsel to ensure we are taking the correct approach, in a manner that helps us to avoid future legal conflict. The budget reflects these costs, a portion of which are offset through increases in fees. For context, we reviewed our zoning fees and were unable to find a record indicating when they were last updated. In January the selectboard adopted a new fee schedule that raised our fees to be consistent with other towns of similar size.

The Town budget for public safety expenses increased in 2023, and that trend continues in 2024. Of critical importance is an increase in ambulance service fees from \$26 to \$35 per capita. Waterbury is served by the Waterbury Ambulance Service, Inc., (WASI) which is a private, not-for profit organization. In reviewing financials with the Ambulance Service Director, it is apparent to me this fee increase is justified, and we should expect a further substantial increase in 2025. The Town ultimately needs a stable and responsive ambulance service, and they do actively seek other sources of revenue. Their main challenge is that private insurance, along with Medicare and Medicaid reimbursement rates, have not kept pace with inflation or their operational costs. As a result, Town taxpayers are directly impacted.

The Town's contract with the state police expires in June of 2024. The budget contains a funding increase to continue our current arrangement, which allows for two full-time officers to serve Waterbury. In my short tenure here, I have had a number of conversations related to the state police contract and the potential for a future town police force. My observation thus far is the Town is reasonably well served by the state police. We are certainly missing a number of advantages that come with a locally controlled police force, most critically the ability to rapidly and responsively deploy a small cadre of officers in response to community needs. However, even if I was convinced there was a need for a town department, there is a dire shortage of available police officers and interested recruits. When I applied for this position (in the summer of 2022) I was asked to perform an analysis and write a short memo related to creating a town police force. I recall noting in that memo that creating a town police force was a theoretical exercise due to the shortage of available officers, and I remain convinced of that today.

The Town Highway Department, excluding capital expenses, is level funded almost to the penny. The department lost a mechanic in the fall of 2022, and after some initial effort, we have abandoned trying to fill that position. The budget does contain funding to hire a new employee, who would be split between the Town and EFUD. The Town would pay for 1/3 of the individual's salary and fringe expenses, and receive 1/3 of the individual's time. The new hire would focus on maintenance work at Town parks and cemeteries.

Aside from paving, the highway capital budget contains \$75,000 for bridge work. This pertains to work being done on the Stowe Street bridge, of which 95% is paid by the state; the Town's 5% share amounts to \$170,000. I anticipate our expenses will be paid over several years, and we have paid nearly \$35,000 already for engineering and design. The capital fund also contains \$20,000 for some culvert replacements, and a further \$20,000 for some minor work on the highway garage.

The Fire Department features an increase due to dispatch costs. The Town is engaged with the Capital Fire Mutual Aid, which serves 27 municipalities in central Vermont, along with a number of police and ambulance services. The cost increase is largely tied to new infrastructure investments that are necessary to have a reliable system.

The Warning before the voters also includes a request for a replacement fire truck at a cost of \$380,000. This replaces a truck that is 22-years old, which was initially planned to be purchased several years ago. The department was able to delay the purchase through routine and effective maintenance. This is a 2,000-gallon tanker truck that is built to the specifications of the department. The Town currently has a large cadre of volunteer firefighters, and our equipment is high quality. I hope we can maintain these standards going forward, and supporting this equipment purchase is a strong step in that direction.

Finally, near last but certainly not least, the Recreation Department was finally able to complete a long-standing plan of hiring two full-time employees. In the summer of 2023 Katarina Lisaius was hired as our Recreation Director, and towards the end of the year Katie Mandych was hired as the Program Coordinator. The plan for 2024, which is reflected through the budget, is to improve our staffing for the afterschool and summer camp programs, as well as our array of programs during the year. That is funded through increased user fees, which have not been increased anywhere near the rate of inflation. After experiencing the summer camp program first hand, I am convinced the increased expenses for staff are necessary to have a safe program that is enjoyable for the children. In short, in prior years our cadre of summer staff was heavily weighted towards high school students, and we will rebalance in 2024 towards a greater mix of adults.

The remainder of the town budget features little change and is generally level funded. Every attempt was made to bring forth a tax increase that is less than the rate of inflation.

I also want to discuss a few initiatives that are actively being pursued, but do not require taxpayer funds. First, the state is actively working to transferring the Stanley Wasson site to the town. The site was recently surveyed, and we are actively working with developers on proposals to construct apartments. The current plan is for a mix of market rate and affordable or senior housing. We hope to hold public meetings in the spring or summer to present conceptual plans, and believe this proposal would be a significant boost to our rental housing stock.

We are also considering concepts for a town owned parcel on Armory Drive (near Brookside, not to be confused with Armory Avenue). The center portion of the lot has a storage building, and there is a small parking lot used by the school. However, the portions of the lot that abut High Street and Hillcrest Terrace appear to have some development potential. We are evaluating those options, and within a few months intend to present potential development options to the Housing Task Force and ultimately the selectboard. The question regarding this lot, in my judgment, boils down to a policy judgment about

how much density is desired by the Town. While not as large as the Stanley Wasson site, there is some potential here to address the lack of affordable housing in Waterbury. I give credit to Mike Bishop, our zoning administrator, for bringing this concept to public light. While the Town has owned the land for some years, there development potential of the lot was not considered until Mike brought forth this creative idea.

The past year, which was my first year as manager, was challenging in many respects. We faced two significant natural disasters. While our roads fared reasonably well during the spring mud season, we had some major challenges during the unwelcome December mud season. The Town had a complete turnover of its recreation leadership team during the summer, and we had to fill vacancies in planning and zoning. Nonetheless, we ended the year well positioned with a strong team of employees, and were able to generate a budget surplus for the taxpayers. This was only possible because of our team of dedicated employees, board members and volunteers, and I owe them all my thanks. I hope the community sees their work and shares my sentiment, and I hope the proposed budget meets with your approval.

I look forward to answering your questions on town meeting day, and thank the selectboard and residents of the Waterbury for your support over the past year, and the opportunity you have provided to me and my family.

Tom Leitz
Municipal Manager

Selectboard Letter for Town Report

All five members of the Waterbury Selectboard recognize the privilege of serving to protect the interests and safety of the residents of Waterbury. We thank the voters for the trust you've placed in us and submit this report as part of our on-going effort to keep you informed on our work.

For many of us in Waterbury, 2023 was a year that shifted dramatically with the flooding on July 10th. So, I'll start pre-flood and address recovery toward the end. One of the first Selectboard decisions in 2023 was to order a new banner recognizing Waterbury as a welcoming community and we continue to work with the Waterbury Public Library and other partners toward that end. Public events are one expression of that welcome, and despite certain challenges, various members of our community stepped up to organize an in-person Town Meeting, the Arts Fest, a Little League Parade, NQID, Antique Car Show, Music in the Alley, Winterfest, River of Light Parade and many others. As I write, an event is being organized for all those that helped with flood response and recovery.

Early in the year, the Selectboard deliberated the 2023 budget with new municipal manager Tom Leitz. We asked voters to invest federal ARPA funding including \$435,000 for bridge upgrades and \$30,000 for paving portions of Blush Hill, Howard Ave and Little River Road. This Annual Report includes more detailed updates from Public Works, other departments and committees and we will be asking department heads to speak briefly at Town Meeting on March 5th. To improve the Selectboard's oversight of town business, we established a system whereby each Selectboard member acts as a liaison with one or more municipal committee or commission, attending meetings, providing updates, and acting as the interface to clarify policy issues and direction.

The shortage of housing has been a particular concern of the Board. Selectboard member Alyssa Johnson helped to form a Housing Task Force in 2022 and served as liaison along with Selectboard member Kane Sweeney in 2023. Joe Camaratta, who chairs the task force will be reporting recommendations in January 2024. In the meantime, preparations continue for Downstreet's affordable housing project at 51 So. Main St. The town is working to exercise our option to purchase the Stanley-Wasson property from the State and we are considering another housing development on other Town property. Private developers are building infill apartments on South Main and in the hill section and we will be looking into a rental housing registry in 2024. Alyssa also serves as liaison to the Planning Commission and they deserve recognition for their extensive work on the new zoning regulations for public review in early 2024.

Selectboard member Mike Bard serves as liaison to the Conservation Community and the Development Review Board. The former conducted a public visioning exercise in early 2023 and will be looking at environmentally sensitive areas in advance of the Planning Commission's move to review zoning north of I-89. The DRB deserves recognition for their work as we clarify new regs in the village. I'd also like to recognize Mike for his work as former chair of the Board and the contributions of Chris Viens who closed out his long tenure on the Selectboard in March 2023.

Selectboard Vice Chair Dani Kehlmann served as liaison to EFUD whose long-serving commissioner Lefty Sayah passed away just before Halloween and is greatly missed. EFUD conferred the Ice Center Park area to the Town in 2023 and later in the year, the Select Board approved a conceptual use plan for both that area and Hope Davey Park. Skip Flanders will be presenting an update on EFUD activities to the Selectboard in late January 2024 and we appreciate their direct collaboration.

I served as liaison to the Recreation Committee. In addition to their work with the SE Group on park planning, they initiated a project prioritization process and our thanks go to Rec Committee Chair Frank Spaulding for spearheading that process. We look forward to working with the committee on future planning of the pool and Anderson Park facilities in 2024. We welcomed our new Recreation Director Katarina Lisaius on the fateful date of July 10th and completed Recreation staffing with Katie Mandych, serving as Program Coordinator.

The town did experience severe flooding in July and again in December. We owe a great debt of gratitude to Liz Schlegel, Tom Drake, Dani Kehlmann and Alyssa Johnson for their coordination and the tremendous outpouring of volunteers in the relief effort. We also thank Emergency Manager and Fire Chief Gary Dillon, Public Works Director Bill Woodruff and Municipal Manager Tom Leitz and their teams for keeping the population safe and working with all parties to implement an expeditious clean up and recovery. Much more to be said about this and the valiant volunteer effort!

Going forward Kane Sweeney has organized a Natural Disaster Preparedness Committee that will help us be even better prepared for the next time. Liz Schlegel and Bill Shepeluk are leading on-going recovery efforts under the auspices of Revitalizing Waterbury's CReW program. The Selectboard is aggressively pursuing flood mitigation funding to reduce the threat of flooding in Waterbury in the future and we may direct some of the former ARPA funds to facilitate those initiatives. We will be organizing a public meeting on these efforts in the near future.

Challenges will continue to test our resilience in 2024. While maintaining a modest increase in municipal taxes in the proposed budget for the coming year, we are preparing for a significant increase in taxes for education – outside the purview of our Selectboard. We also may be facing a reappraisal and await more information from the State. Meanwhile, we appreciate local voter support for the Local Option Tax as part of the proposed new Town Charter that promises to diversify our revenue base as we work to maintain affordability for the residents of our town.

Waterbury is indeed fortunate to enjoy an exceptional level of community involvement and we thank you for your contributions to the town. We welcome your participation in Select Board and other town activities and look forward to seeing you at Town Meeting on March 5th.

Roger Clapp, Select Board Chair

Delinquent Taxes as of December 31, 2023

Year	Homestead Tax Rate	Non-Homestead Tax Rate	Taxes Billed Net of State Payments	Delinquent Taxes	% Collected
2021	2.32	2.23	16,025,521	21,459	99.9%
2022	2.32	2.23	17,585,638	31,639	99.8%
2023	2.46	2.38	19,067,701	165,441	99.1%

Total Amount
Delinquent

218,539

Note: There are no taxes due for years preceding 2021.

Town of Waterbury 2024 Tax Rate Based on Proposed General Fund Budget

	2023		2024		Change from		% Change from Prior Year
					Prior Year	Prior Year	
Property Taxes		4,261,217		4,402,429		141,212	3.3%
Total Value of Grand List (1)	\$	7,845,212	\$	7,903,919		58,707	0.7%
Municipal Tax Rate		0.5439		0.5570		0.0131	2.4%
Impact on \$300,000 Home	\$	1,631.70	\$	1,670.98	\$	39.28	2.4%

Notes:

(1) Grand list averages 1.0% growth per year. The estimate I used is conservative. Using 1.0% grand list growth would lower the tax increase to 2.79%. The final tax rate is set by the Selectboard.

Town of Waterbury - 2024 Operating and Capital Budget Summary

Summary of All Revenues	2024 Proposed
Tax Interest, Penalties & Fees	106,750
Edward Farrar Utility District Charges	114,958
Payments on State Lands & Buildings	628,393
Clerk's Fees, Planning & Zoning Fees	110,000
Historical Society & Cemetery Revenue	45,200
Recreation & Parks	345,779
Library Fees and Grants	16,825
Highway State Aid and Misc. Revenue	127,949
Fire Department Contracts	131,190
Interest Earnings & Misc. Revenue	30,700
Use of Fund Balances & Reserves	
Use of Tax Stabilization Fund	50,000
Use of Cemetery Trust Fund	40,000
Use of Library Trust Fund	45,000
Use of General Fund Balance	100,000
Use of Fire Equipment Fund Balance	10,000
Total Revenues	1,902,745

Summary of All Expenditures	2024 Budget
General Govt, Including Debt Service	1,199,342
Police & Ambulance Expenses	543,511
Fire Department, Including Debt Service	814,317
Solid Waste, Health Officer & Social Services	67,864
Parks & Recreation, Including Debt Service	668,166
Planning & Zoning	247,737
Highway, Including Debt Service	1,393,716
Library, Including Debt Service	636,018
Cemeteries	90,020
Capital Expenses	
Highway Capital (Roads, Bridges, Equipment)	565,000
Recreation Capital	26,000
Fire Capital	10,000
Special Articles	43,483
Total Expenses	6,305,174

Tax Levy: Difference Between Revenues and Expenditures **4,402,429**

Capital Funds: 2024 Snapshot

Highway Capital: Roads, Bridges, Infrastruce & Vehicles	2024 Proposed
Revenue	
Town Funds	565,000
Total Revenue	565,000
Expenditures	
Paving	450,000
Bridge Improvements	75,000
Culvert Improvements	20,000
Building Improvements	20,000
Total Expenditures	565,000
Net Gain (Loss) to Fund	-

Fire Department: Stations, Vehicles & Equipment	2024 Proposed
Revenue	
Town Funds	-
Expenditures	
Building Improvements	10,000
Net Gain (Loss) to Fund	(10,000)

Parks & Recreation Capital	2024 Proposed
Revenue	
Town Funds	26,000
Expenditures	
Recreation Buildings	2,000
Field Improvements	3,000
Playground Equipment	1,000
Accessibility Improvements	20,000
Total Expenditures	26,000
Net Gain (Loss) to Fund	-

Proposed 2024 Budget						
	2022 Actual	Budget 2023	2023 Actual	2024 Proposed	Change from 2023	% Change from 2023
General Government: Town Manager, Business Functions, & Town Clerk						
Revenues						
Tax Related Revenues						
Tax Interest	27,708	25,500	29,227	28,500	3,000	11.8%
Tax Penalty	38,636	38,000	48,283	48,000	10,000	26.3%
Tax Sale Costs	292	1,000	1,490	250	(750)	-75.0%
.225 of 1% of School Taxes	26,983	28,725	29,977	30,000	1,275	4.4%
Other Governments						
EFUD Charges	96,390	111,610	111,610	114,958	3,348	3.0%
Traffic Control Income	1,506	1,500	582	1,500	-	0.0%
PILOT Revenue	388,635	360,000	400,163	420,000	60,000	16.7%
Federal Excise Mileage Reimbursement	158	100	-	100	-	0.0%
Vermont Forest & Parks Payments	92,843	92,843	92,843	92,843	-	0.0%
Current Use Payments	107,643	106,000	115,561	115,550	9,550	9.0%
Railroad Tax	1,339	2,600	2,679	2,600	-	0.0%
Grant - Friends of the Wby Reservoir	(638)	3,200	4,030		(3,200)	-100.0%
Service Fees						
Town Clerk Fees	75,435	75,000	63,588	60,000	(15,000)	-20.0%
Historical Society Reimbursement	-	27,350	10,222	27,350	-	0.0%
Other Revenue						
Interest Earnings	6,918	6,000	48,481	25,500	19,500	325.0%
Transfer from Tax Stabilization Fund	50,000	50,000	50,000	50,000	-	0.0%
Miscellaneous Revenue						
Miscellaneous	639	500	12,539	1,000	500	100.0%
General Governmental Expenses						
GG-Regular Pay	310,985	322,500	314,726	296,938	(25,562)	-7.9%
GG-Natural Disaster Coordinator			8,125	10,000	10,000	NA
GG-Selectboard	6,500	6,500	6,500	6,500	-	0.0%
GG-Clerk/Assistant	84,343	61,120	70,763	90,731	29,611	48.4%
GG-Listers	1,500	1,500	1,500	1,500	-	0.0%
GG-LISTER-Reg Pay	50,636	53,200	53,246	55,507	2,307	4.3%

Proposed 2024 Budget						
	2022 Actual	Budget 2023	2023 Actual	2024 Proposed	Change from 2023	% Change from 2023
GG-Historical Society-Cle	9,915	27,350	26,105	27,350	-	0.0%
GG-Ins-Health	95,194	124,383	100,852	101,244	(23,139)	-18.6%
GG-Life,Disability, LTC I	4,577	3,380	4,302	4,200	820	24.3%
GG-Ins-Social Sec	35,729	34,029	38,757	37,372	3,344	9.8%
GG-Retirement	23,381	25,460	25,944	28,453	2,994	11.8%
GG-Ins-Unemployment	1,658	1,250	1,826	1,780	530	42.4%
GG-Workers Compensation	3,017	2,615	2,532	2,900	285	10.9%
GG-Computer Services	20,443	21,500	15,571	18,000	(3,500)	-16.3%
GG-Tax Mapping	1,200	2,500	1,500	5,000	2,500	100.0%
GG-Prof Services-Other	13,354	10,000	11,635	10,000	-	0.0%
Payroll System		3,500	-	3,500	-	0.0%
GG-Legal Service	3,765	10,000	10,700	10,000	-	0.0%
GG-Clerical/Video Meeting	1,515	1,600	400	1,850	250	15.6%
GG-Voting Machine/Electio	4,492	5,200	1,287	5,200	-	0.0%
GG-Utilities-Tele/Interne	6,537	6,600	6,492	6,800	200	3.0%
GG-Postage	7,460	6,100	5,366	7,000	900	14.8%
GG-Advertising	500	650	472	700	50	7.7%
GG-Website	1,707	2,000	1,675	2,000	-	0.0%
GG-Printing-Annual Report	1,759	1,800	1,545	1,850	50	2.8%
GG-Office Supplies	14,221	12,000	9,863	12,500	500	4.2%
GG-To MBOF	68,000	68,000	62,085	59,331	(8,669)	-12.7%
GG-Mileage Reimbursement	95	-	465	-	-	NA
GG-Training	361	4,000	2,235	3,500	(500)	-12.5%
GG-Manager's Prof Dev	3,287	3,000	239	2,000	(1,000)	-33.3%
GG-Association Dues	1,124	1,200	1,542	1,200	-	0.0%
GG-Trans to Reappraisal Fund	75,000	15,000	15,000	15,000	-	0.0%
GG-Travel & Meals	823	800	1,066	1,000	200	25.0%
GG-Commercial Audit	24,340	25,000	25,977	25,000	-	0.0%
GG-County Taxes	65,233	69,505	69,505	68,300	(1,205)	-1.7%
GG-Ins-Prop & Liability	17,135	19,250	19,781	15,150	(4,100)	-21.3%
GG-VLCT Dues	7,840	8,000	8,132	8,225	225	2.8%
GG-Bank Charges	768	1,000	42	1,000	-	0.0%
GG-Memorial Day/July 4th	14,015	17,300	17,676	16,000	(1,300)	-7.5%
GG-MISC Expenses	-		4,170	-	-	NA
GG-Unclassified/Tax abate	31	30	3,769	50	20	66.7%
GG-New Equipment	1,890	14,500	-	6,500	(8,000)	-55.2%
GG-Senior Citizens	12,500	32,500	32,500	32,500	-	0.0%

Proposed 2024 Budget						
	2022 Actual	Budget 2023	2023 Actual	2024 Proposed	Change from 2023	% Change from 2023
GG-To Cemetery Fund	15,000	15,000	15,000	-	(15,000)	-100.0%
GG-To Historical Society	1,870	2,400	1,940	2,400	-	0.0%
GG-ECON DEV TO RW	54,355	56,126	51,289	91,166	35,040	62.4%
APRA EFUD/CV FIBER	50,000	-	-	-	-	NA
APRA WASI	-	76,000	-	-	(76,000)	-100.0%
ARPA Downstreet	-	100,000	-	-	(100,000)	-100.0%
ARPA EFUD	-	150,000	150,000	-	(150,000)	-100.0%
ARPA Reappraisal	-	200,000	-	-	(200,000)	-100.0%
ARPA Stowe St. Alleyway	-	-	20,000	-	-	NA
ARPA Senior Center Kitchen	-	-	10,551	-	-	NA
Subtotal: General Government Expenses	1,118,057	1,625,347	1,234,649	1,097,198	(528,149)	-32.5%
Subtotal: Expenses Excluding ARPA	1,068,057	1,099,347	1,054,098	1,097,198	(2,149)	-0.2%
Public Safety - Police & Ambulance						
Expenses						
State Police Contract	287,949	385,000	385,000	415,000	30,000	7.8%
Waterbury Ambulance Service	54,064	79,070	79,070	128,511	49,441	62.5%
Subtotal: Public Safety Expenses	342,013	464,070	464,070	543,511	79,441	17.1%
Fire Department						
Revenues						
Duxbury Fire Contract	113,000	114,190	114,370	127,560	13,370	11.7%
Moretown Fire Contract	2,500	3,525	-	3,631	106	3.0%
Subtotal: Fire Department Revenues	115,500	117,715	114,370	131,190	13,475	11.4%
Expenses						
FD-Regular Pay	27,510	28,704	22,578	29,852	1,148	4.0%
FD-Part-time Pay	50,000	50,000	69,040	58,000	8,000	16.0%
FD-Ins-Life & Disability	2,900	2,950	2,605	3,068	118	4.0%
FD-Ins-Social Sec	5,930	6,021	6,978	6,721	700	11.6%
FD-Ins-Unemployment	95	75	266	324	249	332.0%
FD-Ins-Workers Comp	7,635	7,190	6,962	8,000	810	11.3%
FD-Physicals & Vaccination	1,000	1,000	-	1,000	-	0.0%
FD-Dispatching	86,600	92,860	96,544	104,100	11,240	12.1%

Proposed 2024 Budget						
	2022 Actual	Budget 2023	2023 Actual	2024 Proposed	Change from 2023	% Change from 2023
FD-Equipment Maintenance	14,700	14,700	17,073	15,000	300	2.0%
FD-Communications	7,000	7,500	3,313	8,500	1,000	13.3%
FD-Tele/TV/Internet	10,340	10,500	11,155	10,500	-	0.0%
FD-Office Supplies	500	550	267	550	-	0.0%
FD-Canteen	125	250	-	250	-	0.0%
FD-Small Tools	500	500	27	500	-	0.0%
FD-Utilities-Water	3,300	3,300	3,158	3,300	-	0.0%
FD-Building Maintenance	30,580	30,580	19,268	33,580	3,000	9.8%
FD-Utilities- Elect/Solar	8,470	9,500	4,082	9,500	-	0.0%
FD-Heat/Generator	8,670	8,750	6,772	8,750	-	0.0%
FD-Fuel Equip & Service	2,000	2,000	-	2,000	-	0.0%
FD-Vehicle Maintenance	16,500	25,700	42,499	26,500	800	3.1%
FD-Fuel-gasoline	200	300	125	300	-	0.0%
FD-Fuel-diesel	4,150	6,200	5,081	6,200	-	0.0%
FD-Dues	600	600	-	600	-	0.0%
FD-Public Works Director	1,570	1,855	1,855	1,612	(243)	-13.1%
FD-Training	4,000	4,000	2,077	4,000	-	0.0%
FD-Public Relations	350	350	-	350	-	0.0%
FD-Travel	500	500	-	500	-	0.0%
FD-Ins-Prop & Liability	15,555	21,046	17,304	16,500	(4,546)	-21.6%
FD-New Equipment	81,250	82,500	88,256	87,850	5,350	6.5%
FD-Debt Principal	160,000	300,165	294,059	308,510	8,345	2.8%
FD-Debt Interest	50,160	61,970	60,427	57,900	(4,070)	-6.6%
FD-To Capital Fund	206,010	-	-	-	-	NA
Subtotal: Fire Department	808,700	782,116	781,770	814,317	32,201	4.1%
Landfill						
Mad River Resource Management Alliance	37,317	37,317	37,317	37,317	-	0.0%
Green-Up Day	898	800	823	800	-	0.0%
Subtotal: Landfill	38,215	38,117	38,140	38,117	-	0.0%
Health & Social Services						
HS- Community Service Officer	-	15,000	525	8,000	(7,000)	-46.7%
HS- Health Officer			1,092	1,200	1,200	NA
HS-Social Security	-	1,148	124	612	(536)	-46.7%
HS-Unemployment			-	50	50	NA
HS-Animal Control-Ins-WC	-	150	-	150	-	0.0%
HS-Advertising			150		-	NA

Proposed 2024 Budget						
	2022 Actual	Budget 2023	2023 Actual	2024 Proposed	Change from 2023	% Change from 2023
HS-Gas & Mileage	-	1,500	9	1,500	-	0.0%
HS-Pound Service	425	500	-	500	-	0.0%
HS-Travel & Training	-	1,000	32	1,000	-	0.0%
HS-Ins-Prop & Liability	-	300	-	235	(65)	-21.7%
HS-Signs & Equipment	-	1,000		1,000	-	0.0%
HS-Damage Claims/Enforcem	768	2,000		2,000	-	0.0%
HS-Public Health	13,534	13,500	13,500	13,500	-	0.0%
Subtotal: Health & Social Service	14,727	36,098	15,431	29,747	(6,351)	-17.6%
Recreation Department						
Pool Revenues						
POOL- Swimming Pool Revenue	45,662	50,000	36,514	50,000	-	0.0%
POOL- Snacks	2,247	2,000	1,391	2,000	-	0.0%
POOL- Red Cross Training Fees	1,285	2,000	100	500	(1,500)	-75.0%
Subtotal: Pool Revenue	49,194	54,000	38,005	52,500	(1,500)	-2.8%
Pool Expenditures						
POOL-Regular Pay	55,905	55,000	57,680	60,000	5,000	9.1%
POOL-Ins-Social Sec	4,360	4,208	4,432	4,590	382	9.1%
POOL-Ins-Unemployment	558	695	347	232	(463)	-66.6%
POOL-Ins-Workers Comp	3,195	2,040	1,973	2,300	260	12.7%
POOL-Clothing & Safety	480	650	200	650	-	0.0%
POOL-Crosscharges	2,695	1,500	-	-	(1,500)	-100.0%
POOL-Equipment Maintenance	1,048	2,250	1,187	2,250	-	0.0%
POOL-Telephone	2,259	2,300	2,180	2,300	-	0.0%
POOL-Chemical Supplies	5,228	5,350	5,423	5,800	450	8.4%
POOL-Water & Sewer	9,079	9,500	9,656	9,500	-	0.0%
POOL-Electric	4,444	4,500	5,764	4,500	-	0.0%
POOL-Training & Red Cross	1,447	5,000	2,262	2,500	(2,500)	-50.0%
POOL-Public Works Director	590	2,370	2,370	2,370	-	0.0%
POOL-RP-Training	1,200	1,000	-		(1,000)	-100.0%
POOL-Ins-Prop & Liability	119	2,000	118	1,600	(400)	-20.0%
POOL-Unclassified			1,092	1,000	1,000	NA
POOL-New Equipment	2,831	2,500	1,031	1,500	(1,000)	-40.0%

Proposed 2024 Budget						
	2022 Actual	Budget 2023	2023 Actual	2024 Proposed	Change from 2023	% Change from 2023
Subtotal: Pool Expenditures	95,438	100,863	95,717	101,092	229	0.2%
Recreation Camps & Program Revenues						
REC Program Revenue	143,342	145,000	161,092	174,060	29,060	20.0%
MINI-CAMP Revenue	76,143	77,500	97,977	104,719	27,219	35.1%
REC-FACILITIES Rentals	9,935	11,500	13,201	12,500	1,000	8.7%
Gen Rec & Program Donations	1,067	2,000	-	2,000	-	0.0%
Subtotal: Camps & Programs Revenues	230,487	236,000	272,269	293,279	57,279	24.3%
Camp & Program Expenditures						
REC- Recreation Salaries	89,410	78,000	72,824	126,500	48,500	62.2%
DC-Summer Program Pay	157,849	140,000	174,305	160,000	20,000	14.3%
MC-Regular Pay-Mini Camps	17,191	22,500	7,918	24,000	1,500	6.7%
REC- Other Programs	501	1,000	447	-	(1,000)	-100.0%
REC- Health Insurance	6,026	1,740	8,865	36,350	34,610	1989.1%
REC- Life, Disability, LTC Ins	605	1,140	687	1,000	(140)	-12.3%
REC- Ins-Social Sec	18,256	18,475	19,823	23,753	5,278	28.6%
REC- Ins-Unemployment	1,145	2,700	1,108	1,196	(1,504)	-55.7%
REC- Retirement	5,085	3,857	4,750	8,602	4,745	123.0%
REC- Ins-Workers Comp	12,905	11,215	8,441	12,500	1,285	11.5%
REC- Clothing & Safety	2,514	2,250	1,782	2,250	-	0.0%
REC- Supplies & Cleaning	647	800	2,750	2,500	1,700	212.5%
REC- Equipment Maintenance	106	200	334	200	-	0.0%
REC- Training & Red Cross	990	1,000	152	1,000	-	0.0%
REC- Field Trips	10,101	6,500	10,156	3,000	(3,500)	-53.8%
REC- Programs	5,647	5,000	8,069	5,000	-	0.0%
REC- Mini Camps	3,809	10,125	2,815	3,000	(7,125)	-70.4%
REC- Ins-Prop & Liability	1,470	1,825	1,878	1,600	(225)	-12.3%
REC- Unclassified	-	-	443	1,000	1,000	NA
REC- New Equipment	4,835	2,500	705	2,500	-	0.0%
REC- Computer Services	4,555	5,500	7,621	4,500	(1,000)	-18.2%
REC- Tele/TV/Internet	653	1,250	1,232	1,250	-	0.0%
REC- Postage	226	200	219	200	-	0.0%
REC- Advertising	-	1,750	1,034	1,250	(500)	-28.6%

Proposed 2024 Budget						
	2022 Actual	Budget 2023	2023 Actual	2024 Proposed	Change from 2023	% Change from 2023
REC- Office Supplies	638	1,000	166	750	(250)	-25.0%
REC- Water & Sewer	1,271	1,325	1,330	1,325	-	0.0%
REC- Building Maintenance	643	1,500	766	1,500	-	0.0%
REC- Electricity	1,179	1,200	790	1,200	-	0.0%
REC- Fuel-Heat	1,851	1,900	814	1,900	-	0.0%
REC- Fuel Equip & Service	714	500	1,401	500	-	0.0%
REC- Gasoline & Mileage	3,420	1,800	2,516	2,250	450	25.0%
REC- Association Dues	-	190	609	500	310	163.2%
REC- Public Works Director	-	2,300	2,300	3,097	797	34.7%
REC- New Equipment	2,725	-	91	-	-	NA
REC- Debt Principal	-	600	943	960	360	60.0%
REC- Debt Interest	-	100	186	170	70	70.0%
REC- To Capital Fund	75,000	59,500	59,500	26,000	(33,500)	-56.3%
Subtotal: Camp & Program Expenditures	431,967	391,442	409,772	463,303	71,861	18.4%
Parks Maintenance Expenditures						
PARKS-Regular Pay	29,002	30,228	37,136	31,437	1,209	4.0%
PARKS-Part-time Pay	17,003	19,500	3,281	8,500	(11,000)	-56.4%
PARKS-Ins Health	11,284	12,275	16,902	11,000	(1,275)	-10.4%
PARKS-Life, Disability,	482	450	544	450	-	0.0%
PARKS-Ins-Social Securi	3,519	3,804	2,522	3,055	(749)	-19.7%
PARKS-Retirement	1,885	2,010	-	2,138	128	6.4%
PARKS-Ins-Unemployment	558	700	331	156	(544)	-77.7%
PARKS-Ins-Workers Comp	2,105	565	548	650	85	15.0%
PARKS-Water	4,431	3,070	3,643	3,070	-	0.0%
PARKS-Grounds Maint	22,067	20,000	22,090	20,000	-	0.0%
PARKS- Field Maintenance			-	5,000	5,000	NA
PARKS- Tennis Court Maintenance			-	1,000	1,000	NA
PARKS- Playground Maintenance			-	3,000	3,000	NA
PARKS- Community Garden Maintenance			-	1,000	1,000	NA
PARKS-Equip Maint	1,988	3,000	2,986	2,250	(750)	-25.0%
PARKS-Electricity	3,636	3,500	2,923	3,500	-	0.0%
PARKS-Fuel-gas	3,833	3,500	1,843	2,000	(1,500)	-42.9%
PARKS-Public Works Direct	590	2,365	2,365	2,365	-	0.0%
PARKS-Ins-Prop & Liability	1,960	1,825	1,878	1,450	(375)	-20.5%

Proposed 2024 Budget						
	2022 Actual	Budget 2023	2023 Actual	2024 Proposed	Change from 2023	% Change from 2023
PARKS-New Equipment	2,249	1,750	619	1,750	-	0.0%
PARKS-To Capital Fund	3,300	3,300	-	-	(3,300)	-100.0%
Subtotal: Parks Maintenance Expenditures	109,894	111,842	99,611	103,771	(8,071)	-7.2%
Planning & Zoning Department						
Planning & Zoning Revenues						
PZ - Planning Fees	25,854	25,000	16,393	50,000	25,000	100.0%
PZ -Bylaw Modernization Grant	-	25,000	10,000	-	(25,000)	-100.0%
Subtotal: Planning & Zoning Revenues	25,854	50,000	26,393	50,000	-	0.0%
Planning & Zoning Expenditures						
PZ-Regular Pay	74,242	74,680	31,822	76,912	2,232	3.0%
PZ-Zoning Administrator	46,067	65,250	92,036	61,808	(3,442)	-5.3%
PZ-Ins-Health	17,597	19,050	4,688	6,000	(13,050)	-68.5%
PZ-Life, Disability, LTC	1,233	1,585	930	1,600	15	1.0%
PZ-Ins-Social Sec	9,204	10,705	9,748	10,612	(93)	-0.9%
PZ-Retirement	8,671	9,235	8,853	9,433	198	2.1%
PZ-Ins-Unemployment	404	490	563	536	46	9.4%
PZ-Ins-Workers Comp	660	695	673	770	75	10.8%
PZ-Professional Service	1,807	3,950	3,601	10,000	6,050	153.2%
PZ-Special Proj-By-Law Wr		27,500	35,916		(27,500)	-100.0%
PZ-Spec Proj-Reservoir	3,200	3,200	4,030	-	(3,200)	-100.0%
PZ-Special Proj- Grenn Mnt	500	500	-	-	(500)	-100.0%
PZ -Spec. Proj-Rec Master Plan	28,660	18,000	18,975	-	(18,000)	-100.0%
PZ-Legal Service	7,073	10,000	3,879	20,000	10,000	100.0%
PZ-Telephone	1,033	1,050	970	1,050	-	0.0%
PZ-Postage	443	600	547	600	-	0.0%
PZ-Advertising	1,606	2,000	4,457	4,000	2,000	100.0%
PZ-Printing	13	50	-	100	50	100.0%
PZ-Office Supplies	795	800	748	1,000	200	25.0%
PZ-Beautification	1,660	3,000	2,201	8,000	5,000	166.7%
PZ-Training-tuition	1,474	1,000	175	1,500	500	50.0%
PZ-Publications			323	200	200	NA
PZ-Mapping	2,800	2,800	1,519	3,000	200	7.1%

Proposed 2024 Budget						
	2022 Actual	Budget 2023	2023 Actual	2024 Proposed	Change from 2023	% Change from 2023
PZ-Dues-Regional Planning	7,090	7,090	7,170	7,091	1	0.0%
PZ-Central Vt Economic Development	2,000	2,000	2,000	2,000	-	0.0%
PZ-Dues VCDA	262	325	-	325	-	0.0%
PZ-Travel	151	500	714	1,000	500	100.0%
PZ -Software Suite				19,500	19,500	NA
PZ-Unclassified		-	549	-	-	NA
PZ-Conservation Com	700	700	700	700	-	0.0%
PZ-Revitalizing Waterbury	32,600	32,600	30,550		(32,600)	-100.0%
Subtotal: Planning & Zoning Expenditures	251,945	299,354	268,338	247,737	(51,617)	-17.2%
Flood Recovery Expenses						
Expenditures						
Flood Pay	-	-	20,375	-	-	NA
Contractors	-	-	36,160	-	-	NA
Recreation Field Repairs	-	-	2,015	-	-	NA
Winooski Street Road Repairs	-	-	9,250	-	-	NA
Gregg Hill Road/Culvert	-	-	8,933	-	-	NA
Dumpsters/Debris Removal	-	-	31,351	-	-	NA
Miscellaneous Expenses	-	-	19,736	-	-	NA
Subtotal: Flood Recovery Expenses	-	-	127,820	-	-	NA
Debt						
Debt Service - Municipal Building	106,460	101,405	101,404	102,144	739	0.7%
Special Articles						
Central VT Adult Education	2,000	2,000	2,000	2,000	-	0.0%
Community Band	800	800	800	800	-	0.0%
Capstone Community Action	1,000	1,000	1,000	1,000	-	0.0%
Central Vt Council On Aging & RSVP	1,250	1,250	1,250	2,250	1,000	80.0%
Downstreet Housing & Comm	1,500	1,500	1,500	1,500	-	0.0%

Proposed 2024 Budget						
	2022 Actual	Budget 2023	2023 Actual	2024 Proposed	Change from 2023	% Change from 2023
Children's Room	4,000	4,000	4,000	4,000	-	0.0%
Ctr. For Independent Livi	600	600	600	600	-	0.0%
GMTA	7,323	2,382	-	2,383	1	0.0%
Good Beginnings	500	500	500	500	-	0.0%
Peoples Health & Wellness	1,000	1,000	1,000	1,000	-	0.0%
Retired Senior Volunteers	1,000	1,000	1,000	-	(1,000)	-100.0%
MOSIAC	200	200	200	200	-	0.0%
CIRCLE	1,375	1,375	1,375	1,375	-	0.0%
Vt Assoc For Blind	500	500	500	500	-	0.0%
Elevate Youth Services	1,500	1,500	1,500	1,500	-	0.0%
Family Ctr of Washington County	1,000	1,000	1,000	1,000	-	0.0%
LEAP	2,500	2,500	2,500	2,500	-	0.0%
Senior Citizens	20,000	6,500	6,500	6,500	-	0.0%
American Red Cross	2,000	2,000	2,000	2,000	-	0.0%
Our House of Cen. VT	250	250	250	250	-	0.0%
Community Harvest Center Vermont	500	500	500	500	-	0.0%
Everybody Wins!	500	500	500	500	-	0.0%
Washington Cty Mental Health	3,000	3,000	3,000	3,000	-	0.0%
Maker Space	2,500	2,500	2,500	2,500	-	0.0%
Friends of Waterbur Reservoir	1,000	1,000	1,000	1,000	-	0.0%
Waterbury American Legion				4,125	4,125	NA
Ice Center of Washington West	100,000				-	NA
Subtotal: Special Articles	157,898	39,457	36,975	43,483	4,026	10.2%
Highway Department						
Highway Revenues						
HW- Vt State Highway Aid	122,039	122,649	179,363	122,649	-	0.0%
HW- Vt State Highway Grants	-		9,227		-	NA
HW- State Grant Trees	3,250	-			-	NA
HW- Hwy Fed Eccise Tax	1,524	1,200	531	1,200	-	0.0%
HW- Highway Labor/Materials	-	8,000	-	2,000	(6,000)	-75.0%
HW- Pool Cross Charges	-	2,200	-	-	(2,200)	-100.0%

Proposed 2024 Budget						
	2022 Actual	Budget 2023	2023 Actual	2024 Proposed	Change from 2023	% Change from 2023
HW- Overweight Permits & Misc	1,080	1,100	1,180	1,100	-	0.0%
HW- Hwy Loan Proceeds	968	1,100	1,201	1,000	(100)	-9.1%
HW- Transfer in from ARPA	95,000	465,000	435,000		(465,000)	-100.0%
HW- Miscellaneous	325	500	6	-	(500)	-100.0%
Subtotal: Highway Revenues	224,187	601,749	626,509	127,949	(473,800)	-78.7%
Highway Expenditures						
HW - Full Time Pay	374,633	451,350	433,878	401,141	(50,209)	-11.1%
HW- Part-time Pay	-	5,000	-	-	(5,000)	-100.0%
HW - Overtime Pay	34,002	-	-	36,000	36,000	NA
HW-Ins-Health	72,964	79,150	55,024	82,170	3,020	3.8%
HW-Life,Disability,LTC In	3,877	3,830	3,845	3,925	95	2.5%
HW-Ins-Social Sec	32,343	34,911	34,208	30,687	(4,223)	-12.1%
HW-Retirement	25,404	30,015	30,606	29,726	(289)	-1.0%
HW-Ins-Unemployment	1,767	1,785	1,738	1,692	(93)	-5.2%
HW-Ins-Workers Comp	46,570	46,570	36,686	51,650	5,080	10.9%
HW-Clothing & Safetywear	6,817	8,210	7,451	9,500	1,290	15.7%
HW-Utilities-Tele/Internet	3,998	3,700	394	4,000	300	8.1%
HW-Office Supplies	116	500	451	500	-	0.0%
HW-Stormwater fees	1,976	2,875	1,839	2,875	-	0.0%
HW-Small Tools	2,128	2,500	2,552	2,800	300	12.0%
HW-Utilities-Water	492	450	514	450	-	0.0%
HW-Grounds Maintenance	2,000	3,000	567	3,500	500	16.7%
HW-Building Maintenance	6,170	6,350	6,007	6,350	-	0.0%
HW-Rent	4,960	825	-	-	(825)	-100.0%
HW-Utilities-Electricity	3,014	4,500	2,197	4,500	-	0.0%
HW-Street Lights	29,790	32,805	31,659	32,805	-	0.0%
HW-Fuel-Propane	10,705	11,150	7,473	11,150	-	0.0%
HW-Fuel Equip & Service	1,525	750	3,042	750	-	0.0%
HW-Equipment Maintenance	49,888	37,500	37,405	50,000	12,500	33.3%
HW-Vehicle Maintenance	30,624	35,000	46,236	45,000	10,000	28.6%
HW-Fuel-gas	8,958	8,000	9,694	10,000	2,000	25.0%
HW-Fuel-Diesel	83,070	80,000	57,115	72,500	(7,500)	-9.4%
HW-Tuition	227	-	90	-	-	NA
HW-Public Works Director	42,205	34,310	34,310	41,867	7,557	22.0%
HW-Training	-	1,000	-	1,000	-	0.0%

Proposed 2024 Budget						
	2022 Actual	Budget 2023	2023 Actual	2024 Proposed	Change from 2023	% Change from 2023
HW-Tree Maintenance	3,000	7,000	1,440	7,000	-	0.0%
HW-Engineering	10,172	5,000	2,437	2,500	(2,500)	-50.0%
HW-Contractors	19,547	20,000	14,380	20,000	-	0.0%
HW-Summer Maint	24,096	26,000	26,586	31,000	5,000	19.2%
HW-Bridge, Culvert, Guardrails	6,630	8,500	18,938	8,500	-	0.0%
HW-Emergency Road Repairs	30,003	-	-	-	-	NA
HW-Chloride	9,113	11,500	10,120	11,500	-	0.0%
HW-Salt	39,679	45,000	50,292	55,000	10,000	22.2%
HW-Sand	38,922	48,000	50,566	50,000	2,000	4.2%
HW-Gravel	47,033	40,000	34,790	40,000	-	0.0%
HW-Stone	6,260	9,500	7,592	10,000	500	5.3%
HW-Gravel Resurfacing	21,708	20,000	32,301	20,000	-	0.0%
HW-Traffic Control Material	21,999	34,900	21,240	34,900	-	0.0%
HW-Unclassified	133	100	823	100	-	0.0%
HW-Ins-Prop & Liability	23,319	23,319	20,943	18,300	(5,019)	-21.5%
HW-New Equipment	2,200	2,500	2,192	2,500	-	0.0%
HW-Existing Debt-Principal	-	160,025	125,924	129,043	(30,982)	-19.4%
HW-Existing Debt Interest	-	4,732	11,629	16,834	12,102	255.7%
HW-To Capital Fund	794,000	1,055,000	1,055,000	565,000	(490,000)	-46.4%
Subtotal: Highway Expenditures	1,978,038	2,447,112	2,332,173	1,958,716	(488,396)	-20.0%
Subtotal: Expenditures Less Capital Transfer	1,184,038	1,392,112	1,277,173	1,393,716	1,604	0.1%
Library						
Library Revenues						
Town of Duxbury	-			3,500	3,500	NA
Library Grants	4,785	1,000	936	800	(200)	-20.0%
Rent-Bldg & Grounds	25	25	100	25	-	0.0%
Fees & Misc	1,081	1,000	780	1,000	-	0.0%
Donations	11,565	7,500	8,544	10,000	2,500	33.3%
Non-Resident Fees	5,250	4,763	5,175	1,500	(3,263)	-68.5%
From Trust Fund	30,000	30,000	21,033	45,000	15,000	50.0%
Subtotal: Library Revenues	52,706	44,288	36,569	61,825	17,538	39.6%
Library Expenditures						
LB-Regular Pay	227,710	250,431	249,299	278,500	28,069	11.2%
LB-Part Time Pay	6,165	5,000	4,781	5,000	-	0.0%

Proposed 2024 Budget						
	2022 Actual	Budget 2023	2023 Actual	2024 Proposed	Change from 2023	% Change from 2023
LB-Ins-Health	9,726	10,920	26,887	49,188	38,268	350.4%
LB-Life,Disability,LTC In	3,033	3,120	3,021	3,120	-	0.0%
LB-Ins-Social Sec	17,903	19,541	19,780	21,688	2,147	11.0%
LB-Retirement	13,314	13,770	15,640	12,800	(970)	-7.0%
LB-Ins-Unemployment	1,342	1,425	1,264	1,100	(325)	-22.8%
LB-Ins-Workers Comp	2,800	2,800	2,460	3,150	350	12.5%
LB-Computer Service	3,740	5,500	4,074	5,500	-	0.0%
LB-Software Licensing	2,760	3,000	2,723	3,350	350	11.7%
LB-Equip Lease & Maint	2,043	1,900	2,113	1,900	-	0.0%
LB-Telephone-Internet	3,464	3,500	3,478	3,500	-	0.0%
LB-Postage	1,445	2,000	2,360	2,200	200	10.0%
LB-Office Supplies	3,619	3,000	1,807	3,000	-	0.0%
To-MBOF	72,190	63,034	63,034	64,272	1,238	2.0%
LB-Tuition	215	500	564	750	250	50.0%
LB-Dues	360	300	49	300	-	0.0%
LB-Programs	3,547	3,500	3,020	3,500	-	0.0%
LB-Mileage Reimb	380	500	644	500	-	0.0%
LB-Program Supplies	2,271	1,900	2,708	3,000	1,100	57.9%
LB-Books	27,464	30,000	28,622	31,500	1,500	5.0%
LB-Ins-Prop & Liability	1,140	1,200	1,543	950	(250)	-20.8%
LB-Unclassified	-		2,255	-	-	NA
LB-Purchased by Donation	13,023	7,500	5,276	10,000	2,500	33.3%
LB-Purchased thru Grant-'21	4,737	-	461	800	800	NA
LB-New Equipment	4,702	4,900	2,238	4,500	(400)	-8.2%
LB - Debt Principal & Interest	121,950	121,950	116,201	121,950	-	0.0%
Subtotal: Library Expenditures	551,044	561,191	566,301	636,018	74,827	13.3%
Cemetery						
Revenues						
CEM - Cemetery Lot Sales	3,100	5,500	7,275	5,500	-	0.0%
CEM - Vault Fees	600	600	1,800	600	-	0.0%
CEM - Grave Openings	11,603	8,000	15,250	11,000	3,000	37.5%
CEM - Interest		250	949	250	-	0.0%
CEM - From Cemetery Trust		25,000	64,528	40,000	15,000	60.0%
CEM - Gas Tax Refund	70	-	-	-	-	NA
CEM - Misc	1,300		-	500	500	NA

Proposed 2024 Budget						
	2022 Actual	Budget 2023	2023 Actual	2024 Proposed	Change from 2023	% Change from 2023
Subtotal: Cemetery Revenues	16,673	39,350	89,802	57,850	18,500	47.0%
Expenditures						
CEM-Regular Pay	4,300	5,000	3,594	5,000	-	0.0%
CEM-Part-time Pay	525	15,000	1,200	5,000	(10,000)	-66.7%
CEM-Social Security	316	1,530	344	765	(765)	-50.0%
CEM-Insurance-Unemployment	78	95	81	40	(55)	-57.9%
CEM-Insurance-Worker Comp	315	315	508	350	35	11.1%
CEM-Small Tools	-	-	114	-	-	NA
CEM-Utilities - Water	420	420	548	420	-	0.0%
CEM-Grounds Maintenance	18,100	25,000	24,250	21,000	(4,000)	-16.0%
CEM-Fuel-Gasoline	600	600	1,000	600	-	0.0%
CEM-Public Works Director	510	960	960	1,545	585	60.9%
CEM-Tree Maintenance	4,565	8,500	1,240	3,500	(5,000)	-58.8%
CEM-Contractors	29,848	40,000	96,600	50,000	10,000	25.0%
CEM-Ins. Prop & Liability	1,010	1,010	1,935	800	(210)	-20.8%
CEM-New Equipment	500	4,000	3,078	1,000	(3,000)	-75.0%
Subtotal: Cemetery Expenditures	61,086	102,430	135,452	90,020	(12,410)	-12.1%
Municipal Building Operating Fund						
Revenues						
MBOF- Transfers from General Government	174,460	165,392	163,489	59,331	(106,061)	-64.1%
MBOF- Transfers from Library	194,140	184,984	179,235	64,272	(120,712)	-65.3%
MBOF-Room Rent	1,720	2,250	2,505	2,500	250	11.1%
MBOF-Interest	(11)		(221)	-	-	NA
Subtotal: Municipal Building Revenues	370,309	352,626	345,008	126,103	(226,523)	-64.2%
Expenditures						
MBOF-Water/Sewer	1,285	1,671	1,486	2,005	334	20.0%
MBOF-Electricity	25,410	32,500	22,030	29,000	(3,500)	-10.8%
MBOF-Propane-Heat	6,273	6,500	7,040	6,500	-	0.0%
MBOF-Public Works Directo	17,785	12,745	12,745	15,988	3,243	25.4%

Proposed 2024 Budget						
	2022 Actual	Budget 2023	2023 Actual	2024 Proposed	Change from 2023	% Change from 2023
MBOF-Grounds Maintenance	17,785	5,000	4,152	5,000	-	0.0%
MBOF-Building Maintenance	57,041	55,110	67,176	55,110	-	0.0%
MBOF-Ins-Prop & Liability	10,510	12,500	11,211	10,000	(2,500)	-20.0%
MBOF-Trans to Reserve	20,000	4,973	-	-	(4,973)	-100.0%
MBOF -Debt-Principal		147,500	147,500		(147,500)	-100.0%
MBOF -Debt-Interest		70,106	70,105		(70,106)	-100.0%
Subtotal: Municipal Building Expenditures	156,089	348,605	343,445	123,603	(225,002)	-64.5%
Highway Capital Fund: Roads, Bridges, Infrastructure & Vehicles						
Revenues						
State Grants	175,000	-	102,310		-	NA
Transfer from Hwy Fund	794,000	1,055,000	1,055,000	565,000	(490,000)	-46.4%
Interest	(1,778)	-	(10,623)		-	NA
Sale of Assets	22,600	12,500	17,200		(12,500)	-100.0%
Downtown Grant-State	170,000				-	NA
Loan Proceeds	-	155,000			(155,000)	-100.0%
Hwy Veh CIP From Parks	3,300	3,300			(3,300)	-100.0%
Transfer from Cemetery	500	3,000	3,000		(3,000)	-100.0%
Subtotal: Highway Capital Revenues	1,163,622	1,228,800	1,166,887	565,000	(663,800)	-54.0%
Expenditures						
Class III Paving	83,773	135,000	218,391	180,000	45,000	33.3%
Class II Paving	292,098	270,000	141,405	270,000	-	0.0%
Downtown Projects	65,777		1,250		-	NA
Main Street Projects	13,921		15,673		-	NA
Sidewalk Repair/Replace	16,276	30,000	44,584	-	(30,000)	-100.0%
Bridge Improvements	22,127		32,850	75,000	75,000	NA
Culvert Improvements	37,429		48,981	20,000	20,000	NA
Upgrade to Structures					-	NA
Building Improvements	33,977	45,000	7,535	20,000	(25,000)	-55.6%
Reservoir Rd	159,592				-	NA
ARPA Bridges		435,000	179,625	-	(435,000)	-100.0%
Gravel Road Rebuild		60,000			(60,000)	-100.0%
Quarry Study		20,000			(20,000)	-100.0%
Loader	115,900				-	NA
Trucks	4,157		111,209		-	NA
One Ton		140,000	70,602		(140,000)	-100.0%
Pick-up	77,673				-	NA
Excavator		95,000			(95,000)	-100.0%

Proposed 2024 Budget						
	2022 Actual	Budget 2023	2023 Actual	2024 Proposed	Change from 2023	% Change from 2023
Hydro Seeder/Trailer	10,500				-	NA
Chloride Trailer		8,500	14,025		(8,500)	-100.0%
Cemetery Vehicle		15,000	14,400		(15,000)	-100.0%
Subtotal: Highway Capital Expenditures	933,200	1,253,500	900,530	565,000	(688,500)	-54.9%
Fire Department Capital Fund: Stations, Vehicles & Equipment						
Transfers from GF-Fire	206,010	-		-	-	NA
Transfer from Reserve Fnd	20,000	-		-	-	NA
Loan Proceeds	-	-		-	-	NA
Bond Proceeds	-	-		-	-	NA
Interest	2,639	-	706	-	-	NA
Subtotal: Fire Department Capital Revenues	228,649	-	706	-	-	NA
Expenditures						
SCBA Cascade System	-	85,000	79,863	-	(85,000)	-100.0%
Unclassified	-	-	705	-	-	NA
Main St Station Improvement	-	-		10,000	10,000	NA
Subtotal: Fire Department Capital Expenditures	-	85,000	80,568	10,000	(75,000)	-88.2%
Parks & Recreation Capital Fund						
Revenues						
Transfers from General Fund	75,000	59,500	59,500	26,000	(33,500)	-56.3%
Interest	83	-	375	-	-	NA
Garden Fees			60		-	NA
Grants	1,355	-		-	-	NA
Subtotal: Parks & Recreation Capital Revenues	76,438	59,500	59,935	26,000	(33,500)	-56.3%
Expenditures						
Recreation Buildings	670	10,000	6,154	2,000	(8,000)	-80.0%
Field Improvements	4,197	20,000	413	3,000	(17,000)	-85.0%

Proposed 2024 Budget						
	2022 Actual	Budget 2023	2023 Actual	2024 Proposed	Change from 2023	% Change from 2023
Pool Improvements	88	3,500	53		(3,500)	-100.0%
Tennis Court Improvement	1,602	3,000	570		(3,000)	-100.0%
Playground Equipment	-	-	1,100	1,000	1,000	NA
Skatepark			1,112		-	NA
Community Gardens	1,063	1,000	786		(1,000)	-100.0%
Rec Van	205				-	NA
Pool Study	-	12,000	2,956	-	(12,000)	-100.0%
Hope Davey Accessibility Improvements				20,000	20,000	NA
Subtotal: Parks & Recreation Capital Expenditures	7,825	49,500	13,144	26,000	(23,500)	-47.5%

Other Operating & Reserve Funds

	Amounts	Notes
Library Trust Fund		
Beginning Balance 2023	\$558,675	
Net Gains (Losses)	\$86,565	Funds are invested and will grow over time. Planned transfer of \$45,000 to support the general fund in 2024.
Ending Balance	\$645,240	
Restore/Digitize Records		
Beginning Balance 2023	\$52,021	
Net Gains (Losses)	-\$3,357	A portion of clerk recording fees are sent to this fund rather than the operating budget.
Ending Balance	\$48,664	
Reappraisal Fund		
Beginning Balance 2023	\$177,963	Reappraisal expected to begin in 2024 and will take an estimated 3-years and roughly \$300,000. General fund includes a \$15,000 transfer into the fund in 2024.
Net Gains (Losses)	\$32,330	
Ending Balance	\$210,293	
Tax Stabilization Fund		
Beginning Balance 2023	\$1,011,665	Policy is to use up to 5% of the fund annually to reduce the tax rate.
Net Gains (Losses)	\$4,755	General fund includes a \$50,000 transfer into the fund in 2024.
Ending Balance	\$1,016,420	
CC Fisher Fund		
Beginning Balance 2023	\$26,256	
Net Gains (Losses)	\$5,148	Funds are used to the benefit of the fire department.
Ending Balance	\$31,404	
Veterans Monument		
Beginning Balance 2023	\$99,262	
Net Gains (Losses)	\$14,296	Dedicated to specific monuments. Generally used for cleaning and restoration.
Ending Balance	\$113,558	
Cemetery Trust Fund		
Beginning Balance 2023	\$645,918	
Net Gains (Losses)	-\$72,701	Funds were utilized in 2023 for cleaning and capital projects. General fund includes a \$40,000 transfer into the fund in 2024.
Ending Balance	\$573,216	
Conservation Fund		
Beginning Balance 2023	\$2,798	
Net Gains (Losses)	\$404	In recent years the Town has appropriated \$700 annually for conservation purposes. Unspent funds are retained by the conservation fund.
Ending Balance	\$3,202	
ARPA Fund		
Beginning Balance 2023	\$1,296,537	
Net Gains (Losses)	-\$1,296,537	ARPA funds were utilized in 2023. Remaining \$478,000 has been effectively moved to the general fund balance.
Ending Balance	\$0	

TOWN OF WATERBURY 2023 GRAND LIST
FORM 411 - (TOWN CODE: 696)

Real Estate	Count	Municipal LV	Education LV	Education LV	Total Education LV
		(taxable)	(taxable) Homestead	(taxable) NonResidential	(taxable)
Residential I	1,345	389,208,300	304,622,900	84,585,400	389,208,300
Residential II	319	177,485,100	114,007,300	63,477,800	177,485,100
Mobile Homes-U	99	2,146,400	1,331,900	814,500	2,146,400
Mobile Homes-L	50	7,009,900	4,840,500	2,169,400	7,009,900
Vacation I	6	297,200	0	297,200	297,200
Vacation II	12	2,077,200	216,400	1,860,800	2,077,200
Commercial	146	99,913,800	610,600	99,303,200	99,913,800
Commercial Apts	46	25,909,700	204,800	25,704,900	25,909,700
Industrial	6	24,848,900	0	24,848,900	24,848,900
Utilities-E	8	27,136,100	0	27,136,100	27,136,100
Utilities-O	0	0	0	0	0
Farm	4	2,812,900	2,521,400	291,500	2,812,900
Other	105	19,328,300	12,327,800	7,000,500	19,328,300
Woodland	4	105,800	0	105,800	105,800
Miscellaneous	143	<u>30,518,800</u>	<u>2,455,700</u>	<u>28,063,100</u>	<u>30,518,800</u>
TOTALS	2293	808,798,400	443,139,300	365,659,100	808,798,400
Cable		1,585,686	0	1,585,686	1,585,686
Machinery & Equipment		0	0	0	0
Inventory		0	0	0	0
TOTAL TAXABLE PROPERTY		<u>810,384,086</u>	<u>443,139,300</u>	<u>367,244,786</u>	<u>810,384,086</u>
TOTAL GRAND LIST		\$7,849,572.00	\$4,342,722.00	\$3,518,270.36	\$7,861,042.36

2023 Waterbury Board of Listers

Sales of lots and existing homes are up as well as the prices paid for those homes. More importantly the inventory of homes and lots for sale are at an unusually low level. Typically we'll see around 30 unique properties on the market, currently there are four and for most of the last year there have been less than 10.

The State of Vermont's equalization study of Waterbury's 2023 Grand List determined that the Common Level of Appraisal (CLA) for Waterbury is now 66.07% down from 75.69% last year. In simple terms, if your property is currently assessed at \$200,000 the State estimates that it would sell for \$302,700. The 2023 Equalization study is a three-year rolling study and sales from January 2021 to December 31, 2023.

The CLA is very important because it is used to determine education property tax rates. The 2023 study has been reviewed by the Assessor and is accurate under the current methodology used by the State. This year's decrease in the CLA from 75.69% in 2023 to 66.07% in 2024 shows an ongoing increase in the average property values in Waterbury which had been steady at about 2 percentage points per year since 2017. There was a significant jump in 2021 of 5.3 points and 10.77 points in 2022 and 9.62 points this past year. The state mandates that a town conducts a town wide reappraisal when the CLA reaches +/- 15% of fair market values. The state is in the process of determining if the town wide reappraisal would be best conducted at the state level by the Department of Taxes. That proposal is being studied and a decision is anticipated in 2024 which will determine how we proceed with plans for the town wide reappraisal. Waterbury is not alone in the state with estimates of 70% of towns being under the same reappraisal mandate.

Last year the Grand List assessments grew by just under 1.0% (\$7,849,570) and it is estimated to grow by 1.0% + for 2023 (\$7,928,000). Waterbury's Grand List continues to be the 2nd highest in Washington County behind Montpelier and is ranked 24th in the state.

The number of real estate transactions January 1 to December 31 were down about 8.6% from the previous year, 187 total transactions versus 217 from the year prior. This includes all transaction types including transfer into trusts, transfer with Life Estates, easements as well as traditional transactions. This level of activity was reflected throughout the region as COVID 19 impacts encouraged movement from more populated areas to the Northeast. This number likely would have been greater but the available supply was very limited relative to historic levels.

Subdivision and new construction in town continues to add to the changing character of the community. There are now 2,409 total parcels in the town with 2,294 identified as taxable representing 7,849,572 in Grand List value. The untaxable parcels are town, state and qualified tax exempt parcels. This is a slight change from the prior year where there were 2,397 total parcels with 2,282 taxable properties representing 7,845,116 in Grand List value. Similar changes will continue to show in the coming year.

Current Use Activity is somewhat static from years past with 79 total parcels enrolled in the program representing 7,125 acres. Major changes to these numbers are not expected in the near term as the cost of removing land from the program has become more expensive than it has been

in years past. In addition there are very few parcels left in town that could potentially be enrolled that are not already part of the program.

The Board of Listers and Town Assessor Dan Sweet constantly strive to maintain equity in the Grand List and to further that cause we continually monitor town's real estate market prior to setting the annual Grand List values. Our property records are available for review by the public during regular office hours and limited information is available on our online tax map viewer on the town website.

We have an open door policy and are happy to assist with any questions you may have about your property assessment.

Waterbury Board of Listers
Alec Tuscany, Chairman
Bob Butler, Secretary
Mary Woodruff

Waterbury Cemetery Commission 2023 Annual Report

The Town of Waterbury Cemetery Commissioners continued in 2023 to focus on the maintenance, restoration, and beautification of the town's cemeteries. With the help of volunteers, grants, and private donations we have been able to accomplish several projects.

Hope Cemetery:

Ongoing regular maintenance was performed. We employed a new contractor for the weekly mowing; we are looking at the best way to balance the needs of the cemetery with the economic pressures that we face. We continued to address invasive species, tree maintenance and removal, and brush removal in the cemetery.

Maple Street Cemetery:

Ongoing regular maintenance was performed. With the help of a private donation, we installed a stone wall feature and sign for the entrance to the cemetery. We cleaned 780 monuments and plan to complete the cleaning project in 2024.

Old Center Cemetery (Route 100):

Ongoing regular maintenance was performed. We are evaluating our option to mark the grave sites of the lots that saw major damage from the 2019 automobile accident.

Loomis Hill Cemetery:

The removal of brush and general clean up took place, discussion about tree removal and accessibility for the public is an ongoing topic.

Johnson Cemetery, Demeritt Cemetery, and the cemeteries on state land in the town of Waterbury, continue to be discussed regarding accessibility and condition. We worked with the Vermont Department of Forests, Parks and Recreation to mark the outside boundaries of the Vermont State Hospital Cemetery.

There were 32 interments, 12 in Hope Cemetery and 20 in Maple Street Cemetery.

We wish to thank the Town personnel who help with maintenance of the cemeteries and the ARRTI Garden club who maintained the plantings at the Old Center Cemetery, and the residents of the town of Waterbury for their support in protecting and preserving our cemeteries.

The Cemetery Commission meets the first Wednesday of the month at 4PM, in the Steele Room at the Waterbury municipal office.

Jill Chase

Jan Gendreau

Amy Kinsell

Barbara Walton

John Woodruff



January 9, 2024

The 2023 year for the Conservation Commission was marked by a number of accomplishments and some transitions.

2023 Accomplishments

Parks Steering Committee Accepts WCC Comments to Protect Floodplains and Wetlands

In November of last year, the Commission submitted written comments to the Waterbury Parks Steering Committee. The Steering Committee was formed to help analyze uses, investments and protection of natural resources on Town-owned land near the ice rink and Hope Davey Park. The Commission comments provided important natural resources information to the Steering Committee and its consultant, including the importance of protecting the Thatcher Brook floodplain in Hope Davey Park, significant wetlands and their condition, and Wood Turtle habitat. Because of conflicts between hikers and walkers in Hope Davey and Disc Golfers, the report highlighted the recreational importance to Waterbury of all of these activities. We are happy to report the Steering Committee accepted some of our key recommendations and we are beginning to implement them. Most importantly, we recommended prohibiting disc golf in the Thatcher Brook floodplain and modifying the disc golf course to move baskets and tees from wetlands to protect them. Currently, the Commission is working with the Recreation Department and Friends of the Winooski to obtain funds and assistance in re-vegetating and protecting the floodplain. We hope that work on this protection will begin in the Spring of 2024. Our report is available upon request. We are informed that disc golf will be removed from the Thatcher Brook Floodplain beginning in March 2024. We plan on adding a trail from the Park to Thatcher Brook but out of the floodplain. The Commission will also continue to outreach with habitat and other experts (particularly with respect to the Wood Turtle) and advise the Town regarding implementation of and compliance with the park management plan.

WCC Submits Comments to Development Review Board in Proposed Shutesville Hill Wildlife Corridor Development

In December 2022, a developer proposed a fifty unit development in the Shutesville Hill Wildlife Corridor. The Town Manager and Applicant reached out to the WCC to discuss the impact of the development on the Shutesville Hill Wildlife Corridor. The Applicant was preserving about half the acreage on the project and developing the other half. In March 2023, the WCC submitted comments to the Development Review Board explaining four points:

1. The importance and uniqueness of the Shutesville Hill Wildlife Corridor (“[O]ne of the five most important wildlife crossings in the state and a critical part of an international network of connected forest habitats in the northeast”);
2. The significance of the particular parcel as a critical wildlife crossing along Route 100 (just north of the Fish & Game Club);
3. The applicable legal standards; and
4. The Waterbury policies restricting development in parts of the Shutesville Hill Wildlife Corridor.

The WCC did not take a position on the development as the Applicant had not finalized the plans for the building structure, size or location on the property. A copy of the presentation is attached to the Commission minutes and can be found at:

https://www.waterburyvt.com/fileadmin/files/Elected_Boards/Conservation_Commiss/2023_Minutes/Minutes_20230314.pdf?b52c4b50c193803f441284d3c1a5705bc6f8c084. (You can copy the link and paste it into your browser to access the presentation).

Community Values Mapping

On April 13 and April 20, the WCC held its Community Values Mapping Program. The Program asked Waterbury residents what they love about Waterbury (working lands, recreation areas, scenic views, commercial, historic places, community places, and wildlife and natural areas) and to identify on a Waterbury map the locations where they enjoy those values. While not designed as a formal scientific study, the results will map the community values and can make informed decisions about Waterbury’s future growth.

Sixty people attended the live program at St. Leo’s on April 13 and 11 people joined online on April 20. Residents were placed in teams and each team had a map where they discussed and identified locations for each value. The program was coordinated by members of the Fish & Wildlife Department. A report showing the results can be found at:

https://www.waterburyvt.com/fileadmin/files/Comm_Dev_and_Conserv_files/Waterbury_CVM_2023_Final_Report_with_response_intensity.pdf.

People can draw their own conclusions and we caution about drawing too much from a group of 71 self-selected residents. But it is worth considering the group’s views. It appears that Waterbury loves most of the town north of Route 89 for its working lands, scenic views, recreation and natural areas, with a slightly more selective (narrow areas) for historic places. But looking at the intensity, the areas where most of the groups valued many values (working lands, scenic views, recreation and natural areas) are located in a broad area surrounding the reservoir and encompassing the contiguous area northerly and westerly beyond Route 100 with selective areas along the Worcester Range. A great deal of Waterbury Center is included in this area. Several groups labeled the Shutesville Hill Wildlife Corridor as a value but those were in written text and not capable of being recreated on the map. As one expected, commercial values were identified along Route 100 but the intensity is clearly higher Waterbury Center and Waterbury Village. These are subjective judgments based on relatively abstract maps. Feel free to review and consider the results and let us know what you think.

Water Quality Testing

The Commission also continued its effort to support the Friends of the Winooski in testing the Thatcher Brook and Graves Brook for Chloride, Nitrogen, and Phosphorous. We hope to provide results when the State of Vermont analyzes the data.

SHWC Partnership Participation

The WCC also continues to participate and support the Shutesville Hill Wildlife Partnership.

Transitions

The Commission went through a great many changes this year. There were three types of transitions this year. We added four new commissioners: Marcy Blauvelt, Malachi Brennan, Marty Johansen, and Amy Marshall-Carney. These new commissioners present a mix of long-time and younger Waterbury residents. This year also saw the departure of commissioners that represent decades of work on the Conservation Commission: Joan Beard, Steve Hagenbuch, Tracy Sweeney, and Allan Thompson. Also, Anna Black, Stacey Lambert and Zinn Wolf served briefly this year. We thank all of the departing and new commissioners for their commitment to Waterbury and the Commission.

Also, under a new Select Board policy designed to foster communication between Waterbury municipal boards and the Select Board, Mike Bard has been asked to serve as Select Board liaison to the Commission. Mike has a long history serving on the Commission and we welcome his involvement. We are confident that having active involvement with the Select Board, the Commission will become more productive.

The Commission maintains its comments and work product on the Town Website attached to its minutes.

The Commission has two open seats and we invite interested residents to consider joining us.

Waterbury Conservation Commission

WATERBURY FIRE DEPARTMENT

The Waterbury Fire Department responded to a total of 234 incidents in 2023. This is an increase of 41 incidents from 2022. For reference, in 2022 we had 193 incidents; 2021 we had 182 incidents; in 2020 we had 177 incidents; and in 2019 we had 186 incidents.

Below is a breakdown of some of the information as it relates to the incidents that we responded to. The average response time from being notified on our pagers to having the first truck on scene in 2023, was 9 minutes,48 seconds. This includes mutual aid calls to other towns which adds time and affects the average for our response within the Town of Waterbury and the contract areas in Duxbury and Moretown.

At town meeting there will be a request for the voters to approve a little over \$370,000 for a new tank truck, this will replace one of two that were purchased in 1999. Then, the Village and Town had their own respective fire departments, and each purchased identical trucks. Both of these trucks were scheduled to be replaced in 2018. However, timing was not good financially, and then Town Manager William Shepeluk and I agreed to move both back, and to separate them. We have an agreement with a vendor that we have purchased the last four trucks from, to purchase this “demo” truck if approved by the voters. By purchasing this demo truck, we are saving the taxpayers thousands of dollars. We will then come back at a later time, to hopefully get another good deal to replace the second tank truck. We had a similar issue with the most recent engines that were purchased. What they replaced were two that were purchased together when the departments were separate.

Carbon monoxide (CO) and smoke detector activations continue to be a significant number of our calls, but appear to have dropped slightly this past year. We still respond to these calls and find old detectors or detectors that need to have the batteries replaced. Please call 911 when you have a detector activation. It is not wise to call the fire station and leave a message as it could be a day or more before your call is returned. We will all sleep better if you call earlier. Anytime you have an emergency at your house, please leave and go to a safe place. Leave all windows and doors closed. If it is a fire, do not take the time to do anything except to leave. Just because you do not see an issue, please leave.

Check the backs of your detectors. They likely have the manufacture date as well as an expiration date. The general rule is that a smoke detector should be replaced at least every 10 years, and CO detectors every 5-7 years.

Please help us, and other responders, help you. You can do this by clearly numbering your houses. We respond to incidents where the house is not numbered or poorly numbered. By not appropriately numbering your house, you are causing a delay for emergency responders. Post the number to your residence so that it is clear from both sides of the street. Fancy numbers and numbers that blend in with the color of the house are difficult to see at night. Reflective numbers are the best option. If you have it numbered, please go out to the street or road where

the fire department or other emergency responders would be and see if your number stands out. If it does not to you, it certainly will not to us.

Although the fire department has a solid group of responding members, we can always use more. If you have an interest, please call, and leave a message at (802) 244-8856 or e-mail at waterburyfd@waterburyvt.com.

The total number of firefighter hours of training in 2023 was 3037. This number includes all training (department, regional, and out of state) and monthly maintenance on vehicles and equipment.

On behalf of the membership, I want to thank the community for its support of the fire department. Without your support, we cannot help you. No organization is successful without the efforts of its members. We have a group of very dedicated firefighters that make our department the best there is. The fire department has a group of people that assist us when we have training and serious incidents. That group is the Waterbury Fire Department Auxiliary who are as dedicated as the members of the department. If you have an interest in helping the fire department, but being a firefighter is not something that you can do, please consider joining the FD Auxiliary. You can leave a message with the fire department (802-244-8856) or send an e-mail to waterburyfd@waterburyvt.com.

We continue to work well with the Waterbury Ambulance Service (WASI). If anyone is interested in joining WASI, in any way, you can call and leave a message at the Waterbury Ambulance (244-5003) or visit the agency's web site, waterburyambulance.org.

Family members and significant others of the firefighters also deserve a lot of credit. They know the amount of time and dedication it takes to be a member of the department, and the members need this support.

This past December longtime member Spencer H. Morse passed away. Spencer joined the department in 1960. He later became a Captain on the department and was charged with creating a heavy rescue crew. Spencer did just that. He went to training in VT and NH, and trained a crew of firefighters that were known as the rescue crew. He was a forward-thinking technician, that took his role seriously. He was also the known for his skills during water rescue. Spencer resigned from the department in 1978. The skills that many past and current members know, were started with him. Now, the old van that he started the rescue unit with could fit into a portion of the current rescue due to the development of heavy rescue tools that were not thought of back then. Thank you, Spencer, for your forward-thinking and leadership. To the entire Morse family, thank you, and be proud of Spencer and the countless people that he helped.

This year the members voted to make Alec Tuscany our latest "Honorary Firefighter." At our annual banquet, Alec Tuscany was presented with a badge in a display case indicating such. Alec was appointed to the Fire Station study committee as its chair by the Select Board back in 2005. He worked diligently spearheading the group through station designs, and locations of

the stations. He was also instrumental in the oversight of the buildings during the construction process. He has a vested interest in the maintenance of the stations and even though he is now “retired” from the Town, he still takes an interest and has asked about doing something at the stations to help maintain them.

Waterbury Emergency Management

Although Covid is not gone, it has become something that we have been able to manage in our day to day lives.

The most serious issues we experienced in Waterbury, was flooding. We experienced another serious flood in the beginning of July. Although this was not as devastating as tropical storm Irene, it was devastating to those impacted. The community once again pulled together and worked diligently to help those impacted. There were volunteers that helped neighbors and volunteers from out of town that helped. Municipal employees put in outrageous hours assisting with cleanup as well. The municipal Manager took advantage of his connections and got equipment from other communities such as Vactor vacuum trucks. There were also several people that volunteered to coordinate the volunteers and equipment needs. This helped with tracking the equipment and sending volunteers where they were most needed.

Just as people were getting their houses and properties back to living condition, we experienced another flood in December. This flood, again, not as bad as the July flood, it did impact many of the same properties. Some of these properties are still unoccupied, and likely will be for some time. It is quite possible that these properties will never be lived in again. Again, residents dug in and got cleaned out. Volunteers again assisted as did some of the same volunteers that did a great job coordinating the cause.

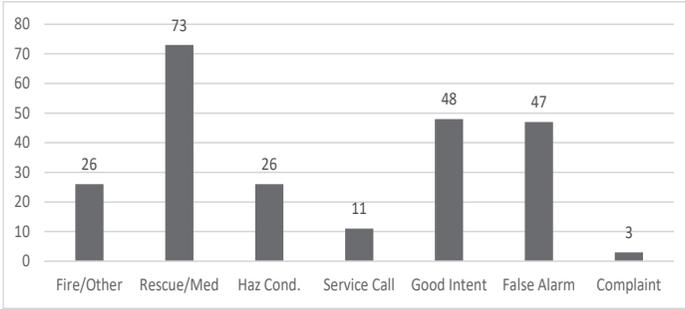
As for other Emergency Management related issues, we will continue to work with State partners to plan for community emergencies. Every family/household should have an emergency plan. To help guide you to developing a home plan, please visit the following link: <https://vem.vermont.gov/preparedness/family>

Respectfully,

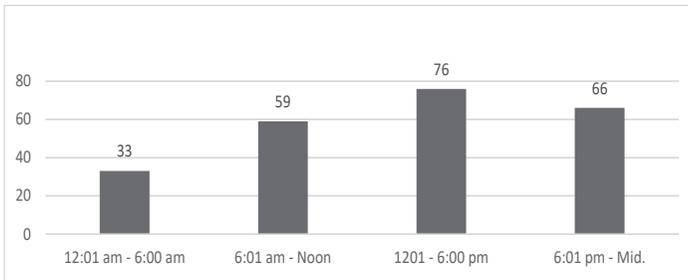
Gary Dillon

Gary Dillon, Fire Chief/ Emer. Mgt. Dir.
Waterbury Fire Department

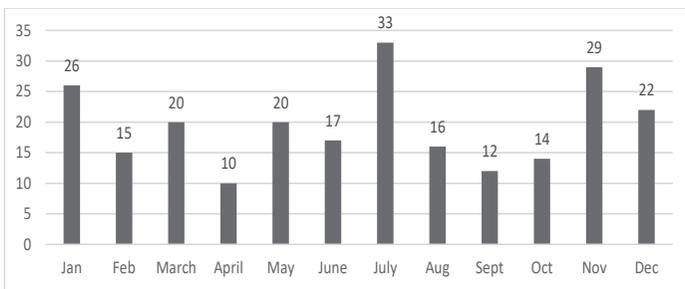
Calls by Type



Calls by Time Period



Calls By Month



Waterbury Housing Task Force

2023 Accomplishments

The Waterbury Housing Task Force was formed to advance goals in the Waterbury Municipal Plan pertaining to housing, and to engage in other areas of work related to housing as agreed upon by the group. The task force is intended to complement and enhance the work of other municipal Committees and Commissions. The housing goals in the 2018 Municipal Plan are:

1. Ensure the availability of safe, decent and affordable housing for all current and future Waterbury residents.
2. Create new housing in locations that maintain the integrity of neighborhoods while increasing density, respecting the natural environment, and minimizing the need for infrastructure improvements.

The Waterbury Area Housing Task Force includes the following representatives/members:

- 1 Select Board Member (Alyssa Johnson)
- 1 Edward Farrar Utility District Commissioner (P. Howard Flanders)
- 1 Member or Appointee from the Planning Commission (Kati Gallagher)
- 1 Staff Member or Appointee from Revitalizing Waterbury (Owen Sette-Ducati)
- Up to 6 public members
 - Chris Balzano
 - Joe Camaratta
 - Mary Ellen Lamson
 - Eliza Novick-Smith
 - Madeleine Young
 - *vacant*

The task force held its initial meeting on January 25, 2023 and started to meet monthly on May 18, 2023. Following is a summary of accomplishments in 2023, and objectives for 2024.

2023 Accomplishments

Definition of "current and future Waterbury residents"

The task force agreed to its solutions would focus on three constituents:

1. People who work in Waterbury and would like to live in town

2. Current residents who rent here and would like to buy in Waterbury
3. Current residents who own in Waterbury and would like to downsize and remain in town (and possibly have special have unmet design needs)

Housing Community Needs Assessment

The 2018 Municipal Plan and 2022 Waterbury Housing Study from Revitalizing Waterbury provide analysis of the town's housing needs and recommendations / actions for increasing housing in town. However, the data upon which the recommendations were made were collected before (or during) the pandemic. The task force looked for sources of data to provide a more recent assessment of the town's situation and needs. The task force created a spreadsheet listing the 22 individual data elements used in the municipal plan and housing study, and identified sources (e.g. HousingData.org) that contain updated information.

At its September 2023 meeting, the task force approved a motion to create affordability guidelines for new housing projects based on income for current and future Waterbury residents. This action item is still outstanding.

Housing Opportunity Identification

Main Street America issued *At Home On Main Street - A Housing Guidebook For Local Leaders* for leaders interested in improving housing in their designated downtowns and neighborhood commercial districts. The guidebook identifies best practices for identifying and capitalizing on "infill development" in existing downtowns, and highlights successful examples from existing Main Street programs across the U.S. The task force reviewed the approach recommended by Main Street America and discussed how to leverage it to increase housing density in Waterbury's designated downtown.

An initial effort to use the town's parcel map to inventory commercial properties in the designated downtown and list potential housing opportunities was started. Karen Nevin from RW informed the task force that a similar effort is being considered by Vermont Downtown Program in 2024, so the task force agreed to put this topic on hold so as not to duplicate effort.

The task force pivoted to finding a vacant lot where it could engage developers to understand the process and barriers for gaining approval for new housing. Several opportunities have been discussed, but none have been selected.

Short Term Rentals Recommendations

At its September 2023 meeting, the task force approved a motion to collect additional data on the makeup of short-term rentals in Waterbury, make comparisons to nearby communities, and make recommendations for regulations or rules that the Select Board may enact. Data showing the number of short-term rentals in September 2019 (before the pandemic) and September 2023 (most recent available) was collected, a list of regulations enacted or considered by other Vermont towns (and how their housing compares to Waterbury) was compiled, policy objectives

were prioritized and a recommendation to the Select Board was drafted. This document was approved at the January 2024 meeting, and presented to the Select Board later that month.

Position on 51 South Main Street

The October meeting of the task force occurred the day after the Development Review Board (DRB) deadlocked on the approval of the 51 South Main Street affordable housing project. The task force used the first half of the meeting to understand the process leading to the decision and discuss its implications on efforts to increase housing opportunities in the town. A motion to develop a position statement on this topic and send it to the DRB was approved. A copy of that position statement is attached to the end of this report.

Public Website for Housing Resources

In response to the July flood, the task force agreed to develop a website for residents listing information that flood victims could use for finding temporary housing or get assistance with utilities and funding. An outline was distributed for comment on October 19, 2023, but no further action has been decided.

Developer Incentives

A motion was approved at the September meeting to look into incentives for developers for creating long term housing units. No further action has been decided.

Appendix: Waterbury Area Housing Task Force

Position on 51 S. Main St Decision on October 18th, 2023.

This statement was sent to the Waterbury Development Review Board on October 30, 2023.

We, members of the Waterbury Area Housing Task Force, are concerned about the report in the Waterbury Roundabout published on October 19th, 2023, stating that the design review board did not approve the proposal for 51 S. Main Street.

The purpose of the Waterbury Area Housing Task Force is to advance goals in the Waterbury Municipal Plan pertaining to housing (as documented below), and to engage in other areas of work related to housing as agreed upon by the group. The task force is intended to complement and enhance the work of other municipal Committees and Commissions.

Waterbury's 2018 Municipal Plan includes the following goals:

- Ensure the availability of safe, decent and affordable housing for all current and future Waterbury residents.
- Create new housing in locations that maintain the integrity of neighborhoods while increasing density, respecting the natural environment, and minimizing the need for infrastructure improvements.

To accomplish this work, the Housing Task Force is working on the following goals:

- Identifying opportunities for infill development in Designated Downtown as recommended by Main Street America in their report, *A Housing Guidebook for Local Leaders*.
- Partnering with potential developers to advance opportunities for housing in the downtown area.
- Researching and documenting current housing needs and data for Waterbury to inform future housing initiatives.

Waterbury, as with much of the rest of Vermont and the country, is struggling with the outcomes of unmet housing needs. This lack of housing is hurting our local businesses, current residents, schools and medical centers, and more. After several public discussions, EFUD voters overwhelmingly agreed (208-69) to sell this property to Downstreet Housing with the understanding that it would be used for an infill affordable housing project. While this was not a vote on any specific project design, it was certainly a vote in favor of meeting the housing needs of the community.

As the Housing Task Force works to actively identify potential properties, developers, and opportunities for housing in the Waterbury area, the rejection of a 26-unit building is a significant setback. Our concern is that rejecting this project represents the loss of an immediate affordable housing opportunity and signals to all stakeholders that further infill development in the downtown area could be difficult.

Respectfully,

WATERBURY AREA HOUSING TASK FORCE

Chris Balzano
Joe Camaratta
P. Howard "Skip" Flanders
Kati Gallagher
Eliza Novick-Smith
Madeleine Young

Waterbury Public Library Commission Report

Our library is a wonderful place to attend a program, meet up with friends, and of course, find a great book. At the end of last year the Library Commission adopted a new mission for the library: *To inspire our community to learn, connect and thrive*. This mission reflects all that the library aspires to provide for our community through its programs and services. We are so fortunate to have such a valuable resource available to our community, and as a volunteer on the Library Board of Commissioners, I want everyone in our community to know all the great things our library has to offer.

First and foremost, the library staff are its greatest asset. They are welcoming, kind and knowledgeable. This year we welcomed three new staff members and are excited to see what fresh ideas they'll bring. We also have a great team of dedicated volunteers. Volunteers spent an average of 22 hours per week supporting the library this year.

The library has really bounced back since the height of the pandemic and overall numbers are increasing across the board.

In 2023, library patrons:

- Checked out about 30,000 physical items and 15,000 digital items
- Attended 448 programs (total program attendance was 7,368 people!)
- Learned computer skills during 131 one-on-one tech help sessions
- Used public computers 3,000 times
- Reserved meeting rooms 1,296 times

As a commission we have made some notable progress this year as well. One of the goals of the Library Commission is to update library policies. In 2023, we approved a new General Operations Policy and Library Staff Handbook, and an outdated Personnel Policy was rescinded. We also completed a much needed revision of the Commission Bylaws, which had not been edited in 20 years. We will continue to work on additional policies in the coming year.

I encourage anyone that hasn't been to the library in a while to visit. You can attend a program, borrow a stack of books/movies, or check out some of the more nontraditional items (like games, museum passes, and pickleball gear). Or just enjoy the space, sit by a window to answer some emails, or check out the rotating art display. The library is a great place to be.

See you at the library.

Respectfully submitted by Deanna King, Library Commission Chair

Waterbury Public Library Report for 2023

Mission: To inspire our community to learn, connect and thrive.

A great library reflects the wider community around it. In 2023, both our town and library met challenges head on, coming out of a hard year all the better for it.

Planning: In 2023 we put into action our new long-range plan, setting specific goals to aim for around awareness and outreach, people and places, and collections and programs. Having clear goals to reach for and a plan in place made it possible to accomplish so much at the library this year.

Welcome new staff! This year we welcomed Circulation Assistant Anathé Parkes, Outreach Librarian DeAnna Romstad, and Youth Librarian Sandra Schweikert to the team. We wrap up 2023 with a fully staffed library of professionals who bring new ideas and energy to our work.

New digital services: We introduced two new digital services this year – the Palace Project App for ebooks and eaudiobooks, and Kanopy, a digital streaming service for film and television. Both have been quickly adopted by our users to rave reviews. Huge thanks to the Vermont Department of Libraries for making Palace available for free to Vermont libraries, and the Friends of the Waterbury Public Library who provide funding to allow us to pilot new digital services not covered by the library's budget.

Library outreach: In drafting our long-range plan, we learned that many people in the community are not aware of the wide range of services the library offers, or have barriers in place that make it difficult for them to access our services. Library staff in 2023 took steps to raise awareness and break down those barriers. We formalized our home book delivery service and promoted delivery to housebound residents through the Waterbury Area Senior Center's Meals on Wheels program. Our Outreach Librarians sought new opportunities for bringing the library to the community, including staffing a table at the Community Health Fair at Town Meeting Day, supporting the Friends of the Library at their Waterbury Farmers Market pop-up book sales this summer, and making a big push for new members during Library Card Sign-Up Month in September. Finally, we are actively seeking ways the library can be a presence during festive events in town. WPL was open the evening of the River of Light parade and we were happy to offer crafts, hot beverages, a warm space, and traditional library services that Saturday night. Look for us at other community events throughout the year!

Change in hours for 2024! In order to better serve our patrons, we have changed Saturday hours from 9am – 1pm to 10am – 2pm. We hope these later hours will prove to be more convenient for our visitors.

Flood response: We can't look back at 2023 without mention of the flooding that had such an impact on our community and the wider region. In the earliest days of July flood response, the library served as a de facto meetup spot for volunteers, FEMA staffers, and people impacted by the flood who needed access to the internet, a photocopier, and other resources. Library staff were happy to help in any way we could, opening early and staying open late as needed and connecting people with information and resources. On a smaller scale, we found ourselves doing much the same after the December flood – when schools and other children's programs were closed, the library became the place to be with kids and families throughout the building finding books to read, playing games, using computers, creating art and generally making the best of a bad situation.

We look forward to another year of joy, community and connection at Waterbury Public Library in 2024!

PLANNING COMMISSION REPORT 2023

Waterbury's five-member Planning Commission, appointed by the Select Board with the purpose to develop and recommend town planning, zoning, and other land use policy and regulations typically meets bimonthly at the Municipal Center. Meeting agendas, minutes, Unified Development Bylaw Phase I (UDB-P1) materials and Planning Commission contact information are available on the town website, <https://www.waterburyvt.com/>

Throughout 2023 and meeting weekly the last several months, the Planning Commission's priority has been to update the UDB-P1 Zoning Districts, District Purpose statements, boundaries, Specific Use Standards and Use and Dimensional Definitions. The Phase I area is bounded by the Winooski River and Interstate 89 and east and west by the adjacent towns. With assistance from SE Group, through a Vermont Agency of Commerce and Community Development Bylaw Modernization grant, outreach and informational storyboards and a "slider map" illustrating the updates were shared on the Town's website and at October and December informational meetings. The well attended October gathering included a walk-around town pointing out update examples. Public Hearings will be scheduled in the first quarter of 2024 with a goal to provide the recommended UDB-P1 update to the Selectboard by the end of March for approval. Find draft materials at <https://www.waterburyvt.com/departments/zoning/unified-development-bylaw>

The UDB-P1 streamlines the Zoning Districts, including new Neighborhood, Conservation Floodplain and Campus districts and refreshed Downtown, Mixed Use and Residential -1 districts as well as bringing the Districts into compliance with State legislation signed by the Governor this past June (S.100 – HOME Bill, Act 47). Act 47, among other issues, identifies Accessory Dwelling Units (ADU) as public buildings; eliminates single family zoning by permitting duplex zoning by right on residentially zoned properties in areas with existing infrastructure such as sewer/water and addresses parking standards.

2023 also saw the reorganizing of the Planning and Zoning Department. In June, the Commission recommended to the Selectboard the promotion of Neal Leitner to Planning Director and late in the year, Mike Bishop to Zoning Administrator. The support and expertise they provide to the Planning Commission is valuable and critical. Also, this year Commissioner Katie Gallagher has served on the Waterbury Housing Task Force, Selectboard member Alyssa Johnson has joined Commission meetings as SB Liaison to the Commission and the Selectboard appointed Billy Vigdor to the Commission to fill a prior year vacancy.

A special thank you to all Waterbury community members and the Development Review Board that have been participating in the Bylaw update process. We sincerely appreciate your participation, making Waterbury a welcoming, vibrant community.

Respectfully submitted

Martha Staskus, Chair, Katie Gallagher, Vice-chair, Mary Koen, Dana Allen, Billy Vigdor

PLANNING DIRECTOR'S REPORT

2023 was a busy year of change and adaptation to a new climate reality. Steve Lotspeich, the Planning Director of 30 years retired. Neal Leitner, the former Assistant Zoning Administrator, took over the role. With the Zoning Administrator seat open, Mike Bishop was hired as the new Zoning Administrator. Mike handles the review and approval of zoning permits as well as coordinating the zoning application reviews by our Development Review Board. The work for the year involved a variety of planning, zoning and flood related projects. With two floods within the span of 5 months hitting Waterbury, the expectation of increased flooding became the new normal. After the July floods, many residents replaced their utilities and electrical systems above the base flood elevation. Earlier in the year, the Planning department kicked off the 5-year update to the Local Hazard Mitigation Plan in conjunction with CVRPC, the State and FEMA. Staff completed work with FEMA and the Insurance Service Organization (ISO) to follow up on our five-year re-certification in the FEMA Community Rating System (CRS). The resulting annual approval keeps the Town at a level 8 rating that results in a 10% discount on flood insurance premiums paid by the owners of properties in the 100-year floodplain. To maintain membership in the CRS, we carry out floodplain related programs including public outreach and education. The Local Hazard Mitigation Plan will have a Public Hearing in early 2024, in which everyone is invited.

Outside of flood hazard mitigation, staff supported the Planning Commission in their primary project, which is the completion of Phase-1 of the Unified Development Bylaw. A consultant, SE Group, was hired through a Bylaw Modernization Grant that was awarded early in the year to assist with public outreach. Over the summer and fall, two open houses were held to introduce the proposed bylaws and to receive feedback. The SE Group formed online storyboard content and physical boards at the open houses to help illustrate the proposed changes. Both open houses were well attended, thank you to all who contributed their ideas. The SE Group compiled survey results and presented them to the Planning Commission. The Planning Commission met weekly during the year to complete the draft bylaws. Their tireless efforts have paid off; a completed draft is ready for public review at the first of two Public Hearings kicking off in February 2024. We look forward to your input at these Public Hearings.

Finally, thank you so much all the volunteers who serve as members of the Planning Commission, Development Review Board, the Conservation Commission, and the other municipal boards and commissions. The progress Waterbury has and will continue to make is not possible without them.

-Neal Leitner, Planning Director

Waterbury Recreation Director's Report
2023

The Waterbury Recreation Department offered a warm, wet welcome when I started as Director in July. The Waterbury Recreation Department plays an important role by offering care for elementary and middle school students, partnership for youth and adult athletic leagues, and collaboration for community events. The Department allows participants the chance to learn, grow, and excel in skills that stretch your mind and body. We bring enthusiasts, whatever their skill, together. And we open the doors to togetherness that may not be possible in other parts of life.

As we emerge from COVID and recover from the two 2023 floods, having space to come together is not only desired but is necessary. As the Recreation Crossroads of Vermont, Waterburians know the meaning of being outside in every season. In this role, my vision is to bring more people together and celebrate having community. A sense of community is not possible without program participants, volunteers, and our terrific staff. With a great team, we've accomplished togetherness in many ways:

- The Waterbury Rec Summer camp was successful with hundreds of campers attending. The summer camp offered swim lessons, field trips, and many opportunities for campers to try new things. The flooding and rain did impact summer camp plans, yet staff and campers stayed in good spirits despite the weather. The camp took place in three locations and would not have been possible without St. Andrew's, Wesley United, and Brookside Primary School allowing us to use their spaces.

2024 Registration will be open at the beginning of March!

- The community pool had a successful season despite the rainy summer. We welcomed community members, day campers, swim team, lifeguard trainees, and swim lesson participants. Over 1,000 people visited the pool for day use, in addition to 250 local children receiving swim lessons, and daily swim team practices.
- Waterbury Afterschool Program had a very successful fall semester with full or nearly full enrollment every day. The program had visits from education programs such as VINS, local therapy dogs, opportunities to learn new skills and games, and short field trips around town such as a visit to Ben & Jerry's factory. We aspire for the program to become a licensed child care (afterschool) program in the coming year or years to allow families to benefit from state support as well as the town's investment.
- Waterbury has continued to offer "mini-camps" on school vacation weeks and full-day care on in-service days. These programs offer full day care which includes activities, field trips, and partnerships across town.
- The Department has also launched community and partnership programs open to community members. Programs have included painting nights, yoga classes, and

craft workshops. More programs and events are planned for 2024, with availability for new partnerships should any community member be interested!

- Most capital improvements for 2023 centered on flood recovery and maintenance. The playground at Dae Rowe and Anderson Park received new wood chip surfacing material. At Dae Rowe the flood soiled material was removed with the help of more than 30 volunteers from throughout the state - thank you! The Waterbury Center community path flooded, and is and will be repaired with the help of volunteers. And the lee Center Soccer Field flooded and is in need of repairs following the December flooding. The heating system at the Recreation Building was replaced with the oversight of our Public Works Department and Bourne's Energy- thank you!
- Program donations played a key role once again in providing scholarships to campers, staff clothing, and supplies for our programs and events. For Summer Camp 2024, we are building our scholarship fund to create an equitable financial aid program. Thank you to the people, businesses, and volunteers who donated money and time to improve our department.
- The Recreation Department continues to support community events - the Christmas Tree Bonfire, Winterfest, River of Light and more. Thank you to the many community members and organizations who lead these events. For 2024 the Recreation Department will also be supporting the planning for the Total Solar Eclipse on April 8.

2023 also welcomed a new Program Coordinator, Katie Mandych, who started in November. Katie has taken the lead of the day-to-day of our afterschool programs and summer camp. Having two people is the epitome of the sum being greater than the parts.

There is much in store for 2024 from continuing to recover from the floods to implementing the initial stages of the Hope Davey and Ice Center Area Parks Master Plan. Other improvements include maintaining our pool and pool house. We also plan on a new format for 2024 Summer Camp to help campers thrive and maintain good staff-to-kid ratios, and we hope to support more community events through the spring and summer. We are always looking for interested instructors for classes and series.

Waterbury Recreation plays a crucial role in connecting with places and faces. A well-operating and well-maintained department can have upstanding parks and respectable programs. As we grapple with the flooding of 2023, the outdoors can be a space to appreciate nature and its strength, and continue to thrive as an extraordinary community.

With appreciation,

Katarina Lisaius

www.waterburyvt.myrec.com

2023 TOWN CLERK'S REPORT

This past year was relatively quiet in terms of elections which provided me a great opportunity to learn some of the ropes as Town Clerk. Town Meeting was held on Tuesday March 7, 2023 and included budget votes for the Harwood Unified Union School District and Central Vermont Career Center. On the Town Warning, Articles 5 & 6 posed a question to change the term lengths of my positions from one to three years. Thank you for passing this article in 2023 and allowing me to run for re-election with a three-year term. On December 5, 2023 a Charter vote was held in the Steele Community Room by Australian ballot.

This year Town Meeting will be held on Tuesday March 5, 2024 beginning at 9am at Brookside Primary School. Along with Town Meeting the Presidential Primary will take place along with HUUSD and CVCC budget questions. The State Primary will be held on Tuesday August 13, 2024. Ballots will be available 40 days prior to the election. The General Election will be held on Tuesday November 5, 2024. Ballots will be mailed from the Secretary of State's office to all registered voters. All voting on the day of an election occurs at Brookside Primary School from 7:00am to 7:00pm.

In 2023 we recorded 1,252 documents in the land records. A portion of recording fees are set aside in a dedicated fund, and as funds become available, we continue to digitize older records. We currently have land records digitized back to 1928 and all but the most recent of our survey maps are digitized. The land records are finally available online which has been a great resource for research when folks cannot get into the Municipal Office during business hours.

Fees received in the Town Clerk's office exceeded \$63,500. This amount is less than recent years due in part to a decline in property transfers and home refinancing. Town Clerk fees are also generated from the issuance of dog licenses, marriage licenses, certified copies of vital records, copies, fees charged to researchers, DMV renewals, Green Mountain Passports, land postings, and recording fees. For a full listing of services offered in the Town Clerk's office, visit <https://www.waterburyvt.com/departments/clerk/>.

During 2023, there were 46 births, 52 marriages and 35 deaths in Waterbury. All vital records are recorded and stored securely in the vault up to December 31, 2023. Moving forward we will no longer store printed copies of birth or death records as those documents exist on a state-maintained database accessible by any Vermont Town Clerk.

The Select Board was able to tend to Town business and met 38 times throughout the year. All our elected officials and those that serve on boards and committees are essentially volunteers and their dedication to our community is to be commended. For a record of the meeting minutes, visit <http://www.waterburyvt.com/boards/>.

Respectfully submitted,

Karen Petrovic

January 2024

Waterbury Tree Board 2023

The previous year of 2023 was very busy for the Tree Board.

Steve Lotspeich had served as Chair and Co-Chair for many years. He retired and Jane Brown has taken over as Chair. We have two new active members; Marge Gulyas and Nita Hultstrom.

The name of our group changed from Waterbury Tree Committee to the Waterbury Tree Board. This was requested and approved to be more in sync with other Vermont towns with active Tree Boards who coordinate with the Vt Urban Forestry program.

In July, we submitted and had approved a Street Tree Ordinance for guidance for public trees based on models from several other VT towns. Waterbury was successful in receiving a state grant from Vt Forestry Dept. Ten fruit trees were planted behind the Public Library, next to the Community Garden on June 1, 2023 with help from children in the Waterbury Recreation Program. The goal is that these will become a community resource. We plan for continued involvement annually for tree maintenance with the Recreation program.

At Hope Davey Park, the Tree Board members planted ten wetland tolerant tree species, River Birch and Swamp White Oak near the footbridge. At the Maple Street Cemetery, ten Burr Oak trees planted in 2016 were mulched and pruned. A few young lilacs and bare-root American Chestnut were planted along the fence line near the entry. We have also begun an inventory at the Waterbury Center Green and at Hope Davey Park to examine which trees need structural pruning.

In Waterbury Village, we pruned two young Elm trees on South Main Street and replanted a Linden tree on Railroad St. The Tree Board worked with the Town Manager to apply for a 'Caring for Canopy' grant to focus on pruning and maintenance needs of trees in public spaces as well as to update and expand the Street Tree inventory in 2024 and 2025.

Zoning Administrator's Report

During 2023, The Zoning Department, processed 121 zoning permit applications for the following types of development:

Single-Family Dwelling	22
Accessory Dwelling Unit	10
Duplex or Multiple-Family Dwelling	4
Residential Addition (includes deck, porch, dormer)	9
Residential Accessory Structure (includes garage, shed, fence, and pool)	24
Establish a Home Occupation	12
Commercial Addition or Accessory Structure	10
Commercial Sign	7
Change or Expand Existing Use	6
Parking Area construction/adjustment	2
Demolition	0
Pre-development clearing in Ridgelines/Hillsides/Steep Slopes overlay	0
Subdivision and/or Boundary-Line Adjustment	6
Development in the Special Flood Hazard Area/Certificate of Completion	2
Application Denied	0
Application Withdrawn	6
Application Appealed	1
TOTAL	121

2023 was another busy year! Since coming on board in late 2023 I have met a lot of wonderful people and made some really thoughtful connections with residents, business owners, and other stakeholders.

Besides the normal duties of issuing permits and answering questions about community development/zoning, I have also spent a time working on a plan to make for a better user experience both internally and externally.

With new zoning regulations going into effect in 2024, please be sure to check out the municipal website which will include the updated and has the current zoning regulations, maps, zoning permit applications, and the fee schedule.

Floodplain information—Please note that zoning permits are required for any man-made changes to property and structures in the Special Flood Hazard Area that is commonly referred to as the 100-year floodplain, including flood damage repair work and interior renovations. Certificates of Completion are also required as part of the permit process for properties in the floodplain. If you have not sought a permit for planned or completed work, or have not finished the permitting process by applying for a Certificate of Completion, then please contact the Zoning Administrator. We have updated Floodplain Insurance Rate Maps (FIRMs) at the municipal offices, along with a library of flood protection materials. The Waterbury website homepage includes a Floodplain Information link where you can find the Town’s 2018 Local Hazard Mitigation Plan and Appendix, information on flood depths (Lake Champlain Basin Grant, Malone & MacBroom report), historic flood information (Long-Term Community Recovery, Irene 2011 report) and natural floodplain functions (Middle Winooski River Corridor Plan, Bear Creek Environmental presentation).

There is also a link to our online parcel mapping system, which allows users to view property information, including the owner, zoning district, floodplain, and wetland areas, and more.

If you have any questions about zoning, development, or permitting, please feel free to reach out!

Thanks,

Mike Bishop, Zoning Administrator, mbishop@waterburyvt.com 802/244-1012



Washington County Service Delivery July 1, 2022 - June 30, 2023

Disaster Response

In the past year, the American Red Cross has responded to **6 disaster cases** in **Washington County**, providing assistance to **15 individuals**. Most commonly, these incidents were home fires. Red Cross workers were on the scene to provide food, clothing, lodging, emotional support, and more to families during their hours of greatest need. Our teams also provide Mass Care to first responders. Things like food, water, and warm drinks strengthen the brave people of your local Fire and Police Departments as they answer the call to keep your residents safe.

Town/City	Disaster Events	Individuals
Cabot	2	3
Moretown	1	1
Roxbury	1	7
Waterbury	2	4

Home Fire Campaign

Last year, Red Cross staff and volunteers worked throughout Washington County to educate residents on fire, safety and preparedness. We made **5 homes safer** by helping families develop emergency evacuation plans.

Blood Drives

We collected **3,802** pints of lifesaving blood at **118** drives in Washington County.

Training Services

Last year, **392 Washington County residents** were taught a variety of important lifesaving skills such as First Aid, CPR, Babysitting Skills and Water Safety.



Service to the Armed Forces

We proudly assisted **20 of Washington County's Service Members, veterans, and their families** by providing emergency communications and other services, including counseling and financial assistance.

Volunteer Services

Washington County is home to **24 American Red Cross Volunteers**. We have volunteers from all walks of life, who are trained and empowered to respond to disasters in the middle of the night, to teach safety courses, to help at our many blood drives, and so much more. The American Red Cross is proud that **90%** of its staff is made up of volunteers; they are truly the heart and soul of our organization.



Capstone Community Action Fall 2023 Report to the Citizens of Waterbury

Since 1965, Capstone Community Action has served low-income residents of Lamoille, Orange, and Washington Counties and nine communities in Windsor, Addison, and Rutland Counties. We help people build better lives for themselves, their families and their communities. This year, Capstone Community Action served 11,492 people in 6,334 Vermont households through Head Start and Early Head Start, business development, financial education, food and nutrition resources, housing counseling, tax preparation, teen parent education, emergency heating assistance, home weatherization, workforce training, transportation and more.

Programs and services accessed by 93 Waterbury households representing 143 individuals this past year included:

- 24 individuals in 10 households accessed nutritious meals and/or meal equivalents at the food shelf.
- 4 households with 10 family members were able to keep heating their homes with help from our Crisis & Supplemental fuel programs as well as other utility costs.
- 3 homeless individuals with 3 homeless family members worked with housing counselors to find and retain affordable, safe, secure housing.
- 4 children were in Head Start and Early Head Start programs that supported 4 additional family members.
- 10 households received emergency furnace repairs and 5 household furnaces were replaced at no charge, making them warmer and more energy efficient for residents.
- 4 households were weatherized at no charge, making them warmer and more energy efficient for 5 residents, including 14 seniors and 8 residents with disabilities.
- 7 people attended classes or met one-on-one with a financial counselor to be better able to manage and grow family finances.
- 3 entrepreneurs received counseling and technical assistance on starting or growing a business.
- 17 residents had their taxes prepared at no charge by Capstone's IRS certified volunteers ensuring them all the refunds and credits they were due.
- 2 childcare providers received nutrition education and were reimbursed for the cost of serving nutritious meals and snacks to the 16 children in their care.
- 8 households participated in the Mileage Smart program to purchase a used gas hybrid or electric vehicle from a local car dealer.

Capstone thanks the residents of Waterbury for their generous support this year!



CENTRAL VERMONT ADULT BASIC EDUCATION IN WATERBURY

Local Partnerships in Learning

Central Vermont Adult Basic Education, Inc. (CVABE), a community-based nonprofit organization has served the adult education and literacy needs of Waterbury residents for fifty-eight years.

CVABE serves as central Vermont's resource for free, individualized academic tutoring for individuals (ages 16 - 90+) in:

- Basic skills programs: reading, writing, math, computer and financial literacy
- English Language Learning and preparation for U.S. citizenship
- High school diploma and GED credential programs
- Academic skill readiness for work, career training and/or college

Waterbury is served by our learning center in Waterbury. The site has welcoming learning rooms with computers, laptops and internet access to support instruction. CVABE staff and volunteers also teach students at the library or other local sites as needed.

Last year, 24 residents of Waterbury enrolled in CVABE's free programs. Additionally, 1 Waterbury resident volunteered with CVABE. Teachers instruct students one-to-one and/or in small groups. Each student has a personalized education plan to address his/her learning goals. These goals might include: getting or improving a job, earning a high school credential, helping one's children with homework, budgeting and paying bills, reading important information, obtaining a driving license, preparing for college, gaining citizenship, and more.

Children of parents with low literacy skills have a 72% chance of being at the lowest reading levels themselves, and 70% of adult welfare recipients have low literacy levels.

By helping to end the cycle of poverty, your support changes the lives of Waterbury residents for generations to come.

CVABE provided free instruction to 446 people last year in the overall service area of Washington, Orange and Lamoille Counties. It currently costs CVABE \$3,726 per student to provide a full year of instruction. Nearly all students are low income. Over 70 community volunteers work with CVABE's professional staff to meet the large need for these services while keeping overhead low.

We deeply appreciate Waterbury's voter-approved past support. This year, your level support is again critical to CVABE's free, local education services. Only a portion of CVABE's budget is comprised of state and federal support. Funding is needed each year from the private sector and from the towns and cities we serve, to ensure we can help the neighbors who need education for a better life.

For more information regarding CVABE's adult education and literacy instruction for students, or volunteer opportunities, contact:

Waterbury Learning Center
31 North Main Street- Suite 1
Waterbury, Vermont 05676
(802) 244-8765
www.cvabe.org



Supporting Central Vermonter to Age with Dignity and Choice

CVCOA Helpline: 1-802-477-1364

Central Vermont Council on Aging Annual Report of Services to Waterbury (FY 7/1/22-6/30/23) November 7, 2023

Central Vermont Council on Aging (CVCOA) is a nonprofit organization dedicated to the mission of supporting Central Vermonter to age with dignity and choice. For over 40 years, CVCOA has assisted older Vermonter age 60 and up to remain independent and in their homes for as long as possible. CVCOA supports caregivers and families as they help loved ones navigate aging. CVCOA connects aging persons in our communities to the network of benefit programs and services they need to thrive and implements special projects and programs to alleviate social isolation and loneliness. All services are made available to our clients at no charge without regard to health, income, or resources.

Services include:

- CVCOA Helpline – 1-800-642-5119 (toll free) or (802) 477-1364 (local) - has the answers to hundreds of common questions for older Vermonter, their families, and caregivers.
- Information & Assistance staff counsels older Vermonter and families on the many available benefit programs and services, such as 3SquaresVT, seasonal fuel assistance, housing, mental health, legal assistance, support groups, healthy aging resources, and more.
- Case Managers work with clients in their homes to assess needs and develop, implement and coordinate individualized long-term care plans.
- Nutrition Services oversees the menu development and technical assistance for home-delivered, grab and go, and congregate meals, and provides the largest source of funding for the 13 meal sites that prepare and deliver these meals. Nutrition education and counseling services are available for older adults at high risk of malnutrition or in need of managing chronic conditions.
- State Health Insurance Program (SHIP) provides personalized Medicare counseling, Medicare & You workshops (now on Zoom), and enrollment assistance for Medicare Part D plans.
- Family Caregiver Program promotes the well-being of the family members serving as caregivers to loved ones, including administration of respite funding, training to help caregivers manage stress, and social activities including Memorable Times Café/Memorable Times Online.
- Volunteer Programs provide direct service to community members. Volunteers offer companionship, transportation, assistance with technology, organizing, wellness classes, meal delivery, special event support, errands and grocery shopping, yardwork and gardening help, creative guidance, and more.
- Special Projects and Programs are designed to help alleviate social isolation and loneliness, addressing the accessibility gap for homebound older adults and enhancing social connection through arts and technology opportunities.

The need for aging services continues to increase in Vermont. During the last fiscal year (7/1/22-6/30/23), Central Vermont Council on Aging provided one or more services to **141 (unduplicated)**

Phone: 802-479-0531
Fax: 802-479-4235

59 N. Main Street, Suite 200
Barre, VT 05641-4121

Email: info@cvcoa.org
Web: www.cvcoa.org



Supporting Central Vermonters to Age with Dignity and Choice

CVCOA Helpline: 1-802-477-1364

Waterbury residents. In FY23, CVCOA case manager Jamie Viens worked directly with clients in Waterbury.

Data by Type of Service: Waterbury	# Residents*
Case Management	23
Information and Assistance	29
Nutrition Program ¹	117
Family Caregiver Services	3
Other Services (Wellness, Outreach, Socialization, etc.)	18

** Each unduplicated resident may receive more than one type of service in the categories above.*

Additionally, CVCOA provided nutrition counseling and education, caregiver training and respite funding, access to technology and resources, and opportunities to connect with volunteers for direct service, creativity, and technology assistance. CVCOA’s case managers, options counselors, and outreach team provide information on a variety of topics, including elder abuse.

CVCOA served 4,040 unduplicated clients from 07/01/2022 through 06/30/2023. CVCOA mobilized 497 volunteers through our AmeriCorps Seniors RSVP and general volunteer programs. These volunteers served over 40,000 hours, providing direct service, delivering meals on wheels, including 23 volunteers from Waterbury, supporting nutrition sites, leading wellness classes, offering companionship and creative encouragement, and more.

Over the past year, CVCOA has continued to develop opportunities to enhance social connection through creative aging opportunities and technology training. CVCOA continues to expand our wellness offerings and develop new initiatives that focus on healthy aging.

All staff, board members, and volunteers at Central Vermont Council on Aging extend our gratitude to the residents of Waterbury for their ongoing commitment to the health, independence, and dignity of older adults in Central Vermont.

¹ Central Vermont Council on Aging does *not* directly operate a nutrition site. The CVCOA Nutrition and Wellness Program provides federal funding, technical assistance and nutrition counseling/education to 13 nutrition sites including Meals on Wheels of Central Vermont (formerly City Café) in Barre. This program supports home-delivered Meals on Wheels, congregate meals, and grab and go meals, a new offering that emerged during the COVID-19 pandemic.

Board of Directors



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Annemarie Todd, Sugarbush

Christian Meyer, Central Vermont Regional Planning Commission, Ex-Officio

Karen Petrovic
Town of Waterbury
21 North Main Street
Waterbury, VT 05676
karen@waterburyvt.com

1/17/24

Dear Ms. Petrovic,

CVEDC requests level funding of \$2000.

The Fiscal Year 2023 is already clouded by the events in the first days of Fiscal Year 2024, when devastating floods reached our community and harmed many people, homes, buildings, and businesses.

It is difficult to contemplate the twelve months preceding that given all we have been through. But nonetheless and in contrast to what was to come, Fiscal Year 2023 was strong in the Central Vermont Economy. Downtown businesses were finally seeing pre-pandemic levels of revenue and activity and there was hope that prosperity was returning post-Covid.

Melissa Bounty became Executive Director of CVEDC in March 2023, following a year and a half training with outgoing Executive Director Jamie Stewart.

The programming and three decades of wisdom Jamie had brought were all things Melissa worked hard to replicate, including the Central Vermont Job Fair, returning to its normal April date and with expanded hours and food offerings; great activity in our small business loan program with two new borrowers; and the conclusion of the second round of Covid-responsive Technical Assistance program, this time funded by the Small Business Administration under the umbrella of the Community Navigator Pilot Program. In the two rounds of RDC-led technical assistance, over 800 Vermont businesses have connected on federally-funded projects like website development, photography, legal assistance, bookkeeping and accounting, marketing support, and more.

In June, the State of Vermont passed legislation to fund a third round of this program, called the Small Business Technical Assistance Exchange. 183 awards will be made to small business owners to complete similar projects, this time with no Covid-19 relationship required. The new version of the program is geographically equitable and will prioritize rural businesses, and businesses owned by New Americans, BIPOC, women, LBGTQIA+, justice-involved individuals, those with disabilities, veterans, Mature Vermonters and Young Vermonters.

In the spring and summer, CVEDC hosted a pilot program including UVM and the

Patrick Leahy Rural Institute to fund and support Central Vermont Internships. 12 employers participated and hired UVM interns with whole or partial wage subsidies made through the program. The employers and interns also received professional development support to make the most of this program.

CVEDC assisted many businesses with grant applications, many Covid-responsive. We saw over \$3million awarded to our region through ARPA-funded Community Resiliency and Recovery Program, the Northern Borders Regional Commission Catalyst Program, and the Buildings and General Services RDC grants.

This June, CVEDC led the Governor's cabinet and the Washington County delegation on the final stop in the "ARPA Tour" which brought resources and eyes to projects in rural areas. We visited Plainfield, Berlin, Montpelier, Waitsfield, and Waterbury on this fun day of programming.

In Fiscal year 2023, CVEDC has worked hard to expand the reach of its services. We are focused on ensuring our tools and programs are available to all and have made special efforts to reach business owners in rural communities, and to be aware of best practices for a diverse and equitable client group. We have doubled our business membership and newsletter reach, and our newsletter continues to be an effective tool for communicating opportunities to our community.

Thank you for considering our request. We look forward to working with you in the future!

Regards,

Melissa Bounty, Executive Director

Melissa Bounty | EXECUTIVE DIRECTOR

@cvedc

cvedc.org

p. 802.595.3175

Central Vermont Economic Development Corporation



2023 ANNUAL SERVICE REPORT

WATERBURY

Central Vermont Home Health & Hospice (CVHHH) is a full-service, not-for-profit Visiting Nurse Association that provides intermittent, short-term medical care, education, and support at home to help Central Vermonters recover from an illness, surgery, or hospital stay and manage their chronic disease. We serve 23 communities in Washington and Orange Counties and care for people of all ages. Our services include home care, hospice, and maternal-child health care. We also offer public foot-care clinics and flu vaccinations. In addition, we offer long-term care and private care services and free grief support groups.

CVHHH is guided by a mission to care for all Central Vermonters regardless of a person’s ability to pay, their geographic remoteness, or the complexity of their care needs. CVHHH embraces new technology and collaborates with other local providers to ensure that central Vermonters’ care needs are met. To learn more, visit www.cvhhh.org.

CVHHH Services to the Residents of Waterbury Jan 1, 2023 – December 31, 2023 *

Program	# of Visits
Home Health Care	1,935
Hospice Care	329
Long Term Care	728
Maternal Child Health	71
Palliative Care Consultative Service**	0
TOTAL VISITS/CONTACTS	3,063
TOTAL PATIENTS	158
TOTAL ADMISSIONS	192

**Audited figures are not available at the time of report submission. These preliminary figures are annualized based on the number of visits from January 1, 2023 – August 31, 2023, and are not expected to vary significantly. **New service line as of April 1, 2023*

Town funding is imperative in ensuring that CVHHH will provide services in Waterbury through 2024 and beyond. For more information contact Sandy Rouse, President & CEO, or Kelly Finnegan, Community Relations & Development at 223-1878.

FY23 ANNUAL REPORT – TOWN OF WATERBURY

The Central Vermont Regional Planning Commission (CVRPC) provides planning, development, and project implementation services to its 23 municipalities in Washington and western Orange Counties. Municipalities in the region are entitled to equal voting representation by a locally appointed member to the governing Board of Commissioners. CVRPC has no regulatory or taxing authority; each year, we request a per capita assessment from our members in support of local and regional planning activities and to help offset costs and provide local matching funds needed for state and federal funding. Your continued support for local and regional planning is appreciated! CVRPC is your resource – please contact us at 802-229-0389 or cvrpc@cvregion.com for assistance.

Waterbury Activities Through June 30, 2023 (Fiscal Year 2023)

- Prepared and submitted Emergency Relief Assistance Fund information to town to facilitate elevated disaster relief aid.
- Hosted educational table at Waterbury LEAP festival promoting Park your Carbon and discussing EV and EV charging initiatives.
- Provided letter of support for Green Mountain Club for the Community Recovery & Revitalization Program.
- Reviewed town sidewalk blueprints and created digital map of town sidewalks.
- Provided letter of support for town's application to study traffic calming in Waterbury Center under Better Connections Program.
- Participated in Act 250 review of several projects along Route 100 for traffic impacts.
- Shared resources with select board on speed feedback funding sources for traffic calming.
- Supported efforts of Harwood Union High School Youth Group on their efforts to propose a Clean School Bus pilot.
- Served as breakout group discussion leader for Revitalizing Waterbury meeting to identify community values through asset mapping.
- Submitted applications for investment grade energy assessments for the Town Highway Building and Municipal Office Complex making them eligible to apply for \$500k implementation funds and State Energy Program Revolving Funds; successful application for the \$4000 MERP mini-grant for energy planning technical assistance, energy committee, and community engagement.



**During and following the July Flood, CVRPC staff provided outreach and guidance on recovery efforts and tracking of damages to aid response and maximize FEMA reimbursements for town and individual damages (*Fiscal Year 2024)*

CVRPC Projects & Programs

- ❖ *Municipal Plan and Bylaw Updates that focus on predictable and effective local permitting*
- ❖ *Brownfields environmental site assessments to facilitate redevelopment and economic growth*
- ❖ *Transportation planning, studies, data collection, traffic counts, and coordination of local involvement through the regional Transportation Advisory Committee*
- ❖ *Emergency planning for natural disasters and coordination with local volunteers and the State*
- ❖ *Climate and energy planning to support projects to reduce municipal and residential energy burdens and build resilience*
- ❖ *Natural resource planning to protect water resources, preserve forest blocks, enhance recreational opportunities and support agricultural and forest industries*
- ❖ *Regional Planning to coordinate infrastructure, community development, and growth*
- ❖ *Geographic Information System Services to support to municipalities*
- ❖ *Clean Water Service Provider to identify and fund water quality projects to achieve phosphorous reduction targets*
- ❖ *Special Projects such as recreation paths, farmland preservation, and affordable housing*
- ❖ *Grant support through project identification, scoping, and applications*



December 27, 2023

The Children's Room (The Early Education Resource Center of Waterbury) is incredibly grateful for the support of the Town of Waterbury over the past decades. We are a non-profit, volunteer-led organization that runs on a conservative budget to put out free programming for area families with young children. In addition to various fundraising events, we depend on small grants, donations from room users and local businesses, and appropriations from area towns for our sustainability. Over the years, The Children's Room and our families have reliably benefited from the funds we've received from the Town of Waterbury. Our programs and participating families have hugely benefited from the funds we've received from the Town of Waterbury, and we humbly request your continued support in the amount of \$4000 for the 2025 fiscal year.

The mission of The Children's Room is to support young children (aged from birth - 6 years), and their parents and caregivers, by providing highly accessible opportunities for playing, learning and gathering with other families and community members. Our warm and welcoming free drop-in play center in Brookside Primary School serves also as a support facility and hub of parenting resources. Our programs include weekly playgroups, story and music hours, local field trips, parent information forums, and large weekend events such as our annual Barn Dance and wintertime Big Toy Night. Through it all, our goal is to promote family strength, resilience, and early years child development.

Over the last year, we've seen a dramatic increase in attendance in our programs and to the drop-in play space, from 1,400 child and adult visits in 2021-22 to 2,800 child and adult visits in 2022-23. We've had over 400 families visiting The Children's Room, with nearly 50% of our regular visitors coming from Waterbury. We've had many new families move to Waterbury and Central Vermont who are looking for opportunities to connect with other families and give their children opportunities to play and socialize in a safe and enriching environment. Additionally, many area families have had difficulty finding any childcare spots, let alone affordable childcare, or cannot afford or access programming, and thus have relied on The Children's Room as a place to regularly bring their children. We expanded our open hours to five full days a week, and families have been greatly appreciative. The Children's Room also provides free snacks for any families who need them, and we've seen an incredible increase in need in this area, as family budgets are becoming increasingly tighter. We would be using funds from the town of Waterbury to help cover increased costs for program materials, food and play space supplies.

In the last year, the Children's Room has continued to provide quality programming in our free play space, which is open five full days a week. Every week, we have nature walks, music classes, art and exploration times and drop-in playgroups. The Children's Room also offers regular weekend offerings for working families including playground and sledding/skating meetups, the Barn Dance, Halloween Party, Big Toy Night and Dabble Days. More recently, we've also been expanding existing partnerships and making new partnerships with area organizations to further support families with small children- hosting a new playgroup with Family Center of Washington County for children with developmental delays, a

monthly weekend music class with the Waterbury Public Library, a free fall pick up soccer session with Waterbury Recreation, lantern workshops with MakerSphere for TCR's first year in the River of Light parade and a family tree planting event with Friends of the Winooski River. Families from Waterbury and Central Vermont have been so grateful for the opportunities and resources that The Children's Room provides.

We know the support we provide young families is critically important and we hope the Town of Waterbury will continue to support us in providing for the community in these ways. It is a pleasure to provide such a valuable resource to Waterbury families, and we look forward to future years of service. We thank you again for your past support and consideration for the coming year.

Best Regards,

Heather LaRocca, Director

childrensroom@huusd.org

802-345-7837



Since the COVID pandemic, Circle has seen a rise in both the number of and the severity of domestic and sexual violence incidences in Washington County. Circle Staff and Volunteer Advocates have continued to meet these increased needs in our community by responding to a higher number of hotline calls - 76 more calls than last year; by providing more nights in our emergency shelter- 620 more bed nights than last year; and working with more individuals than last year – 3,251 this year compared to 2,200 individuals last year.

In addition to these essential services, Circle staff and volunteer advocates have provided the following services during FY23 (July 1, 2022 – June 30, 2023):

- Staff and volunteer advocates responded to 4,053 hot line calls.
- Shelter services were provided to 13 women and 15 children for a total of 3,364 bed nights.
- Our prevention based programs in schools reached a total of 35 students through 6 presentations.
- Circle provided community presentations to 346 individuals through the 16 trainings and workshops offered throughout Washington County.
- Advocates provided support to 89 plaintiffs during Final Relief from Abuse Hearings, and assisted 86 individuals file for temporary orders.
- Our Court Hour Program, which offers one-on-one support to plaintiffs as they prepare for their final hearings, was offered to 94 individuals.
- We assisted 260 individuals with other civil legal matters; 70 people received support from an attorney through our legal clinic referral program.
- Advocates supported 92 individuals whose (ex) partners were facing criminal charges.
- Circle held 90 support group sessions, which 41 unduplicated women attended.
- 3,251 people, of which, 515 were unduplicated, received direct services from Circle, which are maintained by trained staff and volunteer advocates.
- Our organization continues to rely heavily on the vast support of its many dedicated volunteers; Board Members, Hotline Advocates, and Shelter Support have all contributed 8,668 hours to the work of Circle.

Our services include:

- SHELTER: Emergency Shelter for women and children fleeing from domestic abuse
- SHELTER YOUTH PROGRAM: Available to children staying in shelter
- TOLL FREE CONFIDENTIAL 24-HOUR HOT LINE (1-877-543-9498)
- EMERGENCY, CIVIL and CRIMINAL COURT ADVOCACY
- SUPPORT GROUPS
- PREVENTION EDUCATION OFFERED TO SCHOOLS THROUGHOUT WASHINGTON COUNTY
- EDUCATIONAL PRESENTATIONS and TRAININGS: offered to civic organizations and businesses.
- INFORMATION AND REFERRAL: information about domestic violence and community resources, as well as individualized advocacy and referral to social service, legal, employment, counseling, and housing options.

All of these services to victims/survivors of domestic and sexual violence are available to Waterbury residents 24-hours every day at no cost to them.

Due to confidentiality issues, the majority of clients who call our hotline or request services from us do not disclose their town of residence. Because so many callers or clients do not identify themselves or the area from which they are residing in, it is difficult to report with any degree of accuracy the true number of Waterbury residents served.

During this same fiscal year, (July 1, 2022 -June 30, 2023) Circle provided the following services to individuals who self-identified as Waterbury residents:

- Advocates responded to 128 hotline calls and in-person meetings from clients who self-identified as Waterbury residents.
- Housing advocacy was accessed 26 times by Waterbury residents
- 4 individuals residing in Waterbury received assistance filing for temporary protection orders
- 3 individuals from Waterbury received support from an advocate during their final hearings for protection orders
- Criminal court advocacy was provided to 4 Waterbury residents whose (ex) partners faced charges
- 1 Waterbury resident received free legal assistance
- Civil legal advocacy was provided to 10 Waterbury residents
- Waterbury residents attended 2 support groups
- Educational, personal finance, and parenting supports were accessed 8 times by Waterbury residents.

All funds granted by the town of Waterbury will be used in support of our direct services that are provided to victims/survivors of domestic and sexual violence. All services are provided at no cost to the victim/survivor, and is why we depend on local contributions to ensure that services remain accessible to everyone in need.

P.O. Box 652, Barre, Vermont 05641



24-Hour Toll-free Hotline: 1-877-543-9498

Formerly Battered Women's Services and Shelter



CHCV Helps Everyone Eat Local Through Gleaning

Community Harvest of Central Vermont (CHCV) brings our community together through gleaning to recover surplus food grown on area farms. This produce is then delivered to sites that serve those with limited access to nutritious fresh, local food. In the process, the community has the opportunity to gain a greater awareness and appreciation of the local food system, healthy eating, and waste reduction.

CHCV utilizes the generosity of local farmers and volunteers – many of whom are Waterbury residents – to address hunger and reduce food waste in our community.

We work with 50 to 60 local farms, growers, and food producers to glean the extra food that can't be sold and would otherwise go to waste, all with the help of hundreds of volunteers each season. CHCV serves as a connector between the charitable and local for-profit food systems, to enhance the health and well-being of the Central Vermont community. CHCV is the only local program helping farms donate their surplus food to help increase food security, and this gleaned food reaches more than 12,000 Central Vermonters.

Over the past ten years, CHCV has recovered and donated more than 765,962 pounds of fresh, nutritious food, equivalent to almost 2.3 million servings. Our 37 Washington County recipient site partners – food shelves, after school and early childhood programs, senior and community meal sites – tell us the demand for food has remained high due to increased economic stressors. Our year-round food collection and our weekly donation deliveries to our recipient site partners enables them to help meet the community's need. We serve as a reliable source of free nutritious food for the Waterbury Area Senior Center, Waterbury Common Market (formerly the Waterbury Area Food Shelf), and other sites in surrounding towns that serve Waterbury residents in need. Last year, CHCV donated more than 8,622 pounds of fresh, nutritious food to Waterbury partner sites.

CHCV is a 501(c)(3) non-profit, volunteer powered community service organization. All our work is funded by individuals, area towns, foundations, partner contributions, and local business sponsors. As a small regional organization, we have limited access to grants or other funding from outside our local service area. Continued town funding is critical to preserving the services we've developed in order to meet the increased need in Central Vermont and Waterbury in 2024.

Thank you for your continued support.

**For more information or to become involved with CHCV please visit our website or contact
Allison Levin, CHCV Executive Director.**

*www.CommunityHarvestVT.org * 802-229-4281 * CommunityHarvestVT@gmail.com
146 Lord Road, Berlin VT 05602*

CRew



Community Resilience for the Waterbury Area

In July 2023, flood waters spilled into downtown Waterbury, into several residential areas across our town, and into the neighborhoods of surrounding communities. It was the second time in less than a dozen years the Winooski River and some of its tributaries rose above their banks and out of their narrow and inadequate, uninhabited flood plains, bringing devastation to more than 200 local residents and property owners and heartbreak to the thousands who call this region home. Five months later, in December 2023, it happened all over again.

What's a community to do when facing such tough circumstances, especially when it now seems events like these will be far more frequent than we ever imagined, even in the aftermath of Irene? The answer, of course, is to help out, clean up, rebuild and now, most importantly, to help those vulnerable to flooding to be prepared for the next similar event in order to reduce the extent and financial impacts of damages. Preparing has to mean building resiliency.

In August 2023, CRew – Community Resilience for the greater Waterbury area – was founded to do just that. Citizens of Waterbury and nearby towns interested in helping neighbors recover from the flooding came together to form an organization to provide assistance to flood victims, both residents and businesses alike. People like Theresa Wood and MK Monley, who provided relief after Irene through ReBuild Waterbury, provided some critical foundational information to get the organization up and running. Revitalizing Waterbury, our local Downtown Organization, once again agreed to step up as fiscal agent and to provide other important administrative support. We all thank Karen Nevin, RW's executive director, board president Julie Frailey, and all of the RW board for their important involvement.

The ten-member CRew Board of Directors has the mission of helping residents and businesses in the greater Waterbury area, which includes Bolton, Duxbury, Moretown and Middlesex, to build back smarter from the July 2023 flood. FEMA has recognized

CRew as a Long-Term Recovery Committee and such recognition is key to opening the door for additional federal funding for relief and mitigation in our communities.

CRew is striving to provide technical assistance, resources and materials, labor-both volunteer and through paid contractors-to those who suffered damage from the flood. CRew will soon hire an Outreach Coordinator and will work with other organizations, such as Capstone Community Action, to provide 1:1 administrative support and holistic case management to help those impacted negotiate the myriad paths that may lead to assistance, whether from FEMA, insurance companies, nonprofit organizations or even to volunteers willing to help. It is nearly impossible for those dealing with flooding to identify available resources for assistance when they are trying to tend to the construction needs of their home or business and a return to normalcy, while also continuing to work to provide for themselves and their families.

To date, CRew has raised \$124,978, including grants from the Vermont Community Foundation, the Lutheran Disaster Relief Fund, Catholic Charities USA, and numerous individuals. So far, CRew is spending its resources to help pay for technical advice, buy materials, or pay for services such as mold remediation, the purchase of replacement appliances, carpentry, electrical, plumbing, and work on sinkholes and foundations. CRew and the Good Neighbor Fund, which is administered by our Community Action Service Team (CAST) here in Waterbury, are working in a complementary fashion to provide the essential financial support necessary for those in need due to flooding. We are so grateful for the support of the Good Neighbor Fund, which has been swift to help people in need in so many ways. The funds they provide are often more “free from strings” that may prohibit help to those who don’t meet limiting income thresholds, which when considering the financial impacts of a disaster, such as a flood may cause, can be far too low.

CRew has and is continuing to help with clean-up, demolition, mold remediation, temporary heating, re-construction and even stop-gap housing for those impacted. As important as those measures are, they are not enough. Unlike ReBuild Waterbury after Tropical Storm Irene, CRew expects its mission will carry on long after the immediate needs of those flooded are met. Building resilience in the affected buildings and even in the affected neighborhoods to minimize or prevent damages from future flooding events is and will continue to be CRew's goal.

In order to meet the long-term goals, CRew's hope is to provide financial and technical resources, as well as materials and labor to help property owners and government officials to:

- install foundation channels and sump pumps to remove water from cellars efficiently
- make foundations more impervious to keep flood water out
- move electrical service entries and boxes and heating equipment up and out of cellars
- modernize heating systems
- elevate buildings, as feasible

- investigate larger mitigation measures that may be taken on the land and in and around the river systems to lessen the severity of flooding over time.

These tasks require expertise in planning, engineering and construction services as well as project management and financing. CReW hopes to partner with Efficiency VT, Downstreet Housing, Capstone, FEMA, USDA, Habitat for Humanity, the Town of Waterbury, the Central Vermont Regional Planning Commission, the State of Vermont, UVM and even private engineering firms to pursue these opportunities for planning and implementation.

To kick off such an ambitious undertaking, CReW intends to hold a Planning & Recovery Fair on March 16th at Brookside Primary School. The organizations and government entities CReW hopes to partner with, including contractors with particular expertise, those flooded, and the public at large, all will be invited. Please consider attending and bring along your questions and ideas, and please keep an eye out for the details of the Planning and Recovery Fair. We want to remind neighbors who are looking for flood recovery help to email waterburyhelp@gmail.com and we will help you get connected to assistance.

Finally, any financial donation you can make to CReW or to the Good Neighbor Fund to be used to help those who suffered damages to their homes or businesses will be greatly appreciated. Under the best of circumstances, it will take months for all immediate needs to be met. Your donation will help meet the immediate challenges those flooded have and it will help facilitate and build the resiliency we need to make our communities stable and sustainable into our future.

Donations can be sent to:

- **CReW** revitalizingwaterbury.org/waterbury-relief-fund
- **Good Neighbor Fund** waterburycast.org/good-neighbor-fund

We are so proud to be part of this community, with so many people who have helped their neighbors in so many ways! As we learn, together, to build our “flood muscles,” let’s remember that we are all part of making our community strong and resilient, and we count you all as part of the CReW!

Respectfully submitted,

William Shepeluk, CReW Chair



CVFIBER ANNUAL REPORT 2023

Barre City	Five years ago, our communities came together to do something that we couldn't do individually – build a world class broadband network for the benefit of our neighbors and businesses. In 2023, the CVFiber Community Network has gone live with our first subscribers.
Barre Town	
Berlin	
Cabot	By the end of this year, CVFiber will have constructed nearly 200 miles of fiber making access to high-speed fiber internet available to more than 1,900 premises in parts of Calais, East Montpelier, Middlesex, Woodbury, and Worcester. Our internet service provider, Waitsfield Champlain Valley Telecom (WCVT) began connecting CVFiber subscribers in October. This year, CVFiber has also performed design and make-ready work in preparation for the 2024 construction season. Construction scheduled for 2024 will include constructing another 240 miles of fiber, bringing high-speed fiber internet access to an additional 2,100 premises, assuming funding is available.
Calais	
Duxbury	
East Montpelier	
Marshfield	
Middlesex	
Montpelier	
Moretown	
Northfield	
Orange	
Plainfield	CVFiber has been allocated Vermont Community Broadband Board (VCBB) construction grant funds totaling \$19,789,930 , of which \$18,147,253 has been received and is either expended or obligated. The remaining \$1,642,677 is reserved at the VCBB. In 2023, CVFiber received an additional \$120,000 in Town ARPA commitments bringing the total to \$863,000 in funding from individual town ARPA funds, which will be matched dollar-for-dollar by the VCBB providing a total of \$1.7 million to be spent in those contributing towns.
Roxbury	
Washington	
Waterbury	
Williamstown	
Woodbury	The CVFiber Governing Board consists of one delegate and one or more alternates from each community who are appointed in April of each year.
Worcester	

29 Main St. #4 | Montpelier | VT 05602 | 802.583.4628
<http://cvfiber.net> | customerservice@cvfiber.net | <http://cvfiber.net>

Connectivity is Just the Beginning

Barre City • Barre Town • Berlin • Cabot • Calais • Duxbury • East Montpelier • Marshfield • Middlesex • Montpelier • Moretown • Northfield • Orange • Plainfield • Roxbury • Waterbury • Washington • Williamstown • Woodbury • Worcester

These representatives and other community volunteers also serve on committees such as Communications, Finance, Operations and Policy.

The incubation period for the CVFiber Community Network is over. We now have a professionally run operation that includes an Executive Director, Operations Manager, and Community Relations Manager, with plans for a Finance Manager joining the team in early 2024.

As you are aware, CVFiber is prohibited from receiving any funds generated by a member community's taxing or assessment power. Therefore, in preparation for the 2024 construction season CVFiber is working with its municipal advisor, PFM, in pursuit of debt financing, with an expectation that CVFiber will be able to qualify for a portion of the state's \$229 million in federal BEAD grant funds at the end of 2024 or the beginning of 2025.

Thank you for your support. Thank you for your subscription to the CVFiber Community Network.

We are doing this – together.
Connectivity is only the beginning.

Jerry Diamantides

Jerry Diamantides
Chair, CVFiber

29 Main St. #4 | Montpelier | VT 05602 | 802.583.4628
<http://cvfiber.net> | customerservice@cvfiber.net | <http://cvfiber.net>

Connectivity is Just the Beginning

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2023 Waterbury

Town Annual Report



OVERVIEW

As a non-profit organization we are constantly reminded how lucky we are to call Central Vermont our home.

From the local legends and rolling mountains to the epic food and hidden trails, we all have a story on why we proudly call this state our backyard.

At CVFiber we believe that irrespective of location, everyone should have fair and equal access to fast, reliable, world-class Internet.

We set the bar high — and we aim to meet it.

In 2023, CVFiber...

- Started in some of the most **unserved** and **underserved** towns in Central Vermont to provide high-speed Internet to areas that either have none or minimal access.
- Constructed nearly **200 miles** of fiber making access to high-speed fiber internet available to more than **1,900 premises** in parts of Calais, East Montpelier, Middlesex, Woodbury, and Worcester.
- Performed **design and make-ready work** in preparation for the 2024 construction season.
- Hired a professional staff to run the operation including an **Executive Director, Operations Manager, and Community Relations Manager**, with plans for a **Finance Manager** to join the team in early 2024.



In 2023, the CVFiber Community Network has gone live with our first subscribers.

Our Operations partner, Waitsfield Champlain Valley Telecom (WCVT) began connecting CVFiber subscribers in October.

2024 FORECAST

(Pending Funding)



240 miles of fiber

Construction scheduled for 2024 will include constructing another **240 miles of fiber**.



2,100 premises

Network design and make-ready which includes pole licenses and tree trimming are coming to completion in preparation for stringing fiber in 2024.

As a result, we will be offering high-speed Internet to an additional **2,100 premises**.

Respectfully submitted,

Jerry Diamantides
Governing Board Chair,
CVFiber

Linda Gravell
Town of Waterbury Delegate,
CVFiber

Christopher Shenk
Town of Waterbury Alternate,
CVFiber



"The fiber is great! I'm so happy to finally be hooked up, it's all I had hoped for, and more! A far, far cry from the old days of dial-up, then satellite Internet, most recently "high-speed" DSL from another provider, which I have now canceled."

-CVFiber customer

✉ lgravell@cvfiber.net
cshenk@cvfiber.net



November 29, 2023

Waterbury Selectboard
51 South Main Street
Waterbury, VT 05676

Re: Request for inclusion of Downstreet on the Waterbury Town Warning for the Year 2024

Downstreet Housing & Community Development requests to be included on the Town Warning with a request of support of \$1,500 from the Town of Waterbury. This amount is the same request that was approved at the 2022 Town Meeting.

We request this support as a pivotal affordable housing provider in Waterbury. We manage 16 units of multifamily housing at Green Mountain Seminary, 14 units of senior housing at Stimson & Graves, and 27 accessible multifamily units at South Main Apartments. In total, over 100 Downstreet residents call Waterbury home. We are also working to bring 26 additional units to Waterbury at 51 South Main Street.

We also offer the award-winning Support and Services at Home program (SASH) to Waterbury residents, improving health care outcomes in our elderly and disabled communities by getting participants the support they need to live longer at home. Twenty town members are currently served through this program (both residents and those from the community). We help participants understand their health needs, we connect them to the many local services (financial, medical, psychological, food, spiritual, etc.) available to them, and we provide friendly guidance and direct support to improve their health and wellbeing.

Downstreet's HomeOwnership Center offers Waterbury residents homebuyer education classes to prepare for responsible homeownership, post-purchase counseling, foreclosure counseling, and low-interest loans for health, safety, and energy upgrades to their homes. Between July 1, 2022 and June 30, 2023, our HomeOwnership Center assisted seven Waterbury families. We also steward three homes in Waterbury through our shared-equity homeownership program.

As a community-based nonprofit organization, we need to generate support from the towns we serve, as well as from individuals and area businesses. Further, our private and public sector funders want us to demonstrate that we are seeking - and receiving - community support for our efforts. In this way, funding approval from the towns we serve demonstrates that Waterbury residents recognize and support our commitment to community development.

We would be grateful for a commitment from Waterbury this coming year.

Thank you,

Ryan Moritz, Director of Development and Communications
rmoritz@downstreet.org
802-477-1424





FORMERLY KNOWN AS THE WASHINGTON COUNTY
YOUTH SERVICE BUREAU

Elevate Youth Services (formerly The Washington County Youth Service Bureau) Is an Important Resource to the Residents of Waterbury

In the past year, the Elevate Youth Services (EYS) provided the following services to **14 unduplicated individuals in Waterbury (6 youth received multiple program services; 121 direct service hours delivered):**

- **7 Individuals** were assisted by the **Country Roads Program** that serves runaway and homeless young people, as well as young people and families who are confronting communication problems, youth behavioral problems, grief and loss, depression and anxiety, parental custody issues, stress within blended families, and other issues that contribute to stress in the home. The program provides crisis intervention, short-term counseling, and temporary, emergency shelter for youth who have runaway, are homeless, or are in crisis.
- **3 Individuals** were provided with substance abuse treatment through the **Healthy Youth Program**. This service includes substance abuse education; drug and alcohol screening and assessment, treatment and positive life skills coaching; early intervention strategies to help young people and families keep substance abuse problems from escalating; coordination of services to ensure that young people receive quality care and support from the many people, organizations, and systems that are active in their lives; and support for families.
- **3 Youth** were served through the **Youth Development Program**, providing voluntary case management services to youth ages 15-22, who are, or have been, in the custody of the State through the Department for Children and Families. YDP provides life skills assessment, training and coaching, referrals to other services including mental health and substance abuse counseling, access to health insurance and medical treatment, education planning and linkage to educational services for high school completion/GED prep and or college preparation, vocational support and training, assistance in generating kinship networks and other social supports, and safe housing options.
- **1 Youth** received critical supports through the **Transitional Living Program** that helps homeless youth ages 16-21 make the transition to independent living. This program teaches life skills and budgeting; assists with employment and education goals; and provides direct rent assistance.

This funding request represents approximately \$107 per youth served or \$12.40 per session hour and represents only a small fraction of the cost of the services provided by EYS. Most services provided have involved multiple sessions, counseling services were provided by certified or licensed counselors, and emergency temporary shelter included 24-hour supervision, meals, and transportation. No one is turned away for inability to pay. While the above identifies the specific services delivered to residents in FY '23, the types of EYS services accessed by Waterbury residents vary from year to year. Waterbury residents are eligible to participate in any of our community-based programs as outlined on our website: www.elevateyouthvt.org.

Elevate Youth Services is a private, non-profit, social service agency. All programs and services are funded by foundations, state government, federal government, private donations, area towns, Medicaid, private insurance, and fundraising activities. Referrals come from parents, school personnel, other area organizations, churches, police officers, and young people themselves, many through our 24-hour On-call Line. **Call 229-9151, 24 Hours a Day, 7 Days a Week. Thank you for your continued support!**

652 Granger Rd, Suite 2, Barre, VT 05641 | (802) 229-9151 | info@elevateyouthvt.org

elevateyouthvt.org

Everybody Wins! Vermont

Everybody Wins! Vermont
PO Box 34
Montpelier VT 05601
802-229-2665
www.everybodywinsvermont.org
info@everybodywinsvermont.org

Everybody Wins! Vermont is a statewide reading mentoring organization. In a typical year, over 600 volunteer mentors all over Vermont read to children in local elementary schools for an hour every week over lunch. Brookside Primary School has had an Everybody Wins! site since 2009, serving between 35 and 50 children per year.

In the fall of 2021, the Brookside School program reopened after pandemic closures, and 9 children read with mentors in 21-22. In 22-23, 17 children read with mentors, and in December 23-24, 21 children are involved, and more mentors are in the application process. Recovery from the COVID-19 pandemic continues.

Comments and data from Waterbury's annual survey:

- "Sometimes I can get tired of all the loud stuff and I like going to a quiet place to read with somebody." —Brookside student
- "She is very nice to me and we can have conversations and just chill and it's really fun." —Brookside student
- "I can tell they like it because they ask about it and they don't mind the lunch time away from their friends." —Brookside teacher
- "I can see an increase in confidence. I can also see the enjoyment the students get from their mentors." —Brookside teacher
- "My son has always been hard on himself no matter what we do to cheer him on. He often feels that adults at school don't like him. Everybody Wins! has given him confidence and support in ways he so needed it, especially during a few difficult years." —Brookside parent
- "I absolutely love this program. Starting with my mentee in first grade allowed us to spend so much time together and develop our relationship over the years." —Brookside mentor
- 89% of Brookside children said they read better and read more often because of their mentor.
- 100% of Brookside teachers surveyed said children in Everybody Wins! showed more confidence in reading.



FAMILY CENTER OF WASHINGTON COUNTYserving families in Waterbury

The Family Center provides services and resources to all children and families in our region. In FY'23 we offered services for children, youth and families, including: Early Care and Education, Children's Integrated Services-Early Intervention, Family Support Home Visiting, Child Care Financial Assistance, Child Care Referral, Welcome Baby Outreach, Family Supportive Housing Services, Youth Homelessness Demonstration Project, Specialized Child Care Supports, Reach Up Job Development, Food Pantry, Diaper Bank, Parent Education, and Playgroups for children from birth to five. We are grateful for the support shown by the voters of Waterbury. For more information about Family Center programs and services, please visit: www.fcwcvct.org.

Among the 139 individuals in Waterbury who benefited from the Family Center's programs and services from July 1, 2022 – June 30, 2023 were:

- * **8 families** who received **Information & Referral**, including consulting our **Child Care Referral services**, receiving assistance in finding child care to meet their needs, answering questions related to child care and child development, and receiving information about other community resources available.
- ***21 families** who received **Child Care Financial Assistance**.
- * **5 children and caregivers** who participated in our **Playgroups**. Playgroups are free, open to all families with children birth to five, and have no eligibility requirements. Children have a chance to play with others in a safe, stimulating and nurturing environment. Parents talk to other parents, draw upon each other for support, learn new skills from Playgroup Facilitators and get information about community resources.
- ***59 individuals** who were served by one of our **Home Visiting** services, providing parent and family education and support or Early Intervention with a child aged birth to 3.
- * **9 children and caregivers** who received food and household items delivered to their residence by our home visitors from our **Food Pantry** to help supplement their family's nutritional and basic needs and ***9 children** who received diapers from our **Diaper Bank**.
- ***13 children and parents** who attended our **Community Events** or received activity bags.
- * **3 young parents** who received wrap around support in our **Family Support Group**.
- * **8 children and adults** who received assistance moving into and maintaining permanent housing as well as assistance with life skills development through our **Family Supportive Housing Services** for homeless or at-risk-families with minor children in Washington County.
- * **8 children and young adults**, aged 0 – 24 years, who received assistance with obtaining and maintaining housing as well as life skills development through our **Youth Homelessness Demonstration Project**.

Thank you for your continued support.

Building resourceful families and healthy children to create a strong community.

Town of Waterbury
Friends of Waterbury Reservoir 2023 annual report

Current Status: 501(c)3 Non-Profit.

Requesting Funds: Friends of Waterbury Reservoir

Address: PO Box 341, Waterbury Center, Vt 05677

Contact Person: D. R. Eric Chittenden, President

Phone Number: (H): 802-244-8683; Cell: 802-598-0388

Email Address: waterburyres@gmail.com; Personal: Eric_Chittenden@hotmail.com

Amount of funding requested: \$1,000.

Is this a new request: No

The Friends of Waterbury Reservoir is a Vermont-registered 501(c)(3) non-profit organization committed to protecting, improving, and enhancing the ecological, recreational, and community values of the Waterbury Reservoir. We accomplish this through stewardship, research, community involvement, collaboration with all stakeholders, and connecting people and places.

Every resident is served by a clean and safe reservoir, through personal enjoyment, business opportunities, and an increased tax base by providing summer activities to visitors. According to Vermont Forests, Parks, and Recreation the 2023 summer season saw a drop in visitors from the previous year due to the numerous weather and flooding events. These numbers include visitor counts from the Little River State Park Campground, the remote campsites, and the Waterbury Center Day Use area. It is estimated that there are many additional users accessing where there is no formal way to track these numbers. Clearly this is a much loved and visited local asset.

The Friends of Waterbury Reservoir serves the Town of Waterbury by advocating for the safe use of the Reservoir and by promoting responsible recreation for residents and visitors. We engage people directly to encourage responsible stewardship which helps maintain the high quality of this resource. We collaborate with other organizations in accomplishing shared goals for the use and protection of the Reservoir which gives all users a voice. We provide an important platform for the users of the Reservoir. Importantly, the Friends have provided significant stake-holder comments over the years regarding major lake issues.

We continue to focus on loon restoration at the Waterbury Reservoir. During the summer of 2023 a nesting pair located at the Cottonbrook boat access successfully nested; sadly, the floods did not cooperate, and the nest was lost. We plan to continue to repair and float a loon nesting raft next spring.

In 2023 we were able to partner with the Vermont Center for Ecostudies which allowed our monofilament fishline recycling bins design to be distributed to over 24 Lakes and Ponds around Vermont. These bins help to save wildlife from unfortunate entanglements that can lead to disabling injuries or deaths.

We work closely with VTFRP and the floating rangers who provide valuable assistance, safety guidance, and other information to the remote campsite users. This year we provided 'safe food hang bags' that they could offer to remote campsite users to avoid unwanted visits from local critters.

This summer we were able to expand our Aquatic Invasive Species AIS Greeter Program by hiring a 3rd member to our team. Despite the weather challenges that we faced, this allowed us to cover both Saturdays and Sundays. Because of this we were able to increase our impact by greeting 714 watercrafts (an increase from 608 in 2022) and inspecting 296 (an increase from 258 in 2022) watercrafts. We also saw an increase in boaters stating that they were familiar with Aquatic Invasive Species and how they can be introduced to Vermont's Lakes and Ponds.

All these activities directly benefit the Waterbury Reservoir and ensure that Waterbury residents, businesses, and visitors continue to have a safe, clean recreational resource for their enjoyment.



ANNUAL REPORT 2022-2023 TOWN OF WATERBURY

About Us:

The mission of Good Beginnings is to bring community to families and their babies. Founded in 1991 by three mothers in Northfield, we offer the following programs free-of-charge to any Central Vermont family with a new baby.

- **Postpartum Angel Family Support Program:** Trained community volunteers visit families weekly to provide respite, community connections, and hands-on help during the postpartum period. Anyone caring for an infant in Central Vermont is eligible, regardless of income or circumstance. Through our **In Loving Arms** service, specially-trained volunteers provide “in-arms care” to babies boarding at Central Vermont Medical Center due to health issues.
- **The Nest Parent Drop-In Space:** Our cozy community space in Montpelier is open Wednesday through Friday from 9 till 1. Parents and caregivers can browse our resource library, get babywearing tips, or just get out of the house with your little one. We also host a weekly Caregiver Circles, as well as a variety of free parent workshops and meet-ups.
- **Early Parenting Workshops:** Free workshops for expectant parents on what happens **after** bringing baby home. Topics include newborn and infant care, babywearing and other soothing techniques, caring for yourself, attachment parenting. Also helpful for grandparents, child care providers, and anyone else caring for an infant!
- **Assistance with Basic Needs:** Our **Childbirth Education Scholarships** help low income families cover the cost of childbirth education classes. Our **Perinatal Support Fund** provides financial assistance to low-income families to help with basic or critical needs such as respite child care, birth support, transportation, stable housing, or connectivity.

How We've Helped Families in Central Vermont:

- 204 families served (totalling 317 adults and 253 children) in FY22-23
- Our 47 Postpartum Angel volunteers provided nearly 1020 hours of respite, support, and community connections to 62 families
- **We continue to see increased need for financial support from our Perinatal Support Fund.** This year, 16 families received a total of \$7025 in financial assistance and 14 low-income parents received high-quality infant carriers through our Free Carrier Program.
- 43 families attended our weekly Caregiver Circle support groups
- 30 families received hands-on support with babywearing, an important attachment strategy and coping technique for caregivers.
- 20 families attended one or more workshop in our Winter Wellness series of self-care offerings for parents and caregivers
- 8 families attended early parenting workshops

How We've Helped Families in Waterbury:

- A total of 10 families served (including 19 adults and 16 children) in FY22-23

- Our Postpartum Angel volunteers provided 100 hours of respite, support, and community connections to 6 families
- 2 families received free infant carriers and 1 of those families also received \$400 in emergency funding to help with basic needs
- 4 families attended workshops and/or parent support groups at the Nes
- 1 family attended our early parenting workshop

What Families Say:

- “My volunteer is so kind...I'm lucky to have her. And as a retired pediatric nurse, she's so knowledgeable too, if I have any questions.” -ML
- “It was great to connect with another adult during the day and learn about great resources for our new growing family.” -MC
- “It is so important for new parents to have support and feel connected. The visits from my Postpartum Angel made me feel so much better during a time that was a huge transition and often felt lonely when everyone else was out in the world doing things and I was home with my new infant!” - LH
- “My Postpartum Angel was a game changer for my connection to my baby. And also helping me recover from difficulties with sleep deprivation and mental health. I looked forward to each visit so I could do anything from nap, exercise, work emails, prepare dinner together. She was amazing. So thankful for the work you do.” - KB
- “Having the in-person instruction and reassurance instead of learning through videos online was super helpful for me! My baby basically lives in the carrier and it's so wonderful for us and soothes our nervous systems and relaxes the vibes of our home.” - SF, babywearing consultation participant
- “This was a great workshop. It was so nice to be around other parents in the space and have it be so flexible and baby-friendly. It was really helpful for my husband and I to learn about different techniques that can help not only with bonding and relaxing our baby, but strategies to help with constipation or gas, which has been difficult for my baby. Having free workshops with other parents and babies and having a GBCV staff member there to support with the babies has been wonderful and something to look forward to this winter. “ - KZ, Winter WEllness workshop participant

Contact Us:

Good Beginnings of Central Vermont
 174 River Street, Montpelier, VT 05602
 802.595.7953

info@goodbeginningscentralvt.org * www.goodbeginningscentralvt.org



December 14, 2023

Town of Waterbury
28 North Main Street, Suite 1
Waterbury, VT 05676

RE: FY25 Appropriation Request

Greetings:

Each year, GMT provides thousands of rides to members within our community through traditional public transit services and coordinated special services. Each ride provided is a personal story of a need being met. Whether it's offering affordable commute options, access to essential medical services, adult day care and senior meals or convenient trips for daily services, we are proud to be a viable solution for so many.

Our ability to maintain our role as a trusted public transportation provider within the region would not be possible without our partnerships. Since 2003, GMT has relied on relationships with area organizations, state and federal agencies, local municipalities and the private citizens to keep us strong. Without these partnerships, we would not be able to provide the critical services that we offer.

It is with recognition and appreciation for all levels of support that Green Mountain Transit (GMT) would like to submit a request of *level funding* for FY25 from the Town of Waterbury. **We respectfully request \$2,382.49 for FY25 to be placed before the Town of Waterbury voters for consideration.** The requested funding directly supports GMT's ongoing operations and the amount is based on a fair share calculation applied to the municipalities GMT serves.

To better understand what this request supports, I have included our annual report for the previous fiscal year. This summary should not only demonstrate

101 Queen City Park Road, Burlington, VT 05401 | T: 802-864-2282 F: 802-864-5564
6088 VT Route 12, Berlin, VT 05602 | T: 802-223-7287 F: 802-223-6236
375 Lake Road, Suite 5, St. Albans, VT 05478 | T: 802-527-2181 F: 802-527-5302



where GMT travels and what needs are fulfilled, but more importantly the number of people who rely on GMT for their daily transportation needs.

Please accept our genuine thanks and appreciation in continuing this mutually beneficial partnership. If you have additional questions please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink that reads 'Jamie Smith'.

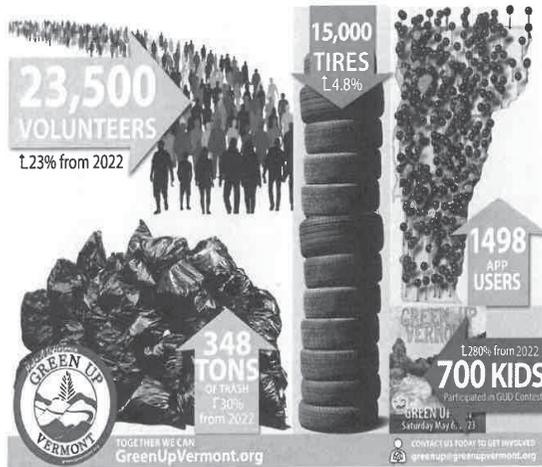
Jamie Smith
Director of Marketing and Planning
802-540-1098
jamie@ridegmt.com

101 Queen City Park Road, Burlington, VT 05401 | T: 802-864-2282 F: 802-864-5564
6088 VT Route 12, Berlin, VT 05602 | T: 802-223-7287 F: 802-223-6236
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GREEN UP VERMONT
www.greenupvermont.org

Green Up Day
May 6, 2023



Green Up Day, continued to grow with 23,500 volunteers statewide who cleaned up nearly 348 tons of litter and 15,000 tires. We saw 23% more volunteers lend a hand and heard in many cases there was less litter (30%) to be cleaned up. Tire collection saw a 4.8% increase. The statistics show that the hard work to beautify Vermont is still needed but also that our efforts for awareness are paying off. As one of Vermont's favorite traditions, it is imperative for today and for future generations to keep building pride, awareness, and stewardship for a clean Vermont, as well as keep residents civically engaged.

Support from your municipality is essential to our program. Funds help pay for Green Up Day supplies, promotional outreach, and educational resources including activity books, contests for kids, and a \$1,000 scholarship. We are requesting level funding for 2024.

Green Up initiatives are year-round and further our environmental impact with waste reduction programs, additional clean-up efforts, and educational initiatives.

Green Up Vermont is a private nonprofit organization that relies on your support to execute the tradition of cleaning up our roads and waterways, while promoting civic pride, and community engagement. **Thank you for supporting this crucial program that takes care of all our cities and towns.**

Your donations make a huge impact and can be made on Line 23 of the Vermont State Income Tax Form or online at www.greenupvermont.org.

Visit our website, like us on Facebook (@greenupvermont), and follow on Instagram (greenupvermont). greenup@greenupvermont.org 802-522-7245



December 15, 2023 marked The Ice Center's 20th anniversary. Opened in 2003, our non-profit, community-based arena is home to Harwood Union High School boys and girls' hockey teams, youth and adult hockey programs, and local figure skaters. The Ice Center primarily serves the communities of central Vermont, offering public skating and stick n' puck sessions, and is open year-round.

The rink's annual budget is funded from ice rentals, dasher-board ads, snack bar revenue, sponsorships and community donations. After several years of pandemic stress, we are happy to report The Ice Center is fully back on its feet... or skates. Our winter 2023-24 ice schedule is full and the rink is active. We want to sincerely thank the Waterbury community for the ARPA (American Rescue Plan Act) funds, and your ongoing support. You helped get us through a very difficult time.

In 2023 we rented 2,212 hours of ice to 22 Youth Hockey programs and 19 Adult Hockey programs. We offered 158 Public Skating sessions and 121 Stick & Puck sessions.

We also hosted Brookside Primary, Crossett Brook Middle, Moretown Elementary, and Harwood Middle and High Schools. Plus, groups from out of our district, including Burlington, Johnson and New Hampshire. Also rented ice for 19 family & birthday gatherings.

We look forward to continuing to serve our community and hope to see you at the rink!

Respectfully,
The Ice Center Board of Directors
Chris Noyes
Bob Parette
Jonathan Siegel
Mike Thompson
Angela Wells

Mad River Resource Management Alliance

P.O. Box 210, Waterbury Center VT 05677

(802) 244-7373 / fax (802) 244-7570

January 15, 2024

The Mad River Resource Management Alliance (MRRMA) includes the Towns of Fayston, Moretown, Waitsfield, Warren and Waterbury. The Alliance was formed through an Interlocal Agreement that began in 1994. We changed our name in 2008 to reflect the fact that we are managing resources not wastes.

The MRRMA held a Spring Household Hazardous Waste Collection Day event at the Harwood Union High School in Duxbury on May 13, 2023. The Fall Household Hazardous Waste Collection was held at the Crossett Brook Middle School in Duxbury on October 14, 2023. A total of 526 households participated in these events. We collected 13.17 tons of household hazardous waste at the events. Residents within the Alliance communities were able to bring all their architectural paints, waste pesticides, alkaline batteries and up to 10 additional gallons of hazardous waste to each event for disposal at no charge. The Alliance will swap your mercury fever thermometer for a digital thermometer at no charge at these events. Bring your mercury thermostats to the Household Hazardous Waste Collection and you will receive a coupon that can be redeemed for a \$5.00 rebate by the Thermostat Recycling Corporation which will process the thermostats. We are planning two collection day events in 2024 at Crossett Brook Middle School. They are scheduled for May 18, 2024 and October 12, 2024. We are continuing to work with Republic Services our hazardous waste contractor.

A total of 220 gallons of used crankcase oil was collected within the Alliance at our Used Oil Collection Tank during 2023. The tank is located in Waitsfield at the Earthwise Transfer Station.

In 2023 textiles were collected at Rodney's Rubbish Transfer Station and the Earthwise Transfer Station. The textiles are collected by Apparel Impact, a textile recycling company with facilities in New Hampshire and Massachusetts. They take clothing, footwear, linens, and accessories in any condition that are clean, dry and odorless at no charge. A total of 35.1 tons of textiles were collected in 2023 an increase of over 43% from 2022.

Casella/Grow Compost of Vermont collected food scraps and food processing residuals from the Washington West Supervisory Union waste streams and from other large generators in the MRRMA. A total of ~261 tons of food scraps were collected by Casella/Grow Compost of Vermont in 2023 in the MRRMA. Visit our web site at madriverrma.org. You will find information on solid waste issues on this web site.

We continue to promote the sale of compost bins. This year we distributed 29 compost bins and 2 Green Cones. It is estimated that each compost bin can compost 650 pounds of garden and kitchen waste annually. This means rich soil to add to your garden and less waste to go to the landfill. We held two composting workshops for Alliance residents this year and expect to hold two more in 2024. The Alliance held a car and pickup truck tire and metal collection event at the Earthwise Transfer Station with an additional collection at Rodney's Rubbish Transfer Station in conjunction with Green Up Day on May 6, 2023. A total of 9.49 tons of tires and ~1 ton of metal were collected during this event. We are planning to hold a spring tire and metal collection in conjunction with Green Up Day on May 4, 2024.

Alliance residents can bring their mixed paper, glass bottles and jars, metal cans and plastics #1 through #7, except for plastic film wrap, plastic bags, black plastic and beaded styrofoam for single stream recycling to the Earthwise Transfer Station and Rodney's Rubbish Transfer Station and Redemption Center. There are also local haulers and Saturday Fast Trash Collections available in the Mad River Resource Management Alliance. Currently the recyclables are taken to the Chittenden County Materials Recovery Facility for processing. There is a charge for collecting and processing recyclables. Computers, printers, monitors and televisions can be recycled at no charge at the Earthwise Transfer Station or the State Surplus Property Office on Route 2 in Waterbury. Other e-waste can be brought to the State Surplus Property facility in Waterbury and recycled at a small per pound fee. During 2023, a total of 13.37 tons of e-waste was collected. Additional information on this program is found on our web site. The Alliance is a member of the Northeast Resource Recovery Association which helps us market some recyclable commodities such as tires, propane cylinders other materials and assists with educational programs. The Alliance is also a member of the Product Stewardship Institute (PSI). As a stakeholder in the PSI we work with other entities to reduce the environmental and health impacts of a variety of consumer products. This is accomplished by looking at the life cycle impacts of products and their packaging. Things like energy and materials consumption, emissions during manufacturing, toxicity, worker safety and waste disposal are among the issues reviewed. The objective of product stewardship is to rethink the way things are created in order to have more sustainable products in the future. We are also a member of the Vermont Product Stewardship Council which provides a local focus on legislative initiatives and other stewardship issues.

Our Solid Waste Implementation Plan(SWIP) is updated every five years. The update is available for review at our website, madriverrma.org.

Backyard burning of trash is illegal and causes air pollution problems. Be a good neighbor and don't burn trash. If you know of any illegal dumping sites within your town that would benefit from an Adopt a Site Program give John Malter, Alliance Administrator a call at 802-244-7373 and let's see what we can do to help eliminate these types of problems together. The FY24 assessment for the administration and programs remains at \$7.00 per capita.

The representatives of the Alliance include: Fayston, Chuck Martel; Moretown, Jonathan Siegel; Waitsfield, Sal Spinosa; Warren, Margo Wade; Waterbury, Alec Tuscany and John Malter from Waterbury is the Administrator for the Alliance.

Mad River Resource Management Alliance

Financial Report for the Period Ended 12/31/23

Budget to Actuals

	Budget	Actual	Balance
Revenue			
Fayston Assessment	\$ 9,548.00	\$ 9,548.00	\$ -
Moretown Assessment	\$ 12,271.00	\$ 12,271.00	\$ -
Waitsfield Assessment	\$ 12,908.00	\$ 12,908.00	\$ -
Warren Assessment	\$ 13,839.00	\$ 13,839.00	\$ -
Waterbury Assessment	\$ 37,317.00	\$ 37,317.00	\$ -
Paintcare Reimbursement	\$ -	\$ -	\$ -
Agricultural Pesticide Grant	\$ 5,000.00	\$ 2,381.75	\$ 2,618.25
Small Quantity Generators	\$ 2,000.00	\$ 3,570.95	\$ (1,570.95)
DEC SWIP HHW Grant	\$ 12,128.00	\$ 12,128.00	\$ -
Compost Bins	\$ 2,000.00	\$ 1,627.00	\$ 373.00
Tires	\$ 2,800.00	\$ 3,463.84	\$ (663.84)
Outreach Grant	\$ -	\$ -	\$ -
Total Revenue	\$ 109,811.00	\$ 109,054.54	\$ 756.46
Expenditures			
Admin - Administration	\$ 24,900.00	\$ 24,009.27	\$ 890.73
Admin - Bookkeeping	\$ 1,496.00	\$ 270.00	\$ 1,226.00
Admin - Insurance	\$ 797.00	\$ 1,044.00	\$ (247.00)
Admin - Solid Waste Manager Association	\$ 859.00	\$ 858.83	\$ 0.17
Admin - Travel/Office	\$ 1,000.00	\$ 1,092.68	\$ (92.68)
Education - Administration	\$ 18,675.00	\$ 16,351.00	\$ 2,324.00
Education - Conference	\$ 600.00	\$ 258.24	\$ 341.76
Education - Newsletter/Printing/Mailing/Website/Ed Programs	\$ 6,500.00	\$ 4,975.63	\$ 1,524.37
Education - NRRRA Membership	\$ 236.00	\$ 287.76	\$ (51.76)
Education - Product Stewardship Institute	\$ 350.00	\$ -	\$ 350.00
Education - Travel/Office	\$ 1,000.00	\$ 489.46	\$ 510.54
HHW - Administration	\$ 12,450.00	\$ 11,403.39	\$ 1,046.61
HHW - HWW Contractor	\$ 57,000.00	\$ 54,834.43	\$ 2,165.57
HHW - Sheriff/Traffic Control	\$ 1,000.00	\$ 431.79	\$ 568.21
HHW - Travel/Office	\$ 750.00	\$ 3,254.61	\$ (2,504.61)
Misc - Compost Bins	\$ -	\$ -	\$ -
Misc - Equipment Maintenance	\$ 200.00	\$ -	\$ 200.00
Misc - Tire Collection	\$ 2,600.00	\$ 2,150.00	\$ 450.00
Misc - Zoom Video Account	\$ 159.00	\$ 149.90	\$ 9.10
Total Expenditures	\$ 130,572.00	\$ 121,860.99	\$ 8,711.01
Change in Net Position	\$ (20,761.00)	\$ (12,806.45)	\$ (7,954.55)



MOSAIC

Healing Communities | Ending Sexual Violence

VERMONT

Mosaic Vermont's Annual Report for FY23

- Over **5,000** direct responses to harm were provided.
- **277** individuals were served due to incidents of sexual violence. **76** were children.
- Mosaic engages in community-wide culture-change efforts to connect, share resources, increase accessibility to programming for all people, and to help end violence. This year, advocates and educators engaged over **1,200** youth and **150** adults across **5** public schools in addition to others throughout Washington County.

*"You were the only one willing to help me. That's all I needed... to talk to someone."
~Mosaic Client*

Mosaic's work is led by the people who have been impacted by sexual harm. Through the provision of services such as our 24-hour helpline; safety planning; advocacy at Sexual Assault Nurse Examinations; support in court hearings or at crime related appointments or interviews; referrals to and support in accessing community resources; parent, friend, and caregiver support; and case management; we help people begin to heal. We provide additional, specialized services for people who have experienced sex trafficking, adult survivors of child sexual abuse, and children and youth who have experienced sexual violence.

Mosaic's services are highly confidential, and people are not required to disclose their town of residence to receive services. Many do not. At least 58 people volunteered that they were residents of Barre when receiving services during this period. We are deeply grateful to the cities and towns of Washington County for your continued support as our advocates undertake highly complex and confidential work. Your steady allyship and preservation of privacy have saved lives.

In hope and healing,

Anne Ward, MEd
Executive Director, Mosaic Vermont



Hello, Waterbury

Thank you so much for your FY23 financial support - Please find our "ask" letter below for FY24 and thank you for your time!

OUR House of Central Vermont is a non-profit Children's Advocacy Center and Special Investigations Unit located in Barre and serving all of Washington County. OUR House's mission is to provide a safe and supportive setting for child victims of physical & sexual abuse, their non-offending family members as well as adult survivors of sexual assault.

OUR House (which stands for One Unified Response) implements a multidisciplinary approach to the issue of physical and sexual abuse. We work very closely with the Dept. for Children and Families, Law Enforcement, the State's Attorney's Office, CVMC, and MOSAIC along with other local organizations to ensure investigations whenever possible are conducted in a child friendly environment, with staff who are trained in the area of trauma. We also offer therapy referral, case management, safety planning, training, and referral services to children and adult victims as well as their caregivers.

Every town in Washington County has used our services in one way or another in the year of 2023.

Within your town/city OUR House assisted with 6 cases and within Washington County:

- OUR House investigated 105 sexual abuse cases this calendar year.
- Out of those cases, 14 were children under the age of 6.
- 90% of those cases were abused by someone they KNOW or are even related to.
- 13 offenders were under the age of 17.
- Law enforcement took the extra time to review 59 cases that were ultimately not accepted.
- There was an increase in the numbers of people experiencing homelessness and an increase in people identifying within the LBGTQI community.

While it is difficult to monetarily quantify an abuse/assault investigation, national statistics show that on a per-case basis, these cases coming through the CAC/SIU **SAVES a local PD and Town \$1,000 per case.**

Because of these cost savings, OUR House asks all Washington County towns for financial support. OUR House provides its case management tools and law enforcement services free of charge, which in turn removes the need for the towns to directly provide the services via staff and training themselves.

We are thankful for the support of your town and request the same level of funding as in years past, \$ 250-

Thank you for your support in our mission and your community!
Rebecca Duranleau, Executive Director
OURHouseBarreDirector@gmail.com / www.OURHouseCentralVT.com
802-622-0821 * 802-272-6312 *38 Summer Street, Barre VT 05641



PEOPLE'S HEALTH & WELLNESS CLINIC

51 Church Street | PO Box 544, Barre, VT 05641
802-479-1229 | phwcv.org

December 13, 2023

Town of Waterbury
29 N. Main St., suite 1
Waterbury, VT 05676

Dear Community Members of Waterbury,

On behalf of the staff, volunteers, and patients of People's Health & Wellness Clinic (PHWC), I want to thank the voters of Waterbury for their long-standing support.

Please consider this letter as our request of the Town of Waterbury to place People's Health & Wellness Clinic on the 2024 Town Meeting agenda to request funding in the amount of \$1,000, the same amount as previous years.

PHWC was founded in 1994 with the mission to provide health care services and wellness education to uninsured and underinsured Vermonters. The clinic is sustained by dedicated volunteer practitioners, who provide an array of medical, mental health, oral health, bodywork, and other services to patients. PHWC also provides comprehensive case management services, including assisting patients with health insurance enrollment, applying for financial assistance, and connecting with referrals in the community.

Each year PHWC serves around 550 patients, seeing many of these patients for multiple visits across different services. Community members who seek care at PHWC often have no other healthcare options available and would delay or avoid care because of costs and accessibility. In 2023, PHWC served 16 residents of Waterbury for a total number of 61 different interactions.

We couldn't provide essential healthcare services without the generosity of the communities we serve. We are grateful to the members of Waterbury who continue to support our efforts.

Sincerely,

Daniel Barlow
Executive Director

2023 ANNUAL REPORT

Revitalizing Waterbury's (RW) mission is to preserve, promote and enhance the economic, historic and social vitality of Waterbury, Vermont for residents, businesses and visitors. RW is a 501(c)3 non-profit and one of Vermont's 24 recognized designated downtown organizations. RW currently has 200 individual donors and business members and 80 volunteers, representing a broad spectrum of the community. RW works in cooperation with local, regional, and statewide stakeholders to create and maintain a vibrant community that is inviting, safe, economically sound, lively, and livable. We commit to help Waterbury be a place that is welcoming and accessible, where people support and encourage each other, where differences are valued and embraced, and all voices are heard.

Economic Development

- Supported continued business growth in Waterbury, including 5 new businesses and assisted 7 more in relocating or expanding with Waterbury. Hosted one grand opening ribbon cutting ceremony.
- Maintained a list of available commercial properties. Provided information on available properties and/or opening a business in Waterbury to over 48 current and prospective business owners.
- Provided support and assistance with local permitting review for multiple businesses. Provided specific business support referrals to 24 businesses regarding local regulations, permitting, and new business initiatives.
- Sent monthly business support emails about grants, resources, and other opportunities to list of over 375 businesses.
- Maintained relationships with property owners and regional and state economic development entities.
- Supported the ongoing efforts of the Waterbury Area Development Committee (WADC), including monthly meetings.
- Began work to update the 2017 Economic Development Strategic Plan with help from the WADC.
- Hired new Economic Development Director, Owen Sette-Ducati, who began in November 2023.

Downtown Designation Status and Municipal Support

- Assisted in the Waterbury Planning Commission's Zoning Bylaws rewrite with a letter from the Waterbury Area Development Committee explaining key issues to consider during their rewrite process.
- Attended Zoning Bylaw Open Houses to gauge community reception and report back to WADC on changes, which are widely supported by the committee.
- Provided information about Historic Tax Credits (HTC) to several property and business owners. Three historic buildings in Waterbury's Designated Downtown received Tax Credits through the HTC program: one at 1 Rotarian Place, one at 13-15 Stowe Street, and one at 35 Foundry Street.
- Provided information about the current UDAG loan process to three businesses and property owners.
- Attended statewide Designated Downtown meetings to keep up-to-date on grant opportunities, program models, and resources. Serve as a resource to other downtown organizations interested in Waterbury's organizational and funding model.
- Continued to support Waterbury's status as a Designated Downtown by collecting Downtown Reinvestments Statistics.
- Participated in Downtown Advocacy Day in March to advocate state government on the value of the Designated Downtown Program to Vermont's economy. Active member of the Downtown Coalition, an advocacy group.
- Received national accreditation for our downtown program by Main Street America.

- Attended and participated in a variety of town meetings such as EFUD Commissioners, Development Review Board, Planning Commission, and Select Board.
- Participated as a member of the Waterbury Housing Task Force in order to support housing initiatives, provided data and methodology for short-term rental presentation to the Select Board.
- Testified at the Vermont State House to ask the Department of Building and General Services if the Town could acquire the land that was left after the destruction of the Stanley and Wasson Hall buildings to be used for high density housing in the future.

Community Programming and Outreach

- Presented the third annual Waterbury Acts of Kindness program, receiving 75 nominations of local community members and organizations. Each nominee received a handwritten thank you note and Waterbury Bucks.
- Continued RW's Event and Project Sponsorship Program. Awarded a total of \$1,500 to MOXIE Productions, Four Winds at Brookside Primary School, TURNMusic, Ballet Vermont, and The Children's Room.
- Hosted Waterbury Arts Fest at Pilgrim Park. Event had over 100 artists and food vendors, several local musicians and performers, and non-profit organizations. Quickly moved event to August because of the July floods.
- Maintained a corps of 80 volunteers who provided over 2,500 hours of service towards maintaining and expanding RW's mission. Held a Volunteer Appreciation party to thank RW's volunteers. Recognized Jane Brown as RW's 2023 Volunteer of the Year for her work on the RW Design Committee and Stowe Street Alley Project.
- Continued work to revitalize the Stowe Street Alley working with Makersphere, Waterbury Rotary Club, Waterbury Arts, the Masons, property owners, and interested community members. Held one final brick fundraiser to raise funds for new engraved pavers, conducted a Call to Artists to find an artist to design and fabricate the Entrance Sculpture, and prepared for installation. Due to unavoidable delays, installation is slated to begin in Spring 2024.
- Recognized Whitney Aldrich with the 2023 Kathy O'Dell Community Service award for his tireless and generous contributions to Waterbury.
- Presented to multiple organizations the importance of planning for the April 2024 total solar eclipse. Have partnered with the Waterbury Rec Department to execute plans. Maintaining strong communications with Montpelier and Stowe around eclipse expectations.
- Quickly pivoted to support businesses and residents after July 2023 floods. Met with impacted businesses and provided information on local and statewide resources.
- Became fiscal agent for new flood recovery group, CReW, including processing of donations and payments.

Direct Support of Local Businesses

- Continued local currency program, Waterbury Bucks, infusing more than \$4,600 into the local economy. 66 businesses accept Waterbury Bucks and they are available for purchase at Bridgeside Book and the RW offices.
- Decorated downtown Waterbury with lit garlands to create a festive atmosphere for the holidays and hung flower baskets on new lampposts in summer. Extended holiday decor to the roundabout and Waterbury Center, decorating the gazebo and the Grange Hall Cultural Center with lit garlands.
- Sent quarterly tourist emails to 1,500+ individuals to encourage visiting Waterbury or otherwise supporting Waterbury businesses, and promoting experiences that feature RW business members.
- Hosted 3 business mixers to help keep Waterbury's business owners connected and informed. Mixers were held at: Edgeworks Creative with the Children's Literacy Foundation as the featured nonprofit; Woodstock Farmers Market with Meals on Wheels as the featured nonprofit; and Makersphere.
- Maintained and continued to enhance DiscoverWaterbury.com website to expand upon suggested experiences for tourists that highlight member businesses and partner organizations, robust Business Directory, Community Calendar, and more information for visitors.

- Reprinted and distributed an additional 5,000 copies of the Discover Waterbury guide, advertising 38 businesses, and promoting a variety of activities in town.
- Maintained and strengthened social media presence on Discover Waterbury's Facebook and Instagram to promote Waterbury and its businesses to visitors. Created a new social media presence on Facebook and Instagram to promote Waterbury with focused more on local businesses.
- Coordinated annual Wrap It Up & Win holiday promotion to draw customers to Waterbury's businesses and spur local shopping through the holiday season. 50 businesses participated and 148 people won prizes in the month-long raffle. Prizes were valued at nearly \$4,000 and the promotion represented approximately \$60,000 or more in local revenue.
- Continued special advertising program with WDEV, running weekly promotional ads that highlight local events, activities, and organizations. Program allowed small local businesses to advertise at steeply discounted prices.
- Promoted Waterbury as a destination for regional visitors with articles and advertising via Waterbury Roundabout, Valley Reporter, Vermont Inspirations, Mad River Valley Guide, East Coast Traveler, social media, and more.
- Hired new Marketing Associate who began work in January 2023.

RW Board of Directors

Krister Adams
 Katya D'Angelo
 Carolyn Fox
 Julie Frailey
 Matt Larson
 Dave Luce
 Colin Pomer
 Lindsay Sullivan
 Otho Thompson
 Scott Weigand

RW Staff

Karen Nevin, Executive Director
 Owen Sette-Ducati, Economic Development Director
 Denis Palic, Marketing Associate



VERMONT ASSOCIATION FOR THE BLIND AND VISUALLY IMPAIRED
HELPING ACHIEVE INDEPENDENCE IN A VISUAL WORLD SINCE 1926

Report of Services for Town of Waterbury

During the 2023 Fiscal Year, The Vermont Association for the Blind and Visually Impaired saw continued success in client services, innovative programs, and community outreach initiatives. Moving forward, it is exciting to imagine the strides we will make in enabling blind and visually impaired Vermonters to be more independent, develop adaptive skills, and improve their quality of life.

SMART Device Training Program: 550 Vermont residents received SMART training in FY23, the highest number in the program’s five-year history. Also during FY23, VABVI secured \$100,000 of partial program funding from the State of Vermont. In order to fully fund SMART, whose budget is more than twice that amount, VABVI has recently announced our several-year Second Century Endowment Campaign.

PALS (Peer-Assisted Learning and Support) Group: PALS Groups, held throughout Vermont, are monthly meetings where members share coping strategies and discuss the practical, social and emotional challenges of vision loss. While many clients have been pleased with the reintroduction of in-person meetings in FY23, opportunities to join virtually remain available for maximum flexibility. 42 clients attended PALS meetings in FY23.

HAPI (Helping Adolescents Prepare for Independence): The HAPI program enables Teachers of the Visually Impaired and Certified Vision Rehabilitation Therapists to work one-on-one with students to practice daily living skills.

IRLE Summer Camp (Intensive Residential Life Experience): IRLE camp helps VABVI students develop social skills, meet fellow visually impaired peers, learn independent living skills, and improve self-advocacy skills. This June, IRLE brought 13 visually impaired students to Rock Point by Lake Champlain. Activities included outdoor sports, nature walks, and living in cabins. Fun was had by all!

Community Outreach

VABVI continues to innovate new projects which will connect the local community to our services and cause. After more than a year of development, an accessible tactile sign is slated to be installed in Burlington’s Waterfront Park by the end of 2023. Additionally, the New Americans Project will soon offer free vision screenings for local refugee community members.

In Fiscal Year 2023, the agency provided services to a total of 1,083 Vermont residents. This total includes 5 adults in Waterbury and 106 adults and 15 students in Washington County.

For more information about VABVI’s services or volunteer opportunities, please contact Samantha Gougher, Development Associate, at sgougher@vabvi.org. Thank you very much for your support!

60 Kimball Avenue
 So. Burlington, VT 05403
 (802) 863-1358
 (FAX) 863-1481

13 Overlook Drive, Ste. 1
 Berlin, VT 05641
 (802) 505-4006
 (FAX) 505-4039

80 West Street, Ste. 202
 Rutland, VT 05701
 (802) 775-6452
 (FAX) 775-4669

130 Austine Drive, Ste. 280
 Brattleboro, VT 05301
 (802) 254-8761
 (FAX) 254-4802

So. Burl (800) 639-5861
 Berlin (877) 350-8838
 Rutland (877) 350-8839
 Bratt (877) 350-8840

www.vabvi.org

**THE VERMONT CENTER FOR INDEPENDENT LIVING #03-0271000
TOWN OF WATERBURY
SUMMARY REPORT**

Request Amount: \$600.00

For over 44 years, The Vermont Center for Independent Living (VCIL) has been teaching people with disabilities and the Deaf how to gain more control over their lives and how to access tools and services to live more independently. VCIL employees (85% of whom have a disability) conduct public education, outreach, individual advocacy and systems change advocacy to help promote the full inclusion of people with disabilities into community life.

In FY'23 (10/2022-9/2023) VCIL responded to thousands of requests from individuals, agencies and community groups for information, referral and assistance and program services for individuals living with a disability. VCIL Peer Advocate Counselors (PACs) provided one-on-one peer counseling to **140** individuals to help increase their independent living skills and **4** peers were served by the AgrAbility program. VCIL's Home Access Program (HAP) assisted **178** households with information on technical assistance and/or alternative funding for modifications; **115** of these received financial assistance to make their bathrooms and/or entrances accessible. Our Sue Williams Freedom Fund (SWFF) provided **73** individuals with information on assistive technology; **41** of these individuals received funding to obtain adaptive equipment. **379** individuals had meals delivered through our Meals on Wheels (MOW) program for individuals with disabilities under the age of 60. Our Vermont Telecommunications Equipment Distribution Program (VTEDP) served **17** people and provided **7** peers with adaptive telecommunications enabling low-income Deaf, Deaf-blind, Hard of Hearing and individuals with disabilities to communicate by telephone.

VCIL's central office is in downtown Montpelier (although we are working from home as our office (along with so many others) was devastated in the July flood and we have four branch offices in Bennington, Chittenden, Rutland and Windham Counties. Our PACs and services are available to people with disabilities throughout Vermont.

During FY'23, **8** residents of **Waterbury** received services from the following programs:

- Meals on Wheels (MOW)
(**\$1,365.00** spent on meals for residents)
- Information Referral and Assistance (I,R&A)

To learn more about VCIL, please call VCIL's toll-free I-Line at:
1-800-639-1522, or, visit our web site at **www.vcil.org**.

Local Health Office Annual Report: 2023

Barre Local Health Office | 5 Perry Street, Suite 250, Barre VT
802-479-4200 | AHS.VDHBarre@Vermont.gov

Twelve Local Health Offices around the state are your community connection with the Vermont Department of Health. **The Barre Local Health Office provides essential services and resources to towns in Washington and northeast Orange counties.** Some highlights of our work in 2023 are below. For more information, visit HealthVermont.gov/local/barre



Central Vermont Flood Response

The historic flooding of 2023 devastated many of our central Vermont communities. We disseminated hundreds of free water test kits for central Vermont homeowners, critical health and safety information and protective equipment for cleanup. We collaborated with community partners including Montpelier Alive, Rainbow Bridge Community Center, Central Vermont Medical Center and People's Health and Wellness Center to provide tetanus and wound care clinics and participated in multiple local initiatives to address the public health concerns of immediate flood response and long-term flood recovery.



Nutrition Support for Families

The Barre Women, Infants & Children (WIC) program serves pregnant Vermonters, parents, and caregivers with children under 5 with healthy food benefits, nutrition education, breastfeeding support and counseling. In 2023, we were given a Premiere Level Breastfeeding Award of Excellence by the Federal Food and Nutrition Service. Notably, 83% of pregnant WIC participants breastfed, with 63% continuing beyond 6 months—surpassing the 25% national rate.



Protecting Central Vermonters

Our team of epidemiologists, public health nurses and public health specialists act every day to prevent the spread of disease. In 2023, we conducted nearly 200 reportable disease case investigations. With the help of community partners, we organized 23 vaccine clinics in locations such as farms, community events and flood recovery centers. In total, we provided 311 vaccines including COVID-19, flu, tetanus and Mpox.



Town Meeting Report

Rep. Theresa Wood & Rep. Tom Stevens



Highlights of the 2023 Session –

The 2023 Session was one of big change in the personnel in the Legislature — 50 new representatives (of 150) and 10 new senators (of 30). The House of Representatives also had 9 new chairs of committees. This amount of change, according to long time members, is unprecedented since the change in representation in the 1960's. Going into the session, there were fears that we would not get much done due to the inexperience of the new representatives, but quite the opposite happened.

High on the list was the work done in Rep. Wood's Human Services Committee, where they worked to expand our child care system. Housing initiatives continued to take place in Rep. Stevens's General and Housing Committee. And the General Assembly moved to continue the Universal School Meals Program, making lunches available to all students; advocated and implemented extensions of the pandemic-era hotel programs in order to continue housing our homeless population; and continued investing in building new housing and rehabilitating old ones that may have been out of code. The General Assembly also voted to reform the bottle deposit system, approve the initial investments from the Opioid Settlement Fund, oversaw continued funding for the broadband build out and passed, the Affordable Heat Act, which establishes a planning process to assure that every Vermont family, not just the wealthiest, can afford to make the switch to cheaper, cleaner heat.

Here's a review of two of the most meaningful areas of legislation, housing and child care:

Housing

First and foremost, the General Assembly passed over \$200 Million in funding for housing-related issues. Many of those dollars were allocated for continued construction of affordable housing, purchases of mobile homes intended to house formerly unhoused families, and investments in the creation of housing for middle-class Vermonters and first time homebuyers.

Since the beginning of the pandemic, when we received hundreds of millions of dollars from the federal government for housing, different organizations and developers have created or rehabilitated nearly 3,000 new living units, and are on track to have nearly 800 more by the end of 2025. This progress is important, and has successfully shown how much development can be done with the right investment. It is not cheap, and there will always be discussions about sustaining this pace.

We also know that we will not build ourselves out of this situation. Legislation this year will focus on continued investment and regulatory change, along with funding programs that will

help prevent evictions. Keeping tenants in their apartments by making sure property owners receive rent due is a proven way of reducing homelessness. This program succeeded in the months following the onset of the pandemic. By reinstating this program, we hope to keep 1,000 households in stable housing situations long term, lessening our reliance on expensive hotel programs.

Child Care

Vermont leads the nation in understanding the importance and investments needed to provide quality, affordable early care and learning opportunities for its youngest citizens. There are multiple benefits of these investments for children, their families, the workplace and businesses, and the Vermont economy. During the 2023 legislative session, landmark child care legislation was passed which will invest an additional \$125 million into the early care and learning system. Key elements of the legislation include the following:

- Increasing access for financial assistance to low, moderate and middle income families.
- Increasing the amount paid through the state's Child Care Financial Assistance Program to regulated providers
- Increasing the wages of early care and learning professionals
- Providing investments to ready providers for new families who will access services
- Expanding access through growth of existing providers and encouraging new providers, with an intensified focus on infants and toddlers
- Investigating the necessary steps to achieve full time Pre-K for all 4 year olds through a "mixed" delivery system; this means access either through public schools or through contract with public schools by private providers

While these investments are being rolled out in 2024 and 2025, the Department for Children and Families has an informational website that documents the progress towards implementing this landmark legislation. It can be found here: [Act-76-Status-Report.pdf \(vermont.gov\)](#).

When making an investment of this magnitude, it is critical to evaluate the results that are expected to be achieved. To that end, the bill also includes an evaluation component to be conducted by Building Bright Futures (www.buildingbrightfutures.org).

We continue to be honored to serve our communities and constituents and remain available for questions, comments and conversation about this report or any other issues or topics of interest to you. A wealth of information can also be found on our legislative webpage: <https://legislature.vermont.gov/>

Respectfully submitted,

Rep. Theresa Wood, Chair
Human Services Committee

Rep. Tom Stevens, Chair
General and Housing Committee

Administrative Office:
885 South Barre Road
South Barre, VT 05670
Telephone: (802) 229-1399
Fax: (802) 223-8623



Where Hope and Support Come Together
Washington County Mental Health Services, Inc.
Serving People with Mental Health and
Developmental Challenges

Mailing Address:
P.O. Box 647
Montpelier, VT
05601-0647
www.wcmhs.org

November 20, 2023

Town Clerk
Town of Waterbury
28 North Main St, Suite 1
Waterbury, VT 05676

Ms. Petrovic,

Washington County Mental Health Services (WCMHS) is a private, non-profit organization that has provided services to communities in Washington County for 56 years. We provide mental health, developmental services, and substance use supports to adults, children, and their families. We serve people in schools, in their homes, out in their community, and in our physical locations. We provide 24-hour emergency services, Case Management, Employment, Residential, and Public Inebriate Services. This is not an exhaustive list. Almost 90% of our consumers' payment for care comes through Medicaid, which covers most the actual cost of the services they receive.

WCMHS is seeking additional funding in order to cover gaps in funding, to continue to provide the care needed in our communities. We are very grateful for the \$3,000.00 granted by Waterbury voters last year. In FY 2023, WCMHS provided services to more than 3,300 individuals with 299,004 individual units of services across Washington County. In FY 2023, WCMHS provided 20,545 units of service which totaled 45,101 hours of services to 233 Waterbury residents.

We are again requesting **\$3,000.00** from Waterbury to help us continue our work. WCMHS provides services to our communities that are beyond our standard services, and therefore are not funded, or are underfunded. We appreciate the past support from Waterbury voters, as it is vital in helping us continue to do this.

Please contact me if you have any questions or need further information that I can provide.

Sincerely,

Heather Slayton
WCMHS
Heather.slayton@wcmhs.org
1-802-229-1399

Center for Counseling and
Psychological Services
Phone: (802) 479-4083
Fax: (802) 476-1476

Children, Youth & Family
Services
Phone: (802) 476-1480
Fax: (802) 479-4095

Community Developmental
Services
Phone: (802) 479-2502
Fax: (802) 479-4056

Community Support
Program
Phone: (802) 223-6328
Fax: (802) 229-8004

Intensive Care Services
Phone: (802) 229-0591
Fax: (802) 223-3667



Waterbury Ambulance Service & Waterbury Backcountry Rescue Team 2023 Summary

Waterbury Ambulance Service Inc is a 501c3 non-profit organization that provides pre-hospital emergency medical care, advanced life support and transport for the towns of Waterbury, Duxbury, and a portion of Moretown. Waterbury Ambulance also provides mutual aid for neighboring agencies such as Stowe Rescue, Richmond Rescue and Mad River Valley Ambulance Service. Through its Backcountry Rescue Team, it provides Search and Rescue Services.

Waterbury Ambulance provides 24 hours a day, 7 days a week, 365 days a year coverage with a scheduled duty crew on every 12-hour shift. Waterbury Ambulance Service is driven by a dedicated group of over 30 volunteers with the support of two full-time paid staff members and ten per diem employees. Waterbury Ambulance Service is a stand-alone nonprofit and not a part of any municipality.

For calendar year 2023, Waterbury Ambulance Service responded to 741 calls for EMS service, down from 800 last year, 454 of those calls were transported, a decrease from 516 the year prior. In most cases, EMS agencies only receive compensation for calls which result in a transport. Waterbury Ambulance Service also provided 72 interfacility or hospice transfers and provided emergency coverage for ten events in our local community.

In 2023, Waterbury Ambulance Service increased the level of care we provide to our community to the Paramedic Level. This is a huge service to our community with the ability to provide a higher level of care to our neighbors. We currently have one Full Time Paramedic and two Per Diem. We have six members who are working to advance their level of care over the next two years to become Paramedics and we are actively hiring experienced Paramedics.

Waterbury Ambulance is not immune to the national shortage of emergency medical professionals and the inability of folks to volunteer their time as they have in the past. With that said, Waterbury Ambulance has been driven to increase its paid medical provider ranks. Additionally, the rising costs of medical supplies, fuel and the fact that Insurance payments often only cover a third of EMS costs has required Waterbury Ambulance Service to request an increase in appropriation funds requests to the towns for 2024. With its paid medical providers, Waterbury Ambulance has been able to improve both our response times and the quality of care.

Waterbury Backcountry Rescue Team

The Waterbury Backcountry Rescue Team (WBRT) was formed in April of 2001 by Waterbury Ambulance after a series of rescues on Camels Hump took Waterbury fire fighters out of service for several long nights. The ambulance squad felt it was important to support the Fire Department by taking over the responsibility of conducting rescues in the back country. Over the past 22 years WBRT has conducted a total of 263 rescues and is currently staffed by over 20 volunteers.

During 2023, the team responded to 11 calls made up of two searches for missing persons, one body recovery, and eight rescues of hikers and hunters.

Some specific rescues of interest included one in March where the team assisted Waterbury Ambulance access a patient at the end of a long, uphill, unplowed, driveway. In a second rescue, ignoring high water warnings, a couple launched their kayaks in the Winooski River in Middlesex during July, the couple were quickly swamped and stranded on an island during significant flooding.

Also in July, on a cold and very rainy day, a hiker on Camels Hump fell and broke her arm in the most inaccessible location on that mountain's trail system needing rescue. The rescue started at 1:49 PM and ended in darkness at 2:00 AM.

Another hiker was rescued during darkness on Camels Hump during September. She had become exhausted from being on the trail for nearly 12 hours but only managed to hike 1.3 miles. She expressed her surprise that (unlike western New York) hiking trails on Vermont mountains climb uphill.

The two searches for missing persons were mutual aid calls to assist the Vermont State Police in the towns of Westmore and Middlesex.

Sally Dillon
Trustee President

Thomas Leeman
President Officer

Maggie Burke
Executive Director

Brian Lindner
Waterbury Backcountry Rescue Team Leader



Waterbury Area MakerSphere Cooperative, a 501c3 since September of 2018, is dedicated to fostering creativity in our community by providing educational opportunities and workspace for all ages. We help people share their knowledge and build their creative skills in the arts, crafts and trades.

We are currently operating four satellite locations in the Waterbury area. One is for ceramic arts, handcrafting, and classroom space located at the Green Mountain Seminary Building. Another is for artist studios and a flex/gallery space for art shows located at 30 Foundry Street. A third is at Crossett Brook Middle School for cooking classes in the former Consumer Science kitchen. And our newest location, a converted auto body shop, just outside of Waterbury village, is now a maker space with a focus on woodworking! This space now allows us to offer classes and workshops on tool safety, basic construction methods, woodworking, and stained glass, and more!

Some accomplishments of 2023:

- ✓ Served 720 youth (K-8th grade) to develop art and maker skills in after school, in school, and summer programs.
- ✓ Acquired new shop space in June of 2023 after five years of searching for the right spot.
- ✓ Middle school students used the new shop space to build a MakerSphere float for Waterbury Rotary Club's annual NQID parade, which won the Best in Show trophy.
- ✓ Supported 61 artists & makers with reasonable studio space and teaching opportunities.
- ✓ Offered a variety of new classes and workshops including sewing, jewelry making, stained glass, and lantern building by tapping into a new pool of artist instructors.
- ✓ Organized and coordinated the 14th Annual River of Light Lantern Parade.

So we ask for your "YES" vote for Town support which will help us continue our efforts in supporting community members of all ages in building their creative skills in the arts, crafts, and trades.

November 15, 2023

To the voters of the town of Waterbury:

The Waterbury Area Senior Citizens Association (WASCA) once again needs your financial support to carry out the vital work it does to enrich the lives of seniors in Waterbury. This letter serves as our formal **request for funding of \$39,000**, which is the same amount that you allocated last year.

We are proud to report that WASCA delivered over 18,000 meals to homebound seniors in Waterbury, Duxbury, Bolton, Moretown and Middlesex in FY24. 15,169 of those nutritious “Meals-on-Wheels” were delivered to residents in Waterbury, enabling them to live independently in their homes, comfortably and securely, for as long as possible.

For other seniors who can get out and about, our dining room and community gathering space in downtown Waterbury welcomes them Monday through Friday for a hot meal, good company and engaging activities. In the last year alone, we served over 2,000 congregate lunches in our dining room.

Whether at the Center, or through the Meals-on-Wheels program, the seniors we serve are never turned away and never receive a bill. However, local and federal funding cover only a fraction of our overall operating expenses.

The average cost to provide a meal is \$11.87. We receive \$3.80 per meal in Federal funding through the Older Americans Act and, new this year, \$.84 per meal from the State. This leaves a shortfall of \$7.23 per meal. That is why the financial support of the towns we serve is so critical.

On behalf of our seniors, thank you!

Contacts:

Justin Blackman, Board Chair

Maureen White, Treasurer

Funding Request: \$39,000

December 28, 2023

To: Town of Waterbury
From: Waterbury Community Band

Re: Appropriations Request for 2024

The Waterbury Community Band appreciates the support of the Town of Waterbury and we request an appropriation of **\$800** from the Town of Waterbury.

Operations Report

The Waterbury Community Band is a non-profit community service organization registered with the Vermont Secretary of State and the IRS. The WCB normally rehearses and performs from April through early December and provides playing opportunities for approximately 40 musicians of all ages hailing from Waterbury and the surrounding towns. Due to the continuing effects of Covid-19, the band met May 2 – Aug 15, and Oct 24-Dec 12, 2023.

Our **community service concerts** include Waterbury's Not Quite 4th of July parade and Tuesday evening rehearsals/concerts performed on the town green of Waterbury Center. As seen in the previous year, we continue to see larger audiences at the town green. Unfortunately, we were also rained out several Tuesdays this past summer. The band also takes on paying engagements, parades, and concerts in area towns, to support our operations. We played free Holiday concerts at the Community Church in Waterbury Center (large audience, despite the snow!), the Congregational Church in Waterbury, Mayo Healthcare in Northfield, and Chestnut Place in Berlin.

A volunteer board of directors and band members take care of all logistical and concert support. Our musical director, Nick Allen, a local music teacher, receives a small stipend for his many hours of service to the band over the typical 9-month concert season.

Financial Report

The band's major expenses include the conductor's stipend, liability insurance, and music/equipment. Our single largest source of income is the Waterbury town appropriation. A full report of our 2023 income and expenses, and a proposed budget for 2024 follows.

2023 Income & Expenses

Income:

Waterbury Appropriation: \$ 800.00
Paid Concerts and Parades: \$ 850.00
Purchase of Band Shirts: \$ 60
Miscellaneous Donations: \$ 200.00
Checking acct interest: \$0.51

Total Income \$ 1910.51

Expenses:

Conductor Stipend \$ 1400.00
Liability Insurance \$406.00

Total Spent 2023 \$ 1806.00

Fund Balance Carryover from
2022 Season \$ 1327.81

WCB Bank Balance Dec 31, 2023 \$ 1432.32

2024 Proposed Budget

Income:

Waterbury Town Appropriation \$ 800
Paid Concerts and Parades (est.) \$ 850

Total Estimated Income \$ 1650

Expenses

Conductor Stipend \$1800
Liability Insurance \$406
Misc Exp. (music, equip.) \$400

Total Estimated Expense \$ 2606

Projected end of 2024 balance \$ 476.32

Respectfully submitted,

Janet Fuhrmeister, Treasurer, Waterbury Community Band (electronic signature
12/28/23)



ANNUAL REPORT

Town Meeting 2024

The Waterbury Historical Society (WHS) was established in 1957 with the following mission: *to collect, research, document, preserve, and exhibit artifacts related to the history of Waterbury, Vermont, to help others gain deeper appreciation, education, and inspiration for and about Waterbury through connections with our past.*

While WHS is a subset of the Town of Waterbury, it has its own bylaws, board of directors, membership, and non-profit 501(c)(3) designation. As a volunteer-run organization, we rely on member donations, sponsorships, and the hundreds of volunteer hours our members commit to each year.

Highlights

In 2023, the historical society continued to build on its momentum of the previous year, pursuing next steps in ongoing projects and extending our program reach.

We've now enjoyed working with a part-time collections manager for over a year, and the progress that has been made by Michael Maloney and the volunteer Collections Acquisition Committee has been extraordinary. Many items have been catalogued and loaded into our digital archives. Many duplicate items have been culled. Mike has also helped us to standardize our cataloguing procedures to make our online archive more accessible and easier to navigate for researchers and the general public. We have begun accepting donations again after a necessary hiatus to clean up our organization system.

The scope of this work is even more impressive when we consider the size of our collection and its significance not just to Waterbury but to the state's history more generally. At the time of this writing, the items in our collection numbered as follows:

12,020 unique catalog records, comprising:
1,269 unique objects
4,252 unique photographs
6,243 unique documents
262 unique books

Our programming has also been expanding and diversifying, with content ranging from 19th century murder to memories of a beloved Vermont sportswriter. Some of these programs have taken place outside our traditional schedule of quarterly presentations thanks to strengthening relationships with other organizations and businesses in town, especially the Waterbury Public Library and Bridgeside Books. WHS partnered with the Edward Farrar Utility District to honor and celebrate Edward Farrar with a graveside ceremony unveiling a special plaque dedicated to Farrar's contributions to the Village and Town. Of course, we continued to offer our annual special events, most notably the Memorial Day Ceremony and Ghost Walk, which is co-sponsored by the American Legion Post #59. Held in Duxbury's Hope Cemetery, the walk emphasized the significant contributions that immigrants made to the economy and culture of Waterbury.

The Outreach Education Committee has been working closely with the Waterbury Area Senior Center to deliver programming through special events and history news in Meals on Wheels lunches. In 2023, the committee offered 13 events for the area's senior citizens.

On the operations side, we welcomed Laura Parette to the team as newsletter editor and established a name for our newsletter, *Preservation News*. Our website received a refresh and social media engagement continued to grow. In May, collections manager Mike and president Cheryl Casey attended the annual League of Local Historical Societies and Museums to mine the extensive insight and

resources our fellow historical societies across the state, including the Vermont Historical Society, have to offer. At our annual meeting in the fall, members re-elected to the board vice president Jill Chase and secretary Grace Sweet, as well as directors Anne Imhoff and Bill Woodruff. Shortly after, the society embarked on an ambitious annual appeal, the first since implementing online payments through the website.

Priorities and plans for 2024

In the coming year, Waterbury Historical Society is looking with careful and thoughtful intention to the future. No organization can survive by dwelling on the past, even if the past--both distant and in recent memory--defines our purpose. As stewards of Waterbury’s story, we serve the community of the present *and* the future. To ensure we do not fall short on delivering Waterbury’s story to future generations of the town, we will be spending the coming months articulating strategic priorities and goals that will guide our work in the next 5 years. Key among these priorities are:

- expanding our volunteer base;
- strengthening relationships with the elementary, middle, and high schools through their history curricula and community service initiatives;
- building relationships with town businesses and organizations;
- scaling up our outreach and fundraising efforts; and
- recruiting a curator to join with our collections manager in maintaining and refreshing our history center exhibits.

All of the above happens because we have the most passionate and proactive volunteers any community organization could hope for. It’s inspiring to see how deeply Waterbury residents care about the rich history of our town, which we all continue to write today.

If you haven’t been involved in the Historical Society before, we invite you to check us out on the web and on social media. We are honored to be the stewards of Waterbury’s story—your story, our story—and look forward to another great year! Thank you!

Waterbury Historical Society Board of Directors

Cheryl Casey, *President*
 Jill Chase, *Vice President*
 Joe Camaratta, *Treasurer*
 Grace Sweet, *Secretary*
 Jan Gendreau, *Member-at-Large*
 Anne Imhoff, *Member-at-Large*
 Bill Woodruff, *Member-at-Large*

Collections Acquisition Committee

Jill Chase, Jan Gendreau, Anne Imhoff,
 Margaret Moreland

Outreach Education Committee

Skip Flanders, Margaret Moreland, Margo
 Sayah, Grace Sweet

Program Committee

Bill April, Skip Flanders, Betty Jones,
 Josette Metayer, Betsy Shapiro

Collections Manager—Mike Maloney

Cataloguer—Sandy Hough

Newsletter Editor—Laura Parette

website



digital collections



Instagram



Facebook





Waterbury LEAP (Local Energy Action Partnership) is a local, volunteer-run nonprofit organization that works to encourage renewable energy, energy efficiency, and emissions reduction efforts in Waterbury, Duxbury, and the surrounding area.

LEAP is one of more than 115 Vermont town energy committees, and is recognized as one of the most active and productive such organizations in the state. (See www.waterburyleap.org).

LEAP has received various statewide energy awards for its work including the **Governor’s Award for Environmental Excellence**, and **Energy Leadership Awards** from the Vermont Energy & Climate Action Network (VECAN), Renewable Energy Vermont (REV), and Vermont Natural Resources Council (VNRC).

LEAP is the only town energy committee in Vermont to become a 501(c)(3) non-profit. We took that step because we wanted to provide as much support as possible to our neighbors as they consider their green energy options.

Here’s what LEAP volunteers accomplished in 2023:

- On Saturday, April 15 the **15th LEAP Energy Fair** was held at the Crossett Brook Middle School gym and attracted 70 exhibitors and more than 600 visitors. This fair is the largest such gathering in Vermont. Attendees at this free event toured displays and spoke with experts about solar power, heat pumps, weatherization, green building, electric vehicles, pellet stoves, biomass, and many other topics. They also used the free electronics recycling. (The **2024 LEAP Energy Fair** will be held at CBMS gym, Saturday, April 13, 2024 from 9 AM to 3 PM. Please come join us!)
- Alayna Howard and Kit Walker from LEAP gave presentations about energy efficiency and climate change to **students at the Brookside Primary School**, and then many students designed related posters that were displayed at the April 15 LEAP Energy Fair.
- Each year Waterbury in Motion (a LEAP program) helps organize two **Walk & Bike to School Days** with Brookside Primary School and Crossett Brook Middle School. At each event, up to 200 children and adults gathered at Rusty Parker Park. LEAP provided a free breakfast — bagels, fruit, OJ, coffee, muffins, cider. After breakfast, the children and their chaperones biked, walked, or scootered to their

respective schools. This year's events took place on June 7 and September 13.

- On June 28, LEAP's Duncan McDougall joined Senator Bernie Sanders, Senator Peter Welch, Representative Becca Balint, and EPA Administrator Michael S. Regan at SunCommon in Waterbury on a **panel discussion** to discuss the **Solar for All program** as part of the Inflation Reduction Act.
- On August 15 we hosted yet another **LEAP Electric Vehicle Fest**. This year, more than 175 people attended the exciting gathering at Crossett Brook Middle School. Attendees were able to tour 19 all-electric or plug-in hybrid EVs, and hear from Dave Roberts, the coordinator of Drive Electric Vermont, about the many advantages of driving an EV, the latest vehicles, and their ranges, and incentives. There was also an array of electric lawn appliances and a riding electric mower. To learn more about electric lawn equipment, visit mowelectric.org. Drive Electric Vermont has an excellent fact sheet listing all the EVs and plug-in hybrid EVs currently available in Vermont, with their price, range, tax credits, lease prices, and listing which are available in all-wheel drive. Learn more at driveelectricvt.com
- On November 10 LEAP held a free **Button Up Weatherization & Home Heating Workshop** at the Steele Room in the Municipal Complex. The free event drew 30 attendees who learned how to tighten up their home to save fuel and money. A senior energy consultant from Efficiency Vermont spoke about: the most common ways homes lose energy; DIY steps you can take to tighten up your house; energy audits and how they work; energy-efficient heating systems such as heat pumps; loans and incentives to help get the work done; and rebates for those affected by recent flooding. To learn more about ways to tighten up your home and save energy visit efficiencyvermont.com

LEAP has dozens of volunteer members. Some help on a single project. Others are active much of the year. We hope you will contact us and join LEAP's many local volunteers. LEAP is doing *everything* we can in the areas of renewable energy, energy efficiency, and emissions, but **our work isn't possible without the generous support of friends and neighbors like you.**

If you would like to make a donation to support LEAP's work in Waterbury, please send your contribution to LEAP, 1536 Loomis Hill Road, Waterbury Center, VT 05677, or make a secure donation at our website www.waterburyleap.org. LEAP is a 501(c)(3) non-profit. *Thank you!*

Waterbury LEAP Board of Directors

Alayna Howard – *Coordinator*

Duncan McDougall – *Chair*

Trevor Luce

Rich Rivers

Steve Sisler

Kit Walker

Brian Wagner

Brian Woods

For more information about LEAP, or to become a LEAP volunteer, please contact:

Alayna Howard – LEAP Coordinator

603-748-9564 alaynahoward@gmail.com

You can make a secure donation on our website at www.waterburyleap.org *Thanks!*

2024 LEAP ENERGY FAIR – Sat. April 13

Please join us at the 2024 LEAP Energy Fair on Saturday, April 13 from 9 AM to 3 PM at the Crossett Brook Middle School Gym! The LEAP Energy Fair is the ***largest in Vermont***, and it's ***completely free***. Tour 75 exhibits and talk to experts about solar power, weatherization, heat pumps, energy audits, biomass, pellet stoves, electric vehicles, and ***much*** more. Attend breakout sessions on topics of special interest. This family-friendly event includes a ***free*** show by Marko the Magician, ***free*** ice cream, ***free*** electronics recycling, children's activities, and local food and refreshments while you learn how to shrink energy bills and save money.



Town of Barre VERMONT

TOWN CLERK OFFICE
P. O. Box 124
149 Websterville Road
Websterville, VT 05678-0124
(802) 479-9391

CERTIFICATION OF FINAL VOTE

School Districts and Member Municipalities

Barre Unified Union School District

Barre City

Barre Town

Cabot School District

Cabot

Harwood Unified Union School District

Duxbury

Fayston

Moretown

Waitsfield

Warren

Waterbury

Montpelier-Roxbury School District

Montpelier

Roxbury

Washington Central Unified Union School District

Berlin

Calais

East Montpelier

Middlesex

Worcester

Twinfield Unified Union School District

Marshfield

Plainfield

I, Tina Lunt, Clerk of the Central Vermont Career Center School District have received the Official Return of Votes for the Central Vermont Career Center School District Annual School Meeting, held on March 7, 2023. The following votes were cast in the districts listed above:

Article 1: To elect two members to the Central Vermont Career Center School District Board for the ensuing term commencing March 7, 2023 as follows: One at-large director from Montpelier Roxbury Public Schools to serve a term of three years; One at-large director from the Washington Central Unified Union School District to serve a term of one year.

At-Large Director – 3 Year Term	Total Votes
Lyman Castle	7111
Write-Ins	58
Overvotes	54
Undervotes	1755
Total	8978

At-Large Director – 1 Year Term	Total Votes
Terri Steele	6900
Write-Ins	59
Overvotes	34
Undervotes	1985
Total	8978

Article 2: Shall the voters of the Central Vermont Career Center School District approve the school board to expend \$4,135,602, which is the amount the school board has determined necessary for the support of the Central Vermont Career Center for the ensuing fiscal year.

Voted Item	Total Votes
Yes	6535
No	1806
Overvotes	2
Undervotes	635
Total	8978

Attested to this 13th day of March, 2023.



Tina Lunt
Central Vermont Career Center School District Clerk

WARNING

**CENTRAL VERMONT CAREER CENTER SCHOOL DISTRICT
ANNUAL MEETING AND INFORMATIONAL MEETING
MONDAY, FEBRUARY 26TH, 2024 AT 6PM**

(Member districts: Barre Unified Union School District, Cabot, Harwood Unified Union School District, Montpelier Roxbury Public Schools, Twinfield, Washington Central Unified Union School District)

ANNUAL MEETING AND INFORMATIONAL MEETING

The legal voters of the Central Vermont Career Center School District are hereby warned to meet in Room 127 at 155 Ayers Street, Suite 2, Barre, VT on Monday, February 26th, at 6:00 PM or to join the meeting virtually (<https://meet.google.com/esf-cuiq-ots> Or dial: (US) +1 503-917-4658 PIN: 556 173 472#), to transact at that time business not involving voting by Australian Ballot or voting required by law to be by ballot.

The business to be transacted to include:

Article 1: To elect the following officers to serve from their election and qualification for one year or until the election and qualification of their successors:

- Moderator
- Clerk
- Treasurer

Article 2: To determine and approve compensation, if any, to be paid to District Officers.

Article 3: To determine and approve compensation, if any, to be paid to School Board members.

Article 4: To see if the School District will authorize the Board of Directors to receive and expend funds received through grants, donations, or other outside sources during the ensuing year, so long as such funds do not change the technical-education tuition assessment derived from the operating budget approved by the School District voters.

Article 5: To authorize the Board of Directors to borrow funds through a bridge loan to cover expenses while waiting for state funding to arrive.

Article 6: To determine whether to authorize the Board, pursuant to the provisions of 16 V.S.A. §563(10) & (11)(C), to provide mailed notice to residents of the availability of the Annual Report and proposed school budget in lieu of distributing the Annual Report and proposed budget.

Article 7: To transact any other business, the subject matter of which has been included in the warning, that the voters have power to transact at any annual meeting.

Article 8: To adjourn

VOTING BY AUSTRALIAN BALLOT MARCH 5, 2024

Article 1:

To elect one member to the Central Vermont Career Center School District Board for the ensuing term commencing March 5, 2024 as follows:

- One at-large director from the Washington Central Unified Union School District to serve a term of three years.

Article 2:

Shall the voters of the Central Vermont Career Center School District approve the school board to expend \$4,604,130, which is the amount the school board has determined necessary for the support of the Central Vermont Career Center for the ensuing fiscal year?

The legal voters and residents of the Central Vermont Career Center School District are further warned and notified that an informational meeting will be held in room 127 at the Central Vermont Career Center in the City of Barre and virtually via Google meet on February 26th, 2024 commencing directly after the annual meeting which begins at six o'clock (6:00) in the afternoon (pm) for the purpose of explaining the articles to be voted on by Australian ballot. A recording of this forum will be placed on the CVCC website at cvtcc.org.

For more information about the proposed 2024-2025 budget, please contact the office of the CVCC Superintendent/Director at (802) 476-6237. Copies of the CVCC Annual Report are available at town clerk offices and high schools of the member districts, on our website at cvtcc.org, or upon request by contacting the CVCC office.

Jill Remick, Chair
Janna Osman, Vice Chair
Flor Diaz Smith, Clerk
Lyman Castle
Jim Halavonich
J. Guy Isabelle

Jason Monaco
Terri Steele
Ashley Woods

Tina Lunt, Clerk, CVCC School
District

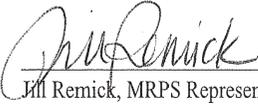
CENTRAL VERMONT CAREER CENTER SCHOOL
DISTRICT ANNUAL MEETING
MONDAY, FEBRUARY 26, 2024
And
VOTING BY AUSTRALIAN BALLOT
MARCH 5, 2024

Dated at Barre City, Vermont, in the County of Washington on this 8th day of January 2024.

Central Vermont Career Center
Board of Directors



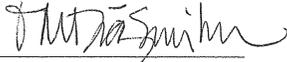
Tina Lunt, Clerk
Central Vermont Career Center School District



Jill Remick, MRPS Representative, Chair



Lyman Castle, At-Large Member, Vice Chair



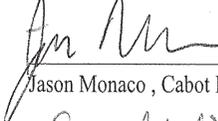
Flor Diaz Smith, WCUUSD Representative, Clerk



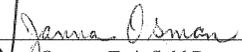
Jim Halavonich, At-Large Member



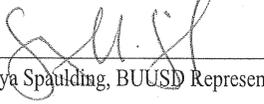
J. Gay Isabelle, At-Large Member



Jason Monaco, Cabot Representative



Janna Osman, Twinfield Representative



Sonya Spaulding, BUUSD Representative



Terri Steele, WCUUSD Representative

Ashley Woods, HUUSD Representative

Central Vermont Career Center School District
Warning
for
March 5, 2024
VOTE

The legal voters of the Central Vermont Career Center School District who are residents of the City of Barre and the Towns of Barre, Berlin, Cabot, Calais, Duxbury, East Montpelier, Fayston, Marshfield, Middlesex, Montpelier, Moretown, Plainfield, Roxbury, Waitsfield, Warren, Waterbury and Worcester are hereby notified and warned to meet at their respective polling places on Tuesday, March 5, 2024. Polls close statewide at seven (7:00) o'clock in the afternoon (p.m.). Voting will take place by Australian ballot upon the following Articles of business:

Article 1:

To elect one member to the Central Vermont Career Center School District Board for the ensuing term commencing March 5, 2024 as follows:

- One at-large director from the Washington Central Unified Union School District to serve a term of three years.

Article 2:

Shall the voters of the Central Vermont Career Center School District approve the school board to expend \$4,604,130, which is the amount the school board has determined necessary for the support of the Central Vermont Career Center for the ensuing fiscal year?

The legal voters and residents of the Central Vermont Career Center School District are further warned and notified that an informational meeting will be held in room 127 at the Central Vermont Career Center in the City of Barre and virtually via Google meet on February 26th, 2024 commencing directly after the annual meeting which begins at six o'clock (6:00) in the afternoon (pm) for the purpose of explaining the articles to be voted on by Australian ballot. A recording of this forum will be placed on the CVCC website at cvtcc.org.

The legal voters of the Central Vermont Career Center School District are further notified that voter qualification, registration and absentee voting relative to said election shall be as provided in Chapters 43, 51, and 55 of Title 17, Vermont Statutes Annotated.

Adopted and approved at a meeting of the Board of School Directors of the Central Vermont Unified Union School District held on January 8, 2024. Received for the record and recorded in the records of the Central Vermont Career Center School District on January 9, 2024.

Central Vermont Career Center School District
Warning
for
March 5, 2024

ATTEST:



Tina Lunt, Clerk
Central Vermont Career Center School District



Jill Remick, Chair



Flor Diaz Smith, Clerk



J. Guy Isabelle



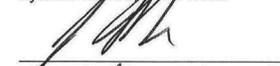
Janna Osman



Terri Steele



Lyman Castle, Vice Chair



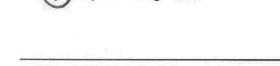
Jim Halavovich



Jason Monaco



Sonya Spaulding



Ashley Woods

155 Ayers Street, Suite #2
Barre, VT 05641

(802) 476-6237 (phone)
(802) 476-4045 (fax)

<https://cvtcc.org>



Jody Emerson
Superintendent

Facebook/Instagram
[@centralvermontcareercenter](#)

Twitter
[@Jody_CVCC](#)

Represented by CVCCSD Board Members

Lyman Castle
(WMS at Large)

Flor Diaz Smith
(WCSJSD)

Giuliano Cacchirelli
(WCSJSD)

Jim Halavronich
(WASJSD at Large)

J. Guy Isabelle
(WCSJSD at Large)

Jason Monaco
(Caled)

Janna Osman
(Caled)

Jill Remick
(WMS)

Terri Steele
(WCSJSD at Large)

Ashley Woods
(WASJSD)

Message from the CVCCSD Board

We are pleased to be writing to our Central Vermont Career Center communities on behalf of the Central Vermont Career Center School District Board. We are delighted to report that our students continue to excel across all of our programs as they develop the skills they need to embark on successful careers.

At CVCC, we are training students to become the next generation of mechanics, graphic designers, chefs, plumbers, contractors, hair stylists, EMTs, nurses, and much more. These are high-demand, well-paying careers. Just as important, we are giving them the opportunity to find those rewarding careers right here in Vermont. Many go on to earn college or graduate degrees before returning to the communities that raised them, while others enter their chosen careers directly. Regardless of the paths they choose, CVCC students see the real possibilities beyond what they're learning. Each day they acquire new skills that bring them closer to the career or degree programs they can't wait to embark on. In the past, while career and technical education has often been an afterthought, we are seeing more and more that it is a critical part of a high quality PreK-12 education – especially in the middle and high school grades.

To that end, the CVCC school board has set three overarching goals which guide our work toward fulfilling the mission and vision of the school, bringing more awareness to the importance of career and technical education. Embedded in each goal, and every decision that we make, is our commitment to equity and inclusion.

The first goal is to oversee the long-term plan of building a centrally-located, state of the art facility fully dedicated to serving the needs of our school and the broader community. In order to reach our goal, we have assembled a facilities committee made up of board members and interested community members to guide the work to bring our vision to fruition for the fall of 2029. This new facility will allow the center to expand its programs and serve more students across the board.

Our second goal is to ensure that CVCC is providing an equitable, safe, and rigorous program by strengthening inclusive curriculum, instruction, and professional development across the center. Many of our programs incorporate a nationally-recognized certification program, providing our students the ability to earn advanced credentials, positioning them for even greater success in their chosen fields.

Finally, the CVCCSD board is committed to increasing community involvement in all aspects of the school. We are working on an engagement plan to include all parents, industry partners and community members for the purpose of collaboration and to build a strong, supportive sense of community. We encourage all interested parties to get involved whenever possible through committee work, open houses, and regular board meetings.

As we approach Town Meeting Day, we would like to express our appreciation for the support that we have received thus far. We serve 6 School Districts that represent 18 towns. There are no town lines or boundaries at CVCCSD. We all make up the Central Vermont Career Center School District. And that's important because it impacts how our annual budget is approved. While our district is technically a separate entity, our budget is still embedded in each town's annual school district spending just as it has

been in the past. In other words, we are seeking your continued support for the expenses you have been providing for years. Please remember to ask for a CVCCSD ballot.

It is a privilege to serve you as board members of the CVCCSD Board. We hope you will support your local school budget on Town Meeting Day, and in doing so, your Career Center.

Respectfully,

Jill Remick – Chair, Central Vermont Career Center School District
Lyman Castle - Vice Chair, Central Vermont Career Center School District
Flor Diaz Smith- Clerk, Central Vermont Career Center School District

OFFICIAL BALLOT
CENTRAL VERMONT CAREER CENTER SCHOOL DISTRICT
ANNUAL SCHOOL MEETING
MARCH 5, 2024

INSTRUCTIONS TO VOTERS

- Use BLACK Pen to fill in the oval. **DO NOT USE PENCIL.**
- To vote for a person whose name is printed on the ballot, fill in the oval to the right of the name of that person.
- To vote for a person whose name is not printed on the ballot, write the person's name in the blank space provided and fill in the oval to the right of the write-in line. Please use block letters and stay within the box provided for write-ins.
- Do not vote for more candidates than the "VOTE for NOT MORE THAN #" for an office.
- If you make a mistake, tear, or deface the ballot, return it to an election official and obtain another ballot. **DO NOT ERASE.**

Article 1

To elect one member to the Central Vermont Career Center School District Board for the ensuing term commencing March 5, 2024 as follows:

One at-large director from the Washington Central Unified Union School District to serve a term of three years.

Vote for not more than ONE

(Write-in)

Article 2

Shall the voters of the Central Vermont Career Center School District approve the school board to expend \$4,604,130, which is the amount the school board has determined necessary for the support of the Central Vermont Career Center for the ensuing fiscal year?

YES

NO

OFFICIAL BALLOT

HARWOOD UNIFIED UNION SCHOOL DISTRICT

SPECIAL MEETING MARCH 7, 2023

ARTICLE VI

Shall the voters of the school district approve the school board to expend \$45,422,241 which is the amount the school board has determined to be necessary for the ensuing fiscal year? It is estimated that this proposed budget, if approved, will result in education spending of \$22,322 per equalized pupil.

If in favor of the proposition issue,
make a cross (x) in this square:

1192

If opposed to the proposition issue,
make a cross (x) in this square:

599

ARTICLE VII

Shall the voters of the Harwood Unified Union School District authorize the Board of School Directors to allocate its FY2022 unassigned audited fund balance as follows: assign \$696,931 to the school district's Maintenance Reserve Fund per 24 VSA §2804?

If in favor of the proposition issue,
make a cross (x) in this square:

1485

If opposed to the proposition issue,
make a cross (x) in this square:

304

ANNUAL MEETING WARNING
HARWOOD UNIFIED UNION SCHOOL DISTRICT
March 4, 2024 and March 5, 2024

The inhabitants and legal voters of the Towns of Warren, Waitsfield, Fayston, Moretown, Waterbury and Duxbury, being the inhabitants and legal voters of Harwood Unified Union School District, are notified and warned to meet at Harwood Union High School in the Town of Duxbury on Monday, March 4, at 6:00PM or via Zoom to transact any of the following business not involving voting by Australian ballot, and to conduct an informational hearing with respect to Articles of business to be considered by Australian ballot on March 5, 2024.

ARTICLE I: To elect the following officers:

- A Moderator for a term of one (1) year commencing immediately
- A Clerk for a term of one (1) year commencing July 1, 2024
- A Treasurer for a term of one (1) year commencing July 1, 2024

ARTICLE II: To receive and act upon the reports of the district officers.

ARTICLE III: Shall the voters of Harwood Unified Union School District authorize the Board of School Directors to retain a licensed public accountant to examine the accounts of the District Treasurer and Board of School Directors as of June 30, 2024.

ARTICLE IV: Shall the voters of Harwood Unified Union School District authorize the Board of School Directors under 16 V.S.A 562 (9) to borrow money by issuance of bonds or notes not in excess of anticipation revenue for the school year?

BALLOT QUESTIONS

The legal voters of the Harwood Unified Union School District, are hereby notified and warned to meet at their respective polling place on Tuesday, March 5, 2024, at seven o'clock in the forenoon (7:00am), at which time the polls will open, and seven o'clock (7:00pm), at which time the polls will close, to vote by Australian ballot on the following articles of business:

ARTICLE V: To act by Australian ballot on the following proposition "Shall the voters of the school district approve the school board to expend \$50,844,703 which is the amount the school board has determined to be necessary for the ensuing fiscal year?"

ARTICLE VI: To act by Australian ballot on the following proposition: "Shall the voters of the Harwood Unified Union School District authorize the Board of School Directors to allocate its FY2023 unassigned audited fund balance as follows: assign \$535,000 to the school district's Maintenance Reserve Fund per 24 VSA §2804."

Upon closing of the polls, the ballot boxes will be sealed, transported to and opened at Harwood Union High School in the Town of Duxbury, the ballots commingled and publicly counted by representatives of the Boards of Civil Authority of the Towns Warren, Waitsfield, Fayston, Moretown, Waterbury and Duxbury, and under the supervision of the Clear of Harwood Unified Union School District.

INFORMATIONAL HEARING

Said persons and voters are further notified and warned that Monday, March 4, 2024 at 6:00pm at the Harwood Union High School, in the Town of Duxbury shall serve as an informational meeting to discuss Articles V & VI which will be voted on by Australian ballot on March 5, 2024.

To participate remotely via Zoom, use this link: <https://us02web.zoom.us/j/386460007>

To view live broadcast, use this link: tinyurl.com/huwebapp-youtube-live.

POLLING PLACES

Duxbury	Duxbury Clerk's Office	7 AM - 7 PM
Fayston	Fayston Elementary School	7 AM - 7 PM
Moretown	Moretown Clerk's Office	7 AM - 7 PM
Waitsfield	Waitsfield Elementary School	7 AM - 7 PM
Warren	Warren Elementary School	7 AM - 7 PM
Waterbury	Brookside Primary School	7 AM - 7 PM

ABSENTEE AND EARLY BALLOTS CAN BE OBTAINED FROM THEIR RESPECTIVE TOWN CLERKS ON AND AFTER FEBRUARY 14, 2024.

The legal voters of the Harwood Unified Union School District are further notified that voter qualification, registration, and absentee/early voting relative to said annual meeting shall be as provided in Section 706u of Title 16 and Chapters 43, 51, and 55 of Title 17, Vermont Statutes Annotated.

Adopted and approved at a duly notices, called and held meeting of the Board of School Directors of the Harwood Unified Union School District held on January 31, 2024.

Harwood Unified Union School District


_____, Kristen Rodgers, Chair,
Board of School Directors Harwood Unified Union School District


_____, Alexia Venafra, Clerk,
Harwood Unified Union School District

OFFICIAL BALLOT

HARWOOD UNIFIED UNION SCHOOL DISTRICT

SPECIAL MEETING MARCH 5, 2024

ARTICLE VI

Shall the voters of the school district approve the school board to expend \$50,844,703 which is the amount the school board has determined to be necessary for the ensuing fiscal year?

If in favor of the proposition issue,
make a cross (x) in this square:

If opposed to the proposition issue,
make a cross (x) in this square:

ARTICLE VII

Shall the voters of the Harwood Unified Union School District authorize the Board of School Directors to allocate its FY2023 unassigned audited fund balance as follows: assign \$535,000 to the school district's Maintenance Reserve Fund per 24 VSA §2804?

If in favor of the proposition issue,
make a cross (x) in this square:

If opposed to the proposition issue,
make a cross (x) in this square:

WARNING — VERMONT PRESIDENTIAL PRIMARY — MARCH 5, 2024

A statewide Presidential Primary will be held on **TUESDAY, MARCH 5, 2024** to vote for candidates for the following offices:

PRESIDENT OF THE UNITED STATES

The polls will open at 7 a.m. and will close at 7:00 p.m. The polling place(s) is/are located at:

Brookside Primary School

47 Stowe Street Waterbury

Vaughn Petrovic
Town (or City) Clerk

VERMONT NOTICE TO VOTERS AND VERMONT VOTER RIGHTS

EARLY or ABSENTEE BALLOTS: You can request early/absentee ballots at any time during the election year. The latest a ballot can be requested

in Waterbury is March 4, 2024 @ 4:30pm
(Town) (date and time office closes prior to election)

You or a family member can request early ballots in person, in writing, by telephone, or on your My Voter Page at mvp.vermont.gov. An authorized person can request ballots for you in person or in writing.

CHECKLIST: posted at town clerk's office by Sunday, February 4, 2024. If your name is not on it, then you must register to vote.
SAMPLE BALLOTS POSTED: Wednesday, February 14, 2024.

REGISTER TO VOTE: There is no deadline to register to vote. You will be able to register to vote on the day of the election. **Please register early** by visiting the town clerk's office or going online to dvr.vermont.gov.

Methods of voting early/absentee in the 45 days before the election (ballots available by January 19, 2024):

1. Vote in the town clerk's office prior to the election.
2. Voter may take the ballots out of the clerk's office and return in the same manner as if the ballots were received by mail.
3. Have ballot mailed to you and return it to clerk's office before Election Day or to the polling place before 7 p.m. on Election Day.
4. If you are in the military, live overseas, or are ill or disabled you may receive your ballot electronically and utilize our accessible online ballot marking tool, but you must print your ballot and return it by mail.
5. If you are ill or disabled, you may ask the town clerk, on or before the deadline to request an absentee ballot, to have two justices of the peace bring a ballot to you at your home on any day preceding the day of the election (once ballots are prepared) or the day of election.

Identification Required for First Time Registrants by Mail: If you are registering individually for the first time by mail or online, you must provide a copy of identification along with your registration: current valid photo I.D., or a utility bill, bank statement, government check, paycheck, or other government document showing your name and current address. If you do not provide I.D. or other documentation with your registration and do not have it when you come to the polls, you will be offered a provisional ballot.

CASTING A PROVISIONAL BALLOT: If you accept the offer to vote a provisional ballot, you must complete a sworn affidavit on the provisional ballot envelope swearing that you are qualified to vote in Vermont and in the polling place where you are, and that you submitted an application to register to vote before the deadline. You will be given a card explaining how you can find out if your ballot was counted one week after the election by calling the Vermont Secretary of State's Office at 1-800-439-8683.

If your name was dropped from the checklist in error or has not been added even though you submitted an application: Explain the situation to your town clerk or presiding officer and ask that your name be added to the checklist. The town clerk or presiding officer will investigate the situation and then either have you complete a registration form and then add your name to the checklist or explain why you cannot be added.

If the town clerk or presiding officer and BCA members present cannot determine that you are entitled to be added to the checklist on Election Day, you may appeal to a superior court judge, who will give you a decision on Election Day OR you may vote a provisional ballot.

Any voter who wants assistance for any reason may bring the person of their choice into the voting booth to help or may ask for assistance from two election officials.

Voters who cannot get from the car into the polling place may have a ballot brought to a car outside the polls by two election officials.

Any U. S. citizen and resident of a Vermont town or city who submitted an application to register to vote on or before election day is entitled to vote regardless of race or physical ability.

THE LAW PROHIBITS THE FOLLOWING—DO NOT:

- Vote more than once per election, either in the same town or in different towns.
- Mistake the board of civil authority about your own or another person's eligibility to vote.
- Socialize in a manner that will disturb other voters.
- Offer a bribe, threaten, or intimidate a person to vote for a candidate.
- Hinder or interfere with the progress of a voter going into or out of a polling place. Vermont law provides that a person cannot campaign within a polling place but does NOT specify any number of feet that campaigners need to be away from the polls outside. The presiding officer will set reasonable rules for where campaigners can stand.

The Election Officials at the polling place are here to serve you.

If you have any questions, or need assistance while voting, ask your town clerk or any election official for help.

If you do not understand something, or you believe a mistake has been made that has not been corrected, or you have a question that cannot be answered to your satisfaction at the polling place:

Call the Elections Division, Office of the Secretary of State
1-800-439-VOTE (439-6683)
(Accessible by TDD)

If you believe that any of your voting rights have been violated, you may call the Elections Division at 800-439-6683 or (802) 828-2363. You may also file an Administrative Complaint with the Secretary of State's Office, 128 State Street, Montpelier, VT 05633-1101.

If you believe you have witnessed efforts to commit any kind of fraud or corruption in the voting process, you may report this to your local United States Attorney's Office, the County State's Attorney or the Vermont Attorney General.

If you have witnessed actual or attempted acts of discrimination or intimidation in the voting process, you may report this to the Civil Rights Division of the United States Department of Justice at (800) 253-3931.

VOTING PROCESS—INSTRUCTIONS FOR VOTERS

- Go to the entrance checklist table, give your name, and if asked, your street address to the election official in a loud voice.
- Wait until your name is repeated and checked off by the official.
- If you want to use the accessible voting system tell the entrance checklist official at this time. An election official will take you to the accessible ballot marking device, enter a security code, and then leave you to mark and print your ballot privately. More details about our new accessible ballot marking device are available on our website at <https://sos.vermont.gov/elections/voters/accessible-voting/>.
- You must ask for a major party ballot (Democratic or Republican). This is required by Vermont law for the Presidential Primary. (17 V.S.A. §2704.)
- Take the ballot from the election official and enter a voting booth. Once inside the voting booth, mark your ballot for each race.
- To vote for a candidate, fill in the oval to the right of the name of the candidate. Do not vote for more candidates than the "Vote for not more than #" for each office. If you vote for more than the "Vote for not more than #," your vote will not count for that race.
- WRITE-IN candidate(s): To vote for someone whose name is not printed on the ballot, use the blank "write-in" line on the ballot and either write in the name or paste on a sticker, then fill in the oval.
- If you make a mistake or change your mind, DO NOT try to erase. Return your ballot and ASK an election official for a new ballot. If you make a mistake again, you may ask for another ballot. Each voter may have up to 3 ballots.
- To cast your voted ballot: either insert your voted ballot into the tabulator machine, or in a hand count town, insert it into the ballot box.
- Go to the exit checklist table, if any, and state your name. Wait until your name is repeated and checked off by the official.
- Leave the voting area immediately by passing outside the guardrail. All voters who are in line at the polling place at 7p.m. will be permitted to vote. No voter can enter the polling place to vote after 7p.m.

**REPUBLICAN PARTY
OFFICIAL PRESIDENTIAL PRIMARY BALLOT
MARCH 5, 2024**

INSTRUCTIONS TO VOTERS

- Use BLACK Pen to fill in the oval. **DO NOT USE PENCIL.**
- To vote for a person whose name is printed on the ballot, fill in the oval to the right of the name of that person.
- To vote for a person whose name is not printed on the ballot, write the person's name in the blank space provided and fill in the oval to the right of the write-in line. Please use block letters and stay within the box provided for write-ins.
- Do not vote for more candidates than the "VOTE for NOT MORE THAN #" for an office.
- If you make a mistake, tear, or deface the ballot, return it to an election official and obtain another ballot. **DO NOT ERASE.**

FOR PRESIDENT OF THE UNITED STATES

Vote for not more than ONE

RYAN L. BINKLEY of Texas



CHRIS CHRISTIE of New Jersey



RON DESANTIS of Florida



NIKKI HALEY of South Carolina



VIVEK RAMASWAMY of Ohio



DONALD J. TRUMP of Florida



(Write-in)



SAMPLE

**DEMOCRATIC PARTY
OFFICIAL PRESIDENTIAL PRIMARY BALLOT
MARCH 5, 2024**

INSTRUCTIONS TO VOTERS

- Use BLACK Pen to fill in the oval. **DO NOT USE PENCIL.**
- To vote for a person whose name is printed on the ballot, fill in the oval to the right of the name of that person.
- To vote for a person whose name is not printed on the ballot, write the person's name in the blank space provided and fill in the oval to the right of the write-in line. Please use block letters and stay within the box provided for write-ins.
- Do not vote for more candidates than the "VOTE for NOT MORE THAN #" for an office.
- If you make a mistake, tear, or deface the ballot, return it to an election official and obtain another ballot. **DO NOT ERASE.**

FOR PRESIDENT OF THE UNITED STATES

Vote for not more than ONE

JOSEPH R. BIDEN JR of Delaware	<input type="radio"/>
MARK STEWART GREENSTEIN of Connecticut	<input type="radio"/>
JASON MICHAEL PALMER of Maryland	<input type="radio"/>
DEAN PHILLIPS of Minnesota	<input type="radio"/>
CENK UYGUR of California	<input type="radio"/>
MARIANNE WILLIAMSON of Washington, DC	<input type="radio"/>
(Write-in)	<input type="radio"/>

SAMPLE

**MINUTES OF THE ANNUAL MEETING
THE TOWN OF WATERBURY
HELD ON MARCH 7, 2023**

The inhabitants of the Town of Waterbury who are legal voters in Town Meetings are hereby notified and warned to conduct business to meet in the Brookside Primary School Gym at 47 Stowe Street at 9:00 o'clock in the forenoon on March 7th, 2023 to act on the following matters:

Article 1: To elect a Moderator to preside at the meetings of the Town whose term of office shall be for the ensuing year.

Roger Clapp stated it was his pleasure and distinct honor to move to elect Jeff Kilgore to preside at the meetings of the Town whose term of office shall be for the ensuing year. Seconded by L Gravell. There being no other nominations Jeff Kilgore was elected as Moderator for the ensuing year.

The Moderator asked if there were any objection to Municipal Manager T. Lietz speaking during the meeting as he is not a resident of Waterbury – there being none; Leitz will be permitted to speak to questions.

The Moderator recognized Representatives Thomas Stevens and Theresa Wood who were present to give the residents a legislative report. Representative Wood recognize Steve Lotspeich, Zoning & Planning Director for his years of service to the Town as he prepares for retirement. Woods spoke of elderly care and costs. Representative Stevens spoke of the impacts of COVID to local and state government flexibility. He also spoke of affordable housing in the State and changes to the Family Leave Act. Representative Stevens presented the House Resolution that was presented to Bill Shepeluk at the State House last week.

Article 2: To elect by Australian ballot the following offices: Clerk for 1-year; Treasurer for 1-year; one Select Board member for 3-year term and two Select Board members for 1-year terms each; Lister for a 3-year term; Library Commissioner for a 5-year term; and Cemetery Commissioner for a 5-year term.

Article 3: To elect by Australian ballot for the Harwood Unified Union School District a School Director for a 3-year term.

Article 4: To elect by Australian ballot for the Harwood Unified Union School District a School Director for an unexpired 1-year term.

Note: The polls for voting by Australian ballot on Articles 2, 3 and 4 will be open from seven o'clock in the forenoon to seven o'clock in the afternoon at Brookside Primary School at 47 Stowe Street.

Article 5: Shall the Town of Waterbury change the term of the Town Clerk from a 1-year term to a 3-year term, effective March 5, 2024.

Michael Bard moved that the term of the Town Clerk be for 3 years, effective March 5, 2024. Bard spoke to the convenience of having the Town Clerk have a three-year term to avoid the need to gain signatures each year. W. Shepeluk stated there is no recall in the State of Vermont to remove a clerk if you are unhappy with performance. The motion was seconded and passed by a voice vote.

Article 6: Shall the Town of Waterbury change the term of the Town Treasurer from a 1-year term to a 3-year term, effective March 5, 2024.

Chris Viens moved that the term of the Town Treasurer be for 3 years, effective March 5, 2024. C. Viens thanked everyone for coming to Town Meeting and felt it's an unnecessary use of time for the Clerk to petition on the ballot each year. T. Woods spoke of State Statue provisions for the Clerks position. The motion was seconded and passed by a voice vote.

Article 7: To act upon the reports of the several Town Officers with the exception of claims for fees or compensation during 2022.

Alyssa Johnson moved to accept the reports of the several Town Officers as printed in the annual report, with the exception of claims for fees or compensation by Town officers for services rendered during 2022. Cheryl Gloor asked about the budget and having special articles being imbedded in the budget specifically page 18 of the Town Report. Bard stated the Municipal Manager would be speaking on the budget in Article 10. Tom Gloor thanked W. Shepeluk for his service and asked about the possibility of a merger for EFUD and the Town. Manager Leitz stated there has not been a formal conversation about merger in his short time here so far. From the Town's perspective EFUD has some challenges to resolve before the Town should consider merger. The motion was seconded and passed by a voice vote.

Article 8: To act with respect to claims of Town Officers for their services during 2022.

Karen Petrovic moved to pay the claims of the Town Officers for their services rendered during 2022, as appears on Page 8 of the Annual report. Select Board Chair, \$1,450, Vice Chair \$1,450, other Select Board members, \$1,200 each; Listers, \$500 each. The motion was seconded and passed by a voice vote.

Article 9: To see what action the Town will take with reference to fixing the date of the tax warrant and to set a date or dates when taxes on such property shall become due and payable and to specify the time of acceptable, the method of delivery, and to see whether the same shall be paid with or without discount and to provide for interest and penalty on such taxes as are not paid when due?

Chris Viens moved that the tax warrant on real property be dated July 1, 2023, and the taxes be due in two installments, with the first installment due and payable on August 11, 2023 and the second installment be due and payable on November 3, 2023. That each installment be paid in hand at the Municipal Office by 4:30pm on the due date without discount and that interest be charged at the maximum allowed by statute, not to exceed one and one-half percent per month or portion thereof on each installment and a late penalty of eight percent be charged as allowed by statute on taxes not paid when due. C. Viens spoke of the grievance process surrounding late payments and how taxpayers can appeal fees when they pay late. He encouraged folks to contact the Municipal Office to ensure they know the options how to pay their taxes on time and avoid the uncomfortable dialogue that occurs during abatement hearings. W. Shepeluk confirmed the uncomfortable situation when a tax payer gets upset about late fees and penalties. Brenda Caforia-Weeber asked for information regarding ways to pay taxes. Petrovic clarified options. The motion was seconded and passed by a voice vote

Article 10: To vote sums of money for necessary general government, highway, and library expenses, with the same to be expressed either in specific dollar amounts or as a rate or tax on the grand list.

Roger Clapp moved to approve for the Town of Waterbury sums of money for the interest of its inhabitants and for the prosecution and defense of common rights, for laying out and repairing highways and other necessary expenses: for general expenses of \$3,946,387 plus sums approved in Articles 12 through 20 of the warning for this meeting; plus for highway expenses of \$2,532,112; plus for library expenses of \$561,191; plus for expenditures and transfers of designated reserve and special purpose funds, estimated at \$1,154,230 for which no additional taxes are necessary; and that the Selectboard be authorized to issue bills for property taxes with a total municipal tax rate on the Town's Grand List not to exceed \$.545/\$100 of property valuation for calendar year 2023. Seconded by John Malter. Roger Clapp stated this was his first year as a member of the Select Board and recognized B. Shepeluk for his work to have the Town in such a great financial standing. Clapp welcomed T. Leitz to his role as Manager and recognized his ability to create a budget with such a low tax rate in the eyes of inflation.

Manager Leitz stated the Town had roughly 6 meetings totaling 15 hours specific to the Town budget. Manager Leitz highlighted some items in the budget including the local options tax as seen as a pilot payment in the budget, office staff spending and how it remains roughly the same, the Public Safety contract

with the VT State Police which ends in 2024 – he stated he expects the contract to increase in the future, the Ambulance Service has asked for an increased in funding. Over the next 2-3 years Leitz expects the Ambulance budget to increase as the Town loses the credit for the building they currently occupy. Manager Leitz spoke of the specific ARPA funding requests in the budget.

Lastly Manager Leitz stated he works with the best Public Works Director in the State and there has been a struggle to retain Public works employees due to the market and obtaining new employees.

Linda Gravell made a motion to amend, that the Town of Waterbury appropriate \$50,000 of American Rescue Plan Act (ARPA) grant funds for support of CVFiber to be used exclusively to provide fiber optic service to the underserved and unserved residents of Waterbury in accordance with such review, terms, and conditions as the Select Board may require. Moderator Kilgore clarified Gravell is asking to amend the motion, seconded by John Malter. L. Gravell stated she is the delegate appointed by the Select Board along with Christopher Shank – she provided the public with an update on CVFiber efforts to bring high speed internet to all residence of the State.

Tom Gloor asked if ARPA funding remained available for this service – Manager Leitz stated there is unallocated ARPA funds so a change now would not impact with the budget. Leitz spoke of the use of ARPA funds and how the rules regarding ARPA funds changed after being given to Towns such as Waterbury. The Town of Waterbury chose to not allocate all the APRA money to lost revenue and instead allocate ARPA funds through the budget process. M. Bard spoke of the process that had already been followed having given CVFiber \$50,000 previously and having once already denied a request for additional funding. ARPA funds are limited and with approximately \$300,000 remaining the Select Board would like to see the remaining funds used to support infrastructure as communicated by the survey.

Michael Frank asked CVFiber how many addresses in Waterbury are underserved? Christopher Shank stated there are roughly 167 residences in Waterbury that are unserved or underserved in Waterbury. The purpose of CVFiber is to serve customers that other companies will not serve.

The Select Board was asked if going forward they have a plan how to allocate the additional \$300K in funding? C. Viens spoke to this question to state the Select Board has not had time yet to designate the additional funding. W. Shepeluk stated the Town has until the end of 2024 to appropriate the money and until end of 2026 to spend the money. W. Shepeluk stated he is not sure it is a public service to run high speed internet up .25-mile driveways. He stated the public utilities do not pay to run water or sewer lines up driveways and from his perspective the \$50,000 already gifted is enough. L. Gravell stated broadband is infrastructure using the power line installations as an example. Michael Frank stated there are options such as Starlink for highspeed internet. Bill Vigdor asked if there is an income demographic for underserved. L. Gravell stated there is not, currently this is about serving underserved internet speed. Alyssa Johnson thanked L. Gravell and C Shank for their time serving on the CVFiber board.

C. Sayah called the question. The motion was seconded and passed by a voice vote

Moderator Kilgore reread the amendment to the motion; the motion did not pass.

C. Gloor asked to amend the budget to reduce the ARPA funds allocated in the budget to Downstreet Housing from \$100K to \$50K – motion was seconded from the floor. C. Gloor spoke of keeping the \$50K in the Town budget for use of infrastructure. M. Bard stated one of the needs in the Community is for affordable housing and the Select Board acknowledging that need felt \$100,000 to Downstreet to assist in the construction of 51 South Main Street is an important line item in the budget. MK Monley stated she felt Downstreet is worthy of the \$100,000 because of a lack of affordable housing in the community. L. Schlegel stated affordable housing is one of the biggest problems in the State and is an important issue. M. Staskus asked what percentage of their full budget this \$100,000 will be seeing they have access to federal funding.

Manager Leitz stated the total project cost of roughly 13 million dollars and having been given ARPA funding provides Downstreet leverage to obtain other federal funding. R. Clapp referred to the overwhelming support EFUD had to sell 51 South Main Street to Downstreet to support affordable housing in Waterbury. A. Johnson stated the Town needs to be a steward for other funding Downstreet may have access to. A. Johnson stated the Town has formed a Housing Task Force to assist with the shortage of affordable housing in this community. T. Gloor stated housing is an issue and not everything can be a crisis, he brought to light that EFUD voter's support of selling 51 South Main Street is not the same as Town support because Town residence were not able to vote in the sale of that property. Manager Leitz stated the funding is contingent on other funding and the transfer of the property. L. Walton stated she understand the need for affordable housing in Waterbury, having said that there is no guarantee that housing will be for people that work in Waterbury. A. Johnson stated Downstreet is obligated to find tenants that can pay their rents whether they are working or not they must provide proof of ability to pay. W. Shepeluk spoke of the supply and demand issue and that more housing will "shuffle the deck" for other housing opportunities. Moderator Kilgore repeated the amendment to the motion – the motion did not pass.

Moderator Kilgore asked for any question on the original motion of the budget and relayed the motion to the public. A vote was held – the motion was seconded and passed by a voice vote

Article 11: To see if the voters will authorize a sum of money to be expended from the capital funds for capital projects.

Mike Bard moved to authorize the expenditure of \$1,736,105 for purchases of vehicles, capital improvements, building operations and building fund budgets and authorize the Selectboard to borrow an amount not to exceed \$155,000 to finance the expenditures for a period not to exceed 5 years on terms agreeable to the select board. Seconded by John Malter. Mike Bard invited the public to look on page 27 of the Annual Report and distinguished between Capital and Operational expenses. T. Leitz stated he and the PWD Bill Woodruff have driven the roads and could easily bring 1M paving budget to the Town. The Town just this past week took delivery of a truck ordered roughly a year ago. Leitz spoke of the excavator purchase based on rental fees the Town has been paying. G. Dillon spoke of the cascade system used to refill tanks for firefighters. C. Viens spoke of trucking costs increase from \$85-\$110 per hour and how these increases impact improvement budgets. A. Imhoff asked about Town Bridges line, the line item does not include the Stowe Street bridge with our share being 5% expected in 2024 and 2025

Moderator Kilgore repeated the motion calling the question; the motion was seconded and passed by a voice vote.

Article 12: To see if the Town will, during 2023, appropriate:

Moderator Kilgore read the article including seventeen individual line items - A. Johnson asked if she must read the entire list as stated by Moderator Kilgore, with voter permission the Article was moved.

\$1,000 for support of the Capstone Community Action
\$1,250 for support of Central Vermont Council on Aging
\$1,375 for support of Circle
\$500 for support of Community Harvest of Central Vermont
\$1,500 for support of Downstreet Housing and Community Development
\$500 for support of Everybody Wins! Vermont
\$1,000 for the support of the Family Center of Washington County
\$1,000 for support of The Friends of the Waterbury Reservoir
\$500 for support of Good Beginnings of Central Vermont
\$200 for support of Mosaic (fka Sexual Assault Crisis Team)

\$250 for support of OUR House of Central Vermont
\$1,000 for support of the People's Health and Wellness Clinic
\$1,000 for the support of the Retired Senior Volunteer Program (R.S.V.P.)
\$500 for support of the Vermont Association for the Blind and Visually Impaired
\$600 for support of the Vermont Center for Independent Living
\$1,500 for support of the Washington County Youth Bureau, Inc.
\$800 for the support of the Waterbury Community Band

Kilgore asked for comments, having none the motion was reread and the question was called. The motion was seconded and passed by a voice vote.

Article 13: Shall the Town of Waterbury vote to appropriate \$2,000 for support of Central Vermont Adult Basic Education?

J. Willard made a motion to appropriate \$2,000 for support of Central Vermont Adult Basic Ed. The motion was seconded and passed by a voice vote.

Article 14: Shall the Town of Waterbury vote to appropriate \$4,000 for support of the Early Education Resource Center of Waterbury ("Children's Room")?

S. Lotspeich made a motion to appropriate \$4000 for the support of the Children's Room. The motion was seconded and passed by a voice vote.

Article 15: Shall the Town of Waterbury vote to appropriate \$2,383 for support of the Green Mountain Transit Agency?

S. Lotspeich made a motion to appropriate \$2383 for the support of GMT. W. Shepeluk stated the request for funds was reduced by approximately \$5000. The motion was seconded and passed by a voice vote.

Article 16: Shall the Town of Waterbury vote to appropriate \$2,500 for support of Waterbury LEAP (Local Energy Action Partnership)?

D. McDougall made a motion to appropriate \$2500 for support of Waterbury LEAP. The motion was seconded and passed by a voice vote.

Article 17: Shall the Town of Waterbury vote to appropriate \$6,500 for the Waterbury Area Senior Association in addition to the amount included in the General Fund Budget for such purpose?

Moderator Kilgore asked for permission of Mr. Blackman, a Duxbury resident could speak. There being no objection W. Shepeluk made a motion to appropriate \$6,500 for the Waterbury Area Senior Association in addition to the amount in the General Fund. The motion was seconded and passed by a voice vote.

Article 18: Shall the Town of Waterbury vote to appropriate \$2,000 for support of the American Red Cross?

A. Cawley made a motion to appropriate \$2000 for the support of the American Red Cross. The motion was seconded and passed by a voice vote.

Article 19: Shall the Town of Waterbury vote to appropriate \$3,000 for the support of Washington County Mental health?

MK Monley made a motion to appropriate \$3000 for support of Washington County Mental Health. The motion was seconded and passed by a voice vote.

Article 20: Shall the Town of Waterbury vote to appropriate \$2,500 for the support of the Waterbury Area MakerSphere Cooperative to support the creative community for residents of the Town?

MK Monley made a motion to appropriate \$2500 for the support of Waterbury Area Makershere Cooperative to support the creative community of the residents of the Town. The motion was seconded and passed by a voice vote.

Unnumbered Last Article: Other Business: Discussion of Town Meeting Day format and consideration of alternatives. A. Johnson thanked the public for staying for this discussion as it is non-binding. The previous two years has been solely Australian ballot due to COVID. A. Johnson highlighted that in order to make changes the Town of Waterbury would have to hold another in person Town Meeting.

~J. Malter expressed his concern that the folks that are not here currently are most likely working or otherwise not available to weigh in on the warning.

~D. McDougall stated this has been researched for many years – some studies say that Australian ballot folks are less informed despite having a higher voter turnout.

~C. Sayah stated today we had two folks with amendments that did not pass which Australian ballot would not allow. He would be in support of having the meeting at another time of day for better turn out.

~A. Imhoff stated she believed Town meeting is best because her voice can be heard however she believes a different time of day may be better.

~K. D'Angelo stated this is the first Town Meeting she has been able to attend due to work commitments. She supports a change to allow for greater voter participation.

~M. Abair agreed that two amendments today would not be possible with Australian Ballot. He believes this floor meeting is an important part of the process.

~W. Shepeluk stated he believes this face-to-face interaction is important and might speak to going to a Charter for the Town of Waterbury. W. Shepeluk spoke to some of the facts regarding voter turnout over the last few years. He stated the residence have the opportunity to attend Select Board meetings to be well informed. Suggested the Select Board prepare the budget and present it at a “town meeting” style meeting then votes by Australian Ballot following the meeting later opposed to an informational meeting like what was done in 2020 and 2021

~C. Gloor stated she agreed with Shepeluk’s idea to hold an in-person meeting and then vote by Australian ballot at a later date. She would like to see a synopsis on the Select Board agendas to invoke more participation

~A. Mondalk would also like to see a change in the meeting style based on work schedules and people’s inability to attend on a Tuesday.

~L. Walton thinks Town meeting day is an important day gaining that sense of community. She agrees the folks need to prioritize Town Meeting Day and folks who wish to be here will find a way to be here.

~M. Frank stated he likes the hybrid system that we have. He thinks the dialogue on the floor is important and if there is a topic that is important people will come out. He would like the current style to continue.

~M. Bard spoke for himself and not as a Select Board member. He loves the Vermont style of Town Meeting and allowing the amendments that came to the floor. He agrees perhaps the day or time of day could be impactful in gaining voter participation. He would like it to be more inclusive while still having people be accountable.

L. Ely Pagan thanked Moderator Jeff Kilgore for his years of service to the Town as Moderator.

M. Bard wanted to acknowledge P.H. Flanders for chairing the Town Manager Search.

D. Luce made a motion to adjourn which was seconded and passed unanimously.

Annual Town Meeting - March 7, 2023

Results of Articles 2 - 4, as voted on by Australian Ballot

Town Clerk - 1 year term	
Karen Petrovic	640
Write-Ins	6
Blanks	30
Total	676

Treasurer - 1 years term	
Karen Petrovic	639
Write-Ins	5
Blanks	32
Total	676

Select Board - for 3 years	
Alyssa Johnson	589
Write-Ins	7
Blanks	79
Overvotes	1
Total	676

Select Board - for 1 year (vote for two)	
Roger Clapp	504
Kane Sweeney	337
Chris Viens	320
Overvotes	2
Write-Ins	6
Blanks	183
Total	1352

For Harwood Unified Union School Director - for a 3 year term (vote for one)	
Jake Pitman	589
Write-Ins	4
Blanks	83
Total	676

For Harwood Unified Union School Director - for a 1 year unexpired term	
Kelley Hackett	584
Write-Ins	2
Blanks	90
Total	676

Lister - for 3 years	
Mary Woodruff	618
Write-Ins	
Blanks	58
Total	676

Cemetery Commissioner - for 5 years	
Janice Gendreau	625
Write-Ins	1
Blanks	50
Total	676

Library Commissioner - for 5 years	
Kit Walker	612
Write-Ins	0
Blanks	64
Total	676

Total Checklist	4533
Total Voted	676
Percentage Voted	14.9%

**WARNING FOR THE SPECIAL TOWN MEETING OF
THE TOWN OF WATERBURY
TO BE HELD ON DECEMBER 5TH, 2023**

The inhabitants of the Town of Waterbury who are legal voters in Town Meetings are hereby notified and warned the Selectboard has called for an Australian Ballot vote to occur at a Special Town Meeting on Tuesday, December 5th, 2023 from 7:00 o'clock in the forenoon to 7:00 o'clock in the afternoon to act on the following matters related to the creation of a Town Charter. The meeting will occur in the Steele Community Room at Town Hall, located at 28 North Main Street, Suite 1, Waterbury, VT 05676.

The Charter proposal is as follows:

Article 1: The Town Selectboard shall be authorized to levy a one-percent tax on sales, meals and alcoholic beverages, and rooms.

Article 2: The Municipal Manager shall hire, appoint, discipline, and remove all Town employees, subject to the provisions of personnel rules approved by the Selectboard. The Municipal Manager may authorize a department head to hire, appoint, discipline, or remove an employee, subject to the Manager's discretion and supervision. The Municipal Manager's appointment of a department head shall be approved by the Selectboard.

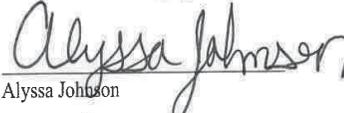
Dated at Waterbury, Vermont the 2nd day of October 2023.



Roger Clapp, Chair



Danielle Kehlmann, Vice Chair



Alyssa Johnson



Michael Bard



Kane Sweeney

Received and recorded this 2nd day of October 2023.



Karen Petrovic, Town Clerk

OFFICIAL BALLOT
TOWN OF WATERBURY
SPECIAL MEETING DECEMBER 5, 2023

Article 1:

Shall the voters of the Town of Waterbury by way of a Town Charter authorize the Selectboard to levy a one-percent tax on sales, meals, alcoholic beverages, and rooms?

If in favor of the proposition issue,
mark a cross (x) in this square:

162

If opposed to the proposition issue,
make a cross (x) in this square:

75

Article 2:

Shall the voters of the Town of Waterbury by way of a Town Charter authorize the Municipal Manager to hire, appoint, discipline, and remove all Town employees, subject to the provisions of personnel rules approved by the Selectboard. The Municipal Manager may authorize a department head to hire, appoint, discipline, or remove an employee, subject to the Manager's discretion and supervision. The Municipal Manager's appointment of a department head shall be approved by the Selectboard.

If in favor of the proposition issue,
mark a cross (x) in this square:

195

If opposed to the proposition issue,
make a cross (x) in this square:

40

Blank: 2

**OFFICIAL BALLOT
ANNUAL TOWN MEETING
WATERBURY, VERMONT
MARCH 5, 2024**

INSTRUCTIONS TO VOTERS

- Use BLACK Pen to fill in the oval. **DO NOT USE PENCIL.**
- To vote for a person whose name is printed on the ballot, fill in the oval to the right of the name of that person.
- To vote for a person whose name is not printed on the ballot, write the person's name in the blank space provided and fill in the oval to the right of the write-in line. Please use block letters and stay within the box provided for write-ins.
- Do not vote for more candidates than the "VOTE for NOT MORE THAN #" for an office.
- If you make a mistake, tear, or deface the ballot, return it to an election official and obtain another ballot. **DO NOT ERASE.**

<p align="center">FOR TOWN CLERK</p> <p align="center">FOR 3 YEARS Vote for not more than ONE</p> <p>KAREN PETROVIC <input type="radio"/></p> <p>(Write-in) <input type="radio"/></p>	<p align="center">FOR HARWOOD UNIFIED UNION SCHOOL DISTRICT DIRECTOR</p> <p align="center">FOR 3 YEARS Vote for not more than TWO</p> <p>(Write-in) <input type="radio"/></p> <p>(Write-in) <input type="radio"/></p>	<p align="center">FOR LIBRARY COMMISSIONER</p> <p align="center">FOR 5 YEARS Vote for not more than ONE</p> <p>MICHELLE BAKER <input type="radio"/></p> <p>(Write-in) <input type="radio"/></p>
<p align="center">FOR TOWN TREASURER</p> <p align="center">FOR 3 YEARS Vote for not more than ONE</p> <p>KAREN PETROVIC <input type="radio"/></p> <p>(Write-in) <input type="radio"/></p>	<p align="center">FOR LISTER</p> <p align="center">FOR 3 YEARS Vote for not more than ONE</p> <p>(Write-in) <input type="radio"/></p>	<p align="center">FOR LIBRARY COMMISSIONER</p> <p align="center">FOR 2 YEAR UNEXPIRED TERM Vote for not more than ONE</p> <p>ANNA BLACK <input type="radio"/></p> <p>(Write-in) <input type="radio"/></p>
<p align="center">FOR SELECTBOARD</p> <p align="center">FOR 3 YEARS Vote for not more than ONE</p> <p>ROGER CLAPP <input type="radio"/></p> <p>(Write-in) <input type="radio"/></p>	<p align="center">FOR CEMETERY COMMISSIONER</p> <p align="center">FOR 5 YEARS Vote for not more than ONE</p> <p>(Write-in) <input type="radio"/></p>	<p align="center">FOR LIBRARY COMMISSIONER</p> <p align="center">FOR 1 YEAR UNEXPIRED TERM Vote for not more than ONE</p> <p>DEANNA KING <input type="radio"/></p> <p>(Write-in) <input type="radio"/></p>
<p align="center">FOR SELECTBOARD</p> <p align="center">FOR 1 YEAR Vote for not more than TWO</p> <p>CHERYL SCHOOLCRAFT GLOOR <input type="radio"/></p> <p>IAN SHEA <input type="radio"/></p> <p>KANE SWEENEY <input type="radio"/></p> <p>(Write-in) <input type="radio"/></p> <p>(Write-in) <input type="radio"/></p>		



Rabies Clinics 2024

Where:	When:	Time:
● Morrisville / VFW	3/23	8:30 - 9:30
● Eden / Town Garage	3/23	10:15 - 11:15
● Hyde Park / Town Clerk's Office	3/23	12:00 - 1:00
● Albany / Town Clerk's Office	3/23	2:00 - 2:45
● Wolcott / Town Clerk's Office	3/23	3:30 - 4:30
● Richford / Fire Station	3/30	9:00 - 9:45
● Berkshire / School	3/30	10:15 - 10:45
● Montgomery / Fire Station	3/30	11:30 - 12:15
● Fair Fax / Community Center	3/30	1:30 - 3:30

Cost

For Dogs & Cats

Rabies Vaccine = \$20

Distemper Vaccine = \$40

If your dog or cat has been vaccinated in the past please bring a previous certificate with you.

TIME TO SPAY & NEUTER CATS & DOGS and LICENSE!

The VT Spay Neuter Incentive Program (VSNIP), under VT Economic Services is administered by VT Volunteer Services for Animals Humane Society (VVSA). Funded by a \$4.00 fee added to the licensing of dogs, resources are limited by the number of dogs licensed as required by law by 6 months of age. A rabies vaccination is required to license. The first vaccination can be given at 12 weeks of age. If unable to schedule an appointment with a vet office, Community Animal Aid (free to those on public assistance: 734-0259 at the E. Barre Fire Station) & Tractor Supply host monthly clinics. After vaccinating, contact your Town Clerk to license your dog. By statute, unlicensed dogs can be seized. Rabies is in Vermont and it is deadly.

Licensing identifies your dog and is proof the dog is protected in the event bitten by an animal, but would still need immediate medical attention. Vaccinations and licensing protect if they bite another animal or person, which could result in the quarantine of the animal or euthanized. If not proven by being licensed to be currently vaccinated, testing for rabies requires the brain to be examined.

For an Application for VSNIP send a Self-Addressed Stamped Envelope to: VSNIP, PO Box 104, Bridgewater, VT 05034. Note if it is for a cat, dog, or both. To print out, go to: VSNIP.Vermont.Gov. VSNIP helps income challenged Vermonters with neutering and vaccinations. If approved, you'll receive a Voucher and instructions. If not, a list of low-cost resources will be sent. Several humane societies host spay neuter clinics open to the public. Your cost for a VSNIP surgery is \$27.00, if without complications. The balance is paid by fellow Vermonters with their \$4.00 fee collected at licensing. **Veterinarians and their staff are the backbone of this important program. Thanks to their generosity and altruistic vision, Vermont no longer uses routine euthanasia as a means of population control. Sincerely thank your veterinarian for their participation in VSNIP. If not currently a participating office, please ask them to join and help make a difference in your community. They are very needed.**

Facts: Female cats as young as 4 months can become pregnant. The "mom" cat can/will become pregnant when nursing is finished. Males travel for miles to find a female in heat, often not returning. Cats and dogs (naturally) mark their territory if not neutered. Resolve Carpet Cleaner and a single moth ball in its place will help deter from repeat markings. (Do not use moth balls with young children in the house.) 70% of cats and 15% of dogs using VSNIP are reported as strays or abandoned, which is cruel and illegal. Please do promote VSNIP, helping those that cannot afford to neuter, that will otherwise reproduce over and over. Repeat litters can cause uterine infection, mammary tumors, kidney failure, etc., leading to death. "Farm" cats are especially at risk. Be wary of any seller of animals that won't allow you to see how they are kept before acquiring and want to meet in a parking lot. Animals are often used as a means of making money, and their life may be the inside a room or cage. Please be the voice for those that cannot speak. Purchasing does not 'save' one, it 'enables' those to continue to misuse animals for money. Thank you for promoting this time proven program.

Thanks to now retired Lynn Murrell, DVM, who first agreed to extend reduced rates for animals in need, and all the Veterinarians and Clinics that served for the last forty years plus. A sincere thank you to Bernard "Snook" Downing for helping support many animals in need over the years with his hard work, contributions, and the donors we are unable to thank in print – but you know who you are!

Together We Truly Do Make a Difference! 800 HI VSNIP (1-800-448-7647)

Sue Skaskiw, Administrator: VSNIP Executive Director: VVSA

