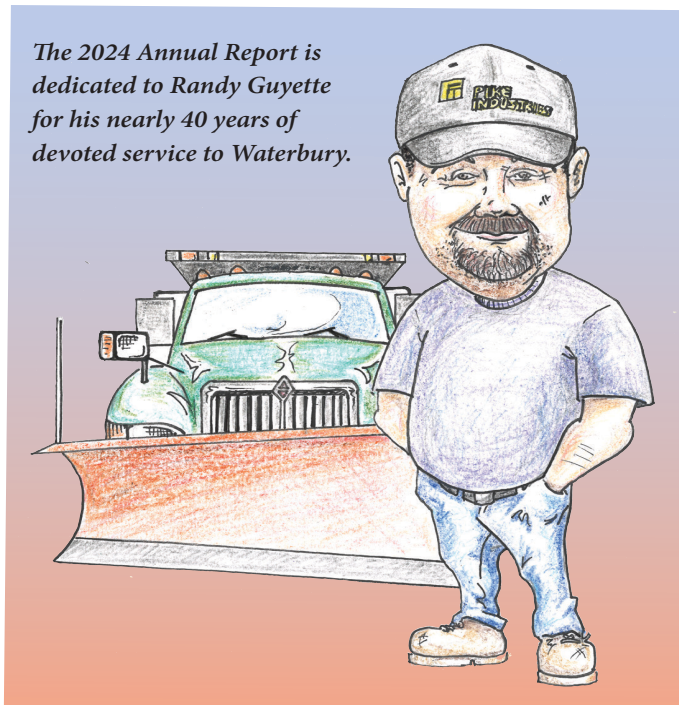


# Annual Report

FOR THE YEAR ENDING DEC. 31, 2024

*The 2024 Annual Report is dedicated to Randy Guyette for his nearly 40 years of devoted service to Waterbury.*



Artist: Matt Metayer



**PLEASE BRING THIS REPORT TO THE  
24TH ANNUAL MEETING OF THE TOWN  
TUESDAY, MARCH 4, 2025, 9AM  
BROOKSIDE PRIMARY SCHOOL**

On behalf of the residents of our town, we dedicate the 2024 Annual Report to Randy Guyette. Born and raised in Waterbury Center and a lifetime member of the Waterbury community Randy has dedicated nearly 40 years serving our town and village. He poured his heart and soul into the community, contributing to the street and highway department by plowing and sanding and maintaining our roads and sidewalks and other infrastructure all through rain, and snow, sleet, and mud. His hard work thru all kinds of weather has been utilized by almost every town department. His dedication and relentless work helped our community rebuild after Irene and the floods that followed. He embodies the heart of our community, keeping us safe, and ensuring we could get to work and that our kids could get to school. When the alarm bell rang early in the pre-dawn hours, Randy always answered the bell coming in early to clear the roads and sidewalks, he was the steward of our community for over four decades. His strength and kindness are truly woven into the fabric of our community and we thank him for service to our families. Randy has always been a good neighbor, good friend and a true Vermonter and the people of Waterbury have been fortunate to have him.

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**WARNING FOR THE ANNUAL MEETING OF THE  
TOWN OF WATERBURY  
TO BE HELD MARCH 4, 2025**

**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 4th, 2025 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: one Select Board member for 3-year term and two Select Board members for 1-year term each; Lister for a 3-year term; Cemetery Commissioner for a 5-year term and one Cemetery Commissioner to fill an unexpired term for 4 years; Library Commissioner for a 5-year term.

**Article 3:** To elect by Australian ballot for the Harwood Unified Union School District: School Director for a 3-year term; School Director for a 1-year unexpired term and two School Directors for a 2-year unexpired term each.

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 2024.

**Article 5:** To act with respect to claims of Town Officers for their services during 2024.

**Article 6:** Shall the tax warrant on real property be dated July 1, 2025, and the taxes be due in two installments, with the first installment due and payable on August 15<sup>th</sup>, 2025 and the second installment due and payable on November 7<sup>th</sup>, 2025?

**Article 7:** Shall each tax installment be paid in hand at the Municipal Office by 5:30 p.m. on the due date without discount and 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 by charged as allowed by statute on taxes not paid when due?

**Article 8:** Shall the Town of Waterbury adopt all budget articles by Australian ballot pursuant to 17 V.S.A. §2680(c), as opposed to a traditional floor vote?

**Article 9:** Shall the Town of Waterbury vote on all public questions by Australian ballot pursuant 17 V.S.A. §2680(d), as opposed to a traditional floor vote?

**Article 10:** Shall the voters approve a total of \$3,683,570 in general expenses, \$1,401,708 in highway expenses, \$631,572 in library expenses, and \$72,401 in cemetery expenses, of which \$4,460,945 will be raised from property taxes and \$1,328,306 from other non-property tax revenues?

**Article 11:** To see if the voters will authorize the selectboard to transfer up to \$380,000 from the Town's tax stabilization fund for the purchase of a fire vehicle, with the funds repaid from Local Option Tax revenues, over a period not to exceed 3-years.

**Article 12:** To see if the voters will authorize the selectboard to transfer up to \$310,000 from the Town's tax stabilization fund for the purchased of a public works vehicle, with the funds repaid from Local Option Tax revenues, over a period not to exceed 3-years.

**Article 13:** Shall the voters authorize \$520,000 in expenditures for capital improvements?

**Article 14:** To see if the voters of the Town will, during 2025, appropriate from Local Option Tax revenues:

- \$150,000 for gravel road materials and repairs
- \$25,000 towards highway capital fund needs
- \$17,500 towards development of conceptual plans and cost estimates for a new recreational facility
- \$75,000 to capitalize the Town's housing trust fund
- \$25,000 towards a security system for the municipal building
- \$55,000 towards resurfacing the shallow end of the pool
- \$50,000 towards consulting services to assist the Planning and Conservation Commissions with Town Plan updates.

**Article 15:** To see if the voters of the Town will, during 2025, appropriate:

- \$1,000 for support of 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
- \$1,500 for support of Elevate Youth Services
- \$500 for support of Everybody Wins! Vermont
- \$1,000 for the support of the Family Center of Washington County
- \$1,000 for support of Friends of Waterbury Reservoir
- \$500 for support of Good Beginnings of Central Vermont
- \$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
- \$800 for the support of the Waterbury Community Band

**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 \$2,000 for support of Central Vermont Adult Basic Education?

**Article 18:** Shall the Town of Waterbury vote to appropriate \$2,250 for the support of Central Vermont Council on Aging and AmeriCorps Senior RSVP?

**Article 19:** Shall the Town of Waterbury vote to appropriate \$4,000 for support of the Early Education Resource Center of Waterbury ("Children's Room")?

**Article 20:** Shall the Town of Waterbury vote to appropriate \$2,383 for support of the Green Mountain Transit Agency?

**Article 21:** Shall the Town of Waterbury vote to appropriate \$2,500 for the support of the Harry N. Cutting American Legion?

**Article 22:** Shall the Town of Waterbury vote to appropriate \$975 for support of Mosaic Vermont?


**Article 23:** Shall the Town of Waterbury vote to appropriate \$2,500 for the support of the Waterbury Area MakerSphere Cooperative?

**Article 24:** Shall the Town of Waterbury vote to appropriate \$6,500 for the Waterbury Area Senior Citizens Association in addition to the amount included in the General Fund Budget for such purpose?

**Article 25:** Shall the Town of Waterbury vote to appropriate \$2,500 for support of Waterbury Local Energy Action Partnership (LEAP)?

**Article 26:** Shall the Town of Waterbury vote to appropriate \$3,000 for the support of Washington County Mental Health Services?

Dated at Waterbury, Vermont the 29<sup>th</sup> day of January 2025.

  
Alyssa Johnson, Chair

  
Michael Bard

  
Ian Shea

  
Kane Sweeney, Vice Chair

  
Roger Clapp

  
Karen Petrovic, Town Clerk

Received and Recorded this 29<sup>th</sup> day of  
January, 2025

**ELECTED TOWN OFFICIALS**

		<u>Term Length</u>	<u>Term Expires</u>
<b>Moderator</b>	Rebecca Ellis	1 year	2025
<b>Town Clerk</b>	Karen Petrovic	3 years	2027
<b>Town Treasurer</b>	Karen Petrovic	3 years	2027
<b>Select Board</b>	Mike Bard	3 years	2025
	Roger Clapp	3 years	2027
	Alyssa Johnson	3 years	2026
	Ian Shea	1 year	2025
	Kane Sweeney	1 year	2025
<b>Harwood Union Unified School District</b>	Elizabeth Brown	3 years	2027
	(appointed to fill term to March 2025)		
	Corey Hackett	3 years	2027
	(appointed to fill term to March 2025)		
	Daniel Roscioli	3 years	2026
(appointed to fill term to March 2025)			
	Victoria Taravella	3 years	2025
<b>Listers</b>	Bob Butler	3 years	2027
	Alec Tuscany	3 years	2025
	Mary Woodruff	3 years	2026
<b>Cemetery Commissioners</b>	Jill Chase	5 years	2025
	Karen Cavender	5 years	2029
	(appointed to fill term to March 2025)		
	Janice Gendreau	5 years	2028
	Barbara Walton	5 years	2027
	John Woodruff, IV	5 years	2026
<b>Library Commissioners</b>	Michelle Baker	5 years	2029
	Anna Black	5 years	2026
	Erin Mooney	5 years	2025
	(appointed to fill term to March 2025)		
	Margaret Moreland	5 years	2027
	Kit Walker	5 years	2028



**ELECTED NOVEMBER 8, 2024**

**JUSTICE OF THE PEACE**

**Term February 1, 2025 – January 31, 2027**

Jim Adams  
John Bauer  
Bob Butler  
Linda V. Gravell  
Steven Karcher  
Amanda McKay  
Chris McKay  
Mary Miller  
Erin Mooney  
Bob Stanton  
Liz Schlegel Stevens  
Katrina VanTyne  
Vacant  
Vacant  
Vacant

**STATE REPRESENTATIVES**

Tom Stevens  
Theresa Wood

**WASHINGTON COUNTY SENATORS**

Ann Cummings  
Andrew Perchlik  
Anne Watson

**APPOINTED OFFICERS**  
**Term ending April 30<sup>th</sup> unless stated otherwise**

		Term Expires
Municipal Manager	Tom Leitz	app't
Road Commissioner	Tom Leitz	app't
Tax Collector	Tom Leitz	app't
Development Review Board (3-year terms)	Monica Callan - Alternate	2027
	David Frothingham, Chair	2026
	George Lester	2025
	Tom Kinley, Vice Chair	2027
	David Rogers	2026
	Harry Shepard	2025
	Bud Wilson	2026
	Alex Tolstoi, Co Vice Chair	2025
	Joseph Wurtzbacker - Alternate	2027
Conservation Commission (4-year terms)	Kelsey Applegate	2025
	Meg Baldor	2025
	Malachi Brennan	2027
	Marcy Blauvelt	2026
	Marty Johansen	2028
	Amy Marshall-Carney	2027
	Vacant	2025
	Vacant	2028
	Vacant	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	2027
	John Malter	2025
	Ryan Van Tuinen	2026
	Joe Wurtzbacher	2025
Planning Commission (3-year terms)	Robert Adler	2025
	Dana Allen	2025
	Kati Gallagher, Vice Chair	2027
	Billy Vigdor	2026
	Martha Staskus, Chair	2027

Recreation Committee (3-year terms)	Brian Cooke	2027
	Jake Ferreira	2026
	Beth Gilpin	2026
	Paul Lawson	2027
	Emma Lenchner	2025
	Phoebe Pelkey	2025
	Frank Spaulding, Chair	2026
	Aaron Starmer	2027
	Vacant	2025
	Vacant	2026
	Vacant	2027
Tree Committee (3-year terms)	Barbara Blauvelt	2025
	Jane Brown, Chair	2026
	Nita Hultstrom	2025
	Marge Guylas	2026
	Stuart Whitney	2026
	Mike Loschiavo	2027
	Vacant	2027
Emergency Management Director	Gary Dillon	on-going
Emergency Management Coordinator	Mike Bard	on-going
Tree Warden	Mike Loschiavo	2025
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	2025
Town Forest Fire Warden	Charlie O'Brien, Jr.	06/30/2028
Delegate to NEKCV (CVFiber)	Christopher Shenk	2025
Newspaper of Record	Times Argus	2025
Alternative Newspaper of Record	Waterbury Roundabout	2025

**CLAIMS OF TOWN OFFICERS  
For services rendered in 2024**

**SELECT BOARD**

Roger Clapp, Chair	\$ 1,450
Alyssa Johnson, Vice Chair	1,450
Ian Shea	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](http://www.waterburyvt.com/departments/taxes).

## MEETINGS

Select Board	1 <sup>st</sup> and 3 <sup>rd</sup> 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 <sup>st</sup> Wednesday of each month at 4:00pm
Conservation Commission	2 <sup>nd</sup> Tuesday of each month at 6:00pm
Development Review Board	1 <sup>st</sup> and 3 <sup>rd</sup> Wednesday of each month at 6:30pm
Housing Task Force	3 <sup>rd</sup> Thursday of each month at 6:00pm
Library Commission	2 <sup>nd</sup> Monday of each month at 5:00pm
Natural Disaster Preparedness Committee	1 <sup>st</sup> Tuesday of each month time TBD
Planning Commission	2 <sup>nd</sup> and 4 <sup>th</sup> Monday of each month at 6:00pm
Recreation Committee	2 <sup>nd</sup> Thursday of each month at 6:30pm*
Tree Board	2 <sup>nd</sup> Tuesday of the month December to April On call of the Chair May to November

For meeting locations and Municipal contact information, please visit the Municipal website at [www.waterburyvt.com](http://www.waterburyvt.com).

\*2025 meeting schedule will change. Please refer to the website or call for updates

**Municipal Manager's Report  
2024**

For the second straight year, I want to express my gratitude for all the Town staff and volunteers who assisted with our flood response. Again, there was a small cadre of extremely dedicated individuals who led our cleanup and recovery efforts, and that was of huge assistance to so many. The Town is currently seeking to hire a Natural Disaster Response Coordinator to assist with our immediate response to future floods, and I encourage anyone interested to reach out to me to discuss the position.

**2024 Flood**

The 2024 flood had a more significant impact on Town infrastructure than the two floods in 2023. In the immediate aftermath, our public works department put in long days ensuring all roads were passable, emergency service vehicles could respond to calls, and homeowners could access their driveways. There were few roads that were not impacted by the storm, and we saw major washouts on Blush Hill, Henry Hough, and Perry Hill Road that were repaired by our department. We had to hire contractors for assistance with several projects, and it was over 2-months before Shaw Mansion and Gregg Hill Roads were passable. Although less visible to the public, we also had major expenses associated with erosion along Stowe Street, and under the Laurel Lane bridge. As it stands now, we still must repair a major erosion to a section of embankment on Barnes Hill Road, and we have bridge repairs on Loomis Hill Road that will be made this spring.

In total, our highway department spent 698 hours preparing and responding to the storm, and that included utilizing over 1,500 yards of gravel and stone to repair washouts. Although we have yet to complete all of our repair projects, I expect our total costs to exceed \$550,000. Oddly enough, the net financial impact will be positive. FEMA will reimburse the Town for 75% of all of our expenses. However, a substantial amount of our expense was already budgeted, most importantly employee pay and benefits. Additionally, FEMA will reimburse the Town for those hours when our equipment was utilized, and in some cases the reimbursement rate can exceed \$200 per hour for the use of heavy equipment to date, we have been able to successfully nearly all of our 2023 costs, and our 2024 claims are well underway.

Over the long-term the impact of a flood is far more muddled. Because flood cleanup occupied so much of the time of our public works department, some of our normal, critical, summer maintenance work was neglected. Gravel roads in particular need regular ditching, and when that work is not done our maintenance costs will increase. The first and last rule of gravel road maintenance is to ensure there is good drainage – and that is never more obvious than during mud season.

Despite the flood, some significant work was accomplished in 2024. Ashford Lane and Kennedy Drive were (finally) paved, as was Union Street. A bridge repair project was completed on Guptil Road, and some additional paving on Guptil was completed in the fall thanks to the availability of local option tax funds. The public works department also resurfaced a portion of Sweet Road, which should eliminate typical mud season challenges for many years.

## **2024 Finances**

Moving into 2025, the Town's finances are generally strong and stable. While audited figures for 2024 will not be available for some time, we ended the year 2023 with a combined total of \$3.06 million in fund balances. For those not familiar with government accounting, this can be thought of as retained earnings. This total includes \$1.0 million in the Town's tax stabilization fund, and the warning calls upon borrowing from that fund to help finance the purchase of a public works truck and a fire truck.

The 2023 audit also shows the Town's general fund has an undesignated fund balance of slightly over \$200,000. The 2025 budget before voters utilizes \$80,150 of that fund balance, or roughly 40% of the total. That fund balance offsets the need to raise taxes. I am comfortable with the budget using that amount of fund balance because the Town has a history of budgeting conservatively, and ending the year with a surplus that effectively offsets the need to utilize the fund balance.

For example, as of the time of this writing the Town's general fund for 2024, is showing we have spent \$6.51 million and received \$6.66 million. However, that \$6.51 million includes over \$300,000 in flood expenses that were not budgeted (as opposed to payroll expenses), and that will be part of the FEMA reimbursement process. Therefore, I expect the final surplus to be a larger amount, as that reimbursement will be accounted for in 2024.

## **Town Charter and Local Option Tax**

A Town charter was also signed into law, and that had a dramatic impact on our 2024 finances. A major provision of the charter was the adoption of a local option tax (LOT), which is an additional 1% sales, meals, rooms, and alcohol tax. The charter was first voted on by residents at a special town meeting in late 2023 – in time for the State Legislature to address the matter during the 2024 session.

The charter was signed into law just before the end of March, and the LOT went into effect on July 1<sup>st</sup>. Because enactment of the charter required legislative approval, the town did not budget for any local option taxes in 2024. We were pleasantly surprised to later learn the tax would be in effect to the benefit of Town residents. As of the time of this writing we received a distribution of roughly \$230,000 for the July-September time period. We will receive the end of year distribution in mid-February (there is an approximately 6-week lag between the end of each quarter, and when the Town receives the LOT funds), and I estimate that amount will also be in the range of \$225,000. It is indeed rare to receive unbudgeted funds of this magnitude.

During the course of the year the selectboard decided to make three major investments using LOT funds. First, a total of \$100,000 was set aside to create a Housing Trust Fund, and I expect these funds will ultimately be spent on assisting property owners to develop additional rental properties in Town. Second, \$70,000 was allocated to pave a section of Guptil Road near Murray Tree Farm. Lastly, roughly \$160,000 was utilized to pay down existing debt. As I will explain later, eliminating that debt was a huge benefit when developing the 2025 budget. Towards the very end of the year the selectboard also agreed to allocate \$7,000 towards repairs to the Perry Hill trail system, and that project is being spearheaded by the Waterbury Area Trails Association (WATA).

Throughout the narrative below I will outline the proposed uses of the local option tax for 2025.

### **2025 Budget and Operations**

As mentioned earlier, during the course of 2024 the selectboard opted to utilize \$160,000 in LOT funds to eliminate some existing debt. This had a two-fold advantage. First, \$105,000 of that debt pertained to funds owed to ourselves. It is a historical practice for the Town to borrow from its own tax stabilization fund. Therefore, those funds were simply reinvested into the tax stabilization fund. Second, the pre-payment of debt not only eliminated interest costs, but it reduced debt costs in the 2025 budget by over \$100,000. This reduction, combined with a conservative spending plan and growth in the Town's grand list, largely allowed for a 2025 budget that does not require an increase in the tax rate.

The other major contributing factor to the budget is the LOT. The spending plan calls for Town to purchase a new fire vehicle, and a new public works vehicle. The LOT will service the debt on these vehicles, thereby preventing any impact on property taxes. If the LOT were not available, I would likely recommend the Town issue a 5-year note for the public works vehicle, which would have added an estimated \$70,000 to the budget at today's interest rates. For the fire truck, I would likely have requested a bond vote, and financed the vehicle over a longer period. While that would have reduced the impact on the budget, it would also expose the Town to substantial interest costs over the long-term. I cannot overstate how transformational the LOT was when developing the 2025 budget, and I expect for this to be the case for decades to come.

### **Some major highlights of the 2025 budget are as follows:**

Public safety expenses are a major driver of the budget. During 2024 the Town approved a new 3-year police contract with Vermont State Police. The new contract, same as the prior one, has a fixed cost for three years. The contract that expired in 2024 had an annual cost of \$385,000, the new contract has an annual cost of \$477,000. This figure will remain the same until the contract expires in June of 2027.

The budget contains a major increase in appropriations for the Waterbury Ambulance Service, Inc (WASI). While WASI experienced some surpluses during those years most impacted by the COVID-19 pandemic, this was largely due to grants associated with administering vaccines and other related work. WASI is no different than most rural ambulance services in Vermont, and there have been struggles to maintain operations. This is due to two primary causes: staffing and reimbursement rates. As few and fewer individuals volunteer for the ambulance service, for a wide variety of reasons, those hours must be replaced with paid staff hours. Simultaneously, reimbursement rates through Medicaid and Medicare have not kept pace with inflation.

The Town obviously needs a stable ambulance service, and there was ultimately a decision to increase funding to WASI to help ensure their continued operations. While the total increase is significant, the ultimate budgetary impact of the appropriation for WASI is less than \$40 per resident. I can assure town residents the most cost-effective option is to ensure we have a stable non-profit ambulance service. I have reviewed the budgets of a number of towns, of similar size, that operate their own ambulance services. It is clear to me that supporting our nonprofit ambulance service is the most cost-effective option.



In the general government section of the budget there is a new cost center of \$95,000, which pertains to a reconfiguration of how the town pays for health insurance for its employees. In prior years the Town paid a fixed amount per employee towards health care; in 2025 the town pays premiums and shares a portion of the risk of deductible expenses. The \$95,000 also includes some transition costs. Similar to the school district and our neighboring towns, health insurance expenses are a continual driver of increased expenses, and I do not expect for this to change absent intervention by the State or Federal government. The transition to this plan is tied to the plan with the lowest historical rate increases.

In the municipal building operating fund, in which we account for all of the expenses related to operating town hall, there is a proposed appropriation of \$25,000 to purchase and install a building security system. The budget proposes using the local option tax to pay for the system, which has been requested by Town employees and will enhance ease of access for community groups and other organizations renting the spaces.

In the highway department total expenses are held flat. Payroll costs are a significant component of total costs, and they are flat due to an anticipated retirement and a cost shift to parks maintenance. There is no net change in highway department staffing. Rather, the budget is based on work patterns and the cost shift simply reflects the actual time staff spend maintaining town parks. I note the budgeted amounts for gravel resurfacing and stone do not pertain to road improvements. Those amounts are reflective of “average” mud season costs where we have little choice but to fill problem areas with aggregate to make the roads passable in the short-term.

The highway capital fund is very worthy of writing and conversation. First, one important cost *not* embedded in the fund pertains to the planned replacement of the Stowe Street Bridge. The Town was originally responsible for 5% of the total cost of this project, and we are no longer responsible for this liability. Total construction costs are estimated at \$2.6 million, so this change saves the town \$130,000. The bridge is proposed to be closed for reconstruction beginning in October, and will include a 60-day closure of Stowe Street.

The budget contains a healthy appropriation for paving. We anticipate focusing on Kneeland Flats, which was delayed from 2024, along with a portion of Barnes Hill Road. Overall, I believe our paved roads are in good condition.

The LOT is used to fund an increased investment in gravel roads, and I hope this will pay meaningful dividends over time. In general, past town budgets did not contain a large appropriation for gravel roads, as they have for our paving expenses. The \$150,000 investment from the LOT is a significant increase. This appropriation should allow for 3,000 yards of material to be purchased and delivered. The plan is for the town to utilize contractors to assist with hauling, while our highway department would focus on applying the gravel and stone to our roads. Beginning with this investment, I hope 2025 is the start of a new era of investment in these roads.

The highway capital budget also calls for a new vehicle, and we plan to purchase a tandem dump truck with a 15-yard capacity. Most of our existing vehicles have a 6-yard capacity. Unfortunately, we secure most of our gravel and stone from quarries in Williamstown and South Barre. While we

do plan to contract for some of the hauling, as noted above, a substantial amount is done by our own staff. Given the long distances we have to travel, it is cost effective to utilize a larger vehicle. This vehicle purchase is on the warning as a separate article, and the plan is to borrow from our tax stabilization fund, and to service the debt with the local option tax.

The library budget is similar to prior years. Although total expenses are down slightly, the library has a slight net increase. In 2024, library payroll expenses were increased to ensure those employees made similar wages to their counterparts at Town hall, and 50% of that increase, or \$15,000, was paid for by utilizing the library trust fund, which requires the approval of the elected library commissioners. At the time, a handshake agreement was made wherein the trust fund contribution would be reduced to prior levels in 2025, and this agreement was honored.

Operational costs for the fire department do not have any meaningful changes. However, the fire department does have a large net reduction in debt service, which is the result of the 2024 LOT payment. This reduces total costs by roughly \$75,000 in 2025. The fire capital budget calls for the purchase of a new vehicle at a cost of \$380,000. The budget proposal calls for this vehicle to be financed identically to the public works vehicle, with the tax stabilization fund providing a loan, and the debt serviced by the LOT.

The Planning Department budget is also impacted by the LOT. By the time Town Meeting Day arrives the department will have applied for a \$30,000 municipal planning grant, which will assist staff, along with the Planning and Conservation Commissions, with updating the Town plan. This update is a statutory requirement and a major undertaking. The budget also provides for an injection of \$50,000 in local option taxes for the same purpose. This total of \$80,000 will allow for the Town to secure consulting assistance, which is of vital importance given the overall work load.

There is a meaningful change proposed in recreation department operations. In prior years we have had virtually unlimited registration for the summer recreation program, and at times enrollment exceeded 150 children. With that high enrollment came operational and staffing challenges. Our summer campers were spread across three separate locations, and we struggled to maintain sufficient staff. After our experience the last several years we felt this was not sustainable. Above all, we want to ensure the children enrolled in our programs have a safe environment with appropriate adult supervision. We have therefore proposed to reduce the size of summer camp to a level we can more appropriately manage, with the caveat that we will increase enrollment if we are able to meet our staffing goals that would allow for better oversight. In the event that occurs, the budget impact will be neutral – the additional revenues from campers will cover our staffing expenses.

There are two important items in the recreation capital fund, and both are funded by the LOT. First, we are seeking \$55,000 to resurface the shallow end of the pool. Last year, at the direction of the Town Engineer, a new coating was applied to a few sections of the liner with the worse deterioration. Our observation is the application was a success: the pool lost substantially less water in 2024 than in prior years. As a result, the water was much warmer and inviting. We hope this improvement will further extend the life of the pool, and we are cautiously optimistic it will also result in less algae growth.

The budget for parks does see some increased costs for payroll expenses. Part of this is the aforementioned reallocation of expenses from the highway department. Additionally, in 2024 we were able to hire a small team for summer maintenance work, and their work was impressive. We are hopeful to have similar staffing in 2025, and the budget reflects these costs.

There is a similar story in the budget for cemeteries. In 2023 our costs were very high because we were unable to find summer staff, and had to contract some of our maintenance. That did not occur in 2024, and we believe the same team will be back for 2025.

I believe the 2025 budget is sound and I hope this narrative, and the related sections in the town report, provide you with the information you need to both understand the budget and come to Town Meeting Day well informed.

Sincerely Yours

Tom Leitz  
Municipal Manager

**Selectboard Letter for Town Report  
(for the Year Ending December 31, 2024)**

The five members of the Waterbury Selectboard wish to express our gratitude to the residents of Waterbury for entrusting us with the responsibility of balancing the interests of the Town and the health and safety of its residents and workers.

This past year has been active, not only for the Selectboard, but also the commissions and committees that guide many aspects of town policy and investment. The Selectboard met 39 times including 22 regular meetings, 12 special meetings, 3 emergency meetings, one joint meeting with the utility commission and the annual Town Meeting. For any who doubted that history cannot repeat itself, the town experienced flooding at the same time in July as the year before and received a scare again in mid-December to mirror the 2023 disasters.

The nature of the flood this July was significantly different from the inundation of 2023. The massive deluge of tropical rain quickly pushed small streams over their banks and caused extensive damage in Waterbury Center as well as other parts of the town. Once again the Community Resilience for the Greater Waterbury Area (CReW) and other volunteers stepped forward to provide direct relief to affected households. Major culverts on Gregg Hill and Shaw Mansion Roads had to be replaced. While the work was reimbursed by FEMA, the public expressed a variety of views on the impacts on daily traffic. Most were relieved when roads reopened in the fall. CReW announced that they would be directing their efforts to long-term recovery and by the end of the year, the Natural Disaster Preparedness Committee completed their plan for a response team to assist businesses and households impacted by succeeding disasters.

With the support of our legislative representatives, the Town's proposed charter, which was approved by voters in December 2023, was introduced at the State House early in the 2024 session and was signed into law by the end of March. This included a 1% surcharge on the sales, rooms & meals and alcohol taxes with 70% of revenues returning to the town and the remainder divided by the state as Payment in Lieu of Taxes (PILOT) funding which also benefits Waterbury. Implementation started July 1 and has resulted in an unanticipated increase of an estimated \$450,000 in 2024 revenues. Through public deliberation, the Selectboard invested a portion of those funds in reducing municipal debt, restoring critical road and trail infrastructure and initiating a fund to incentivize additional rental housing.

In January, the state announced their intention to convert the Waterbury Armory into a temporary shelter for unhoused individuals and families. The Selectboard invited the Commissioner of the Department of Children and Families to two public informational sessions where he outlined the plan to contract with an outside firm to manage the center. The opening of the shelter was delayed by a dispute concerning a change of use permit. This issue was resolved in the fall and the shelter was opened in November with 20 rooms currently filled and serving those in need with no reported adverse impacts on the town.

At Town Meeting on March 5th, Selectboard Vice Chair Dani Kehlmann completed her tenure and members expressed their appreciation for the compassionate voice that she brought to the board. Ian Shea was elected by the voters to a one year term and took on the role of liaising with the Recreation Committee. They focused much of their energy on right-sizing a projected indoor rec facility and advancing an independent initiative to replace the skate park in Waterbury Center. Alyssa Johnson was nominated to serve as Vice Chair by members of the Selectboard. Alyssa then agreed to step up as chair at the end of the year when Roger Clapp stepped down to avoid the perception of a conflict of interest when he was hired to lead Revitalizing Waterbury.

The total solar eclipse across northern Vermont on April 8 attracted extraordinary crowds to Waterbury and surrounding towns. This provided a positive bump for the retail economy and considerable congestion on the roads as soon as the sun reappeared. Anticipating similar impacts during foliage weekends, the Selectboard worked with local merchants and the highway department to mitigate congestion on local byways.

Improving access to affordable housing continues to be a central focus of the town. The Housing Task Force recommended a registry of all rental properties to gain a better understanding of the dynamics of the housing market and the board proposed implementation in 2025. Downstreet closed on the property at 51 South Main in December and is currently building 26 new units of affordable housing. The town is also exploring potential new housing initiatives on Woody Ave. behind Brookside Primary School and at the Stanley Wasson site at the State Complex. The Selectboard approved the development of Waterbury Housing Trust Fund to stimulate the development of infill rental units inline with new zoning regulations and the direction of the new Town Plan currently under development by the Planning Commission.

The Selectboard recognized that the neighboring town of Duxbury had markedly increased participation in town voting by opting for a Have Your Say Day in January followed by drive through voting in March. Recognizing that timing of Town Meeting can exclude residents who have to work on Tuesday mornings, the Selectboard decided to implement some aspects of Have Your Say Day by presenting the full proposed budget to residents for comment and input before it is finalized for the warning at the end of January. The Selectboard recognizes that taxpayers have had to shoulder dramatic increases in the education tax and have worked with municipal departments leaders to avoid any increase in the municipal tax rate in the coming year.

**Delinquent Taxes as of December 31, 2024**

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	5,878	100.0%
2022	2.32	2.23	17,585,638	21,887	99.9%
2023	2.46	2.38	19,067,701	37,544	99.8%
2024	2.76	2.66	21,765,261	147,096	99.3%

**Total Amount**  
**Delinquent** 212,404

**Town of Waterbury 2025 Tax Rate Based on Proposed Budget**

	2024	2025	Change from Prior Year	% Change from Prior Year
Property Taxes	4,402,429	4,460,945	58,516	1.3%
Total Value of Grand List (1)	\$ 7,975,557	\$ 8,037,965	62,408	0.8%
Municipal Tax Rate	0.5550	0.5550	(0.0000)	0.0%
Impact on \$300,000 Home	\$ 1,665.00	\$ 1,664.95	\$ (0.05)	0.0%

**Notes:**

The final tax rate is set by the Selectboard. Since 2015 the average annual growth in the grand list has been 1.25%. The 2025 budget assumes the grand list will grow 0.78%.

**Town of Waterbury - 2025 Operating and Capital Budget Summary**

	<b>2025</b>
<b>Summary of All Revenues</b>	<b>Proposed</b>
Tax Interest, Penalties & Fees	120,000
Edward Farrar Utility District Charges	118,407
Payments on State Lands & Buildings	635,843
Clerk's Fees, Planning & Zoning Fees	130,000
Historical Society & Cemetery Revenue	37,000
Recreation & Parks	254,500
Library Fees and Grants	16,900
Highway State Aid and Misc. Revenue	152,750
Fire Department Contracts	128,740
Interest Earnings & Misc. Revenue	47,150
<b>Use of Fund Balances &amp; Reserves</b>	
Use of Tax Stabilization Fund	50,000
Use of Cemetery Trust Fund	30,000
Use of Library Trust Fund	30,000
Use of General Fund Balance	80,150
Use of Fire Equipment Fund Balance	-
Use of Reappraisal Fund	29,499
Use of Flood Reserve	30,000
<b>Total Revenues</b>	<b>1,890,939</b>
<hr/>	
	<b>2025</b>
<b>Summary of All Expenditures</b>	<b>Proposed</b>
General Govt, Including Debt Service	1,318,803
Police & Ambulance Expenses	676,591
Fire Department, Including Debt Service	737,595
Solid Waste, Health Officer & Social Services	58,079
Parks & Recreation, Including Debt Service	605,094
Planning & Zoning	287,409
Highway, Including Debt Service	1,401,708
Library, Including Debt Service	631,572
Cemeteries	72,401
<b>Capital Expenses</b>	
Highway Capital (Roads, Bridges, Equipment)	510,000
Recreation Capital	10,000
Fire Capital	-
<b>Special Articles</b>	42,633
<hr/>	
<b>Total Expenses</b>	<b>6,351,884</b>
<hr/>	
<b>Tax Levy: Difference Between Revenues and Expenditures</b>	<b>4,460,945</b>

### Capital Funds: 2025 Snapshot

Highway Capital: Roads, Bridges, Infrastruce & Vehicles	2025 Proposed
<b>Revenues</b>	
Town Funds	510,000
Local Option Tax Funds	175,000
Debt Proceeds	310,000
<b>Total Revenues</b>	<b>995,000</b>
<b>Expenditures</b>	
Paving	450,000
Bridge & Culvert Improvements	45,000
Building Improvements	15,000
Gravel Road Rebuild	150,000
15-Yard Dump Truck	310,000
<b>Total Expenditures</b>	<b>970,000</b>
<b>Net Gain (Loss) to Fund</b>	<b>25,000</b>

Fire Department: Stations, Vehicles & Equipment	
<b>Revenues</b>	
Debt Proceeds	380,000
<b>Expenditures</b>	
Mini Pumper	380,000
<b>Net Gain (Loss) to Fund</b>	-

Parks & Recreation Capital	
<b>Revenues</b>	
Town Funds	10,000
Local Option Tax Funds	72,500
<b>Total Revenues</b>	<b>82,500</b>
<b>Expenditures</b>	
Pool Improvements	55,000
Field & Accessibility Improvements	10,000
Mowers	20,000
Facility Study	17,500
<b>Total Expenditures</b>	<b>102,500</b>
<b>Net Gain (Loss) to Fund</b>	<b>(20,000)</b>



### Local Option Tax

On December 5, 2023, the legal voters of the Town of Waterbury adopted a Town Charter. A feature of the Charter was the local option tax, which is akin to a 1% retail sales tax. After the Charter was approved locally, Representatives Stevens and Wood provided great assistance in shepherding the Charter through the Legislature, and it was signed into law by the Governor on March 29, 2024.

The local option tax is collected by the State of Vermont, then remitted to the Town. The State began collecting the tax on July 1, 2024. Because of the uncertain timeline the 2024 Town budget did not include any local option tax funds. While local option tax funds are included in the 2025 budget, and all proposed local option tax expenditures are a separate item on the Town warning, this section further illustrates both 2024 and 2025 sources and uses of funds.

Please note the state collects the tax quarterly, and approximately 6-weeks later remits the revenues to the Town. The Town accounts for the local option tax based on when the revenues are collected at the point of sale. Therefore, the Town will account for two quarters of local option tax revenues in 2024, even though the final payment for the year will not be received until mid-February (after the date in which this section is written)

#### 2024 Revenues, Expenditures & Commitments

##### 2024 Revenues

Revenues to Date:	\$230,690
Anticipated Q4:	\$225,000
<u>Anticipated Year End:</u>	<u>\$455,690</u>

##### 2024 Expenses & Commitments

Debt Reduction:	\$159,183
Guptil Road Paving:	\$70,000
Housing Trust Fund:	\$100,000 committed to create a fund to assist with affordable housing development. These funds are not yet spent.
WATA:	\$7,000 dedicated to repairing a section of the Perry Hill trail system. These funds are not yet spent.
<u>Total Expenses &amp; Commitments:</u>	<u>\$336,183</u>
<u>Year Ending Balance:</u>	<u>\$119,507</u>

**2025 Revenues**

Estimated Revenues: \$750,000

**2025 Planned Expenses**

Gravel Roads: \$150,000 to supply the Town with 3,000 yards of gravel and stone to improve our overall road conditions

Fire Truck: \$126,667, the LOT would pay the purchase price over the course of 3-years, eliminating any impact on the tax rate

Highway Capital Fund: \$25,000 to improve the condition of the fund and allow for increased investment over time

Public Works Vehicle: \$103,333, the LOT would pay the purchase price over the course of 3-years, eliminating any impact on the tax rate

Recreational Facility: \$17,500 to fund a feasibility study for a large recreational facility, including estimated construction expenses

Pool: \$55,000 towards painting the shallow end of the pool, which we believe will reduce water loss and decrease algae growth

Housing Trust Fund: \$75,000 to further capitalize the fund

Planning/Conservation: \$50,000 to support the Planning and Conservation Commissions to work towards updating the Town Plan

Town Hall Security: \$25,000 to purchase and install a security system

Total 2025 Expenses: \$627,500

Anticipated Year Ending Balance: \$242,008

Proposed 2025 Budget						
	2023 Actual	2024 Adopted	2024 Actual	2025 Proposed	Change from 2024	% Change from 2024
General Government: Town Manager, Business Functions, & Town Clerk						
<b>Revenues</b>						
<b>Tax Related Revenues</b>						
Tax Interest	29,227	28,500	34,132	33,000	4,500	15.8%
Tax Penalty	48,283	48,000	40,365	48,000	-	0.0%
Tax Sale Costs	1,490	250	1,578	1,000	750	300.0%
.225 of 1% of School Taxes	29,977	30,000	35,291	38,000	8,000	26.7%
<b>Other Governments</b>						
EFUD Charges	111,610	114,958	114,958	118,407	3,449	3.0%
Traffic Control Income	582	1,500	622	1,500	-	0.0%
PILOT Revenue	400,163	420,000	383,027	420,000	-	0.0%
Federal Excise Mileage Reimbursement	-	100	905	100	-	0.0%
Vermont Forest & Parks Payments	92,843	92,843	92,843	92,843	-	0.0%
Current Use Payments	115,561	115,550	120,235	123,000	7,450	6.4%
Railroad Tax	2,679	2,600	-	2,600	-	0.0%
Grant - Friends of the Wby Reservoir	4,030		-	-	-	NA
<b>Service Fees</b>						
Town Clerk Fees	63,588	60,000	63,230	60,000	-	0.0%
Clerk's Office Grant	-	-	5,000	-	-	NA
Historical Society Reimbursement	10,222	27,350	11,069	15,000	(12,350)	-45.2%
Reappraisal Fund Transfer	-	-	39,513	29,499	29,499	NA
Flood Reserve Transfer				30,000	30,000	NA
Local Option Tax Transfer	-	-	159,183	-	-	NA
<b>Other Revenue</b>						
Interest Earnings	48,481	25,500	74,899	49,450	23,950	93.9%
Transfer from Tax Stabilization Fund	50,000	50,000	50,000	50,000	-	0.0%
Insurance Proceeds	-	-	198	-	-	NA
<b>Miscellaneous Revenue</b>						
Miscellaneous	12,539	1,000	10,361	1,000	-	0.0%
<b>FEMA Reimbursement</b>	-	-	264,366	-	-	NA
<b>General Governmental Expenses</b>						
GG-Regular Pay	314,726	296,938	288,361	301,952	5,014	1.7%
GG-Natural Disaster Coordinator	8,125	10,000		5,000	(5,000)	-50.0%
GG-Selectboard	6,500	6,500	6,250	6,500	-	0.0%
GG-Clerk/Assistant	70,763	90,731	93,086	93,907	3,175	3.5%
GG-Listeners	1,500	1,500	1,500	1,500	-	0.0%

Proposed 2025 Budget						
	2023 Actual	2024 Adopted	2024 Actual	2025 Proposed	Change from 2024	% Change from 2024
GG-LISTER-Reg Pay	53,246	55,507	83,363	86,901	31,394	56.6%
GG-Historical Society-Cle	26,105	27,350	17,048	15,000	(12,350)	-45.2%
GG-Ins-Health	100,852	101,244	105,321	80,803	(20,441)	-20.2%
GG-Deductibles/Trans	-	-	-	95,000	95,000	NA
GG-Life,Disability, LTC I	4,302	4,200	5,439	4,200	-	0.0%
GG-Ins-Social Sec	38,757	37,372	37,730	39,073	1,701	4.6%
GG-Child Care Contribution	-	-	4,203	7,500	7,500	NA
GG-Retirement	25,944	28,453	32,836	32,577	4,123	14.5%
GG-Ins-Unemployment	1,826	1,780	1,468	1,780	-	0.0%
GG-Workers Compensation	2,532	2,900	3,121	3,200	300	10.3%
GG-Computer Services	15,571	18,000	15,187	17,000	(1,000)	-5.6%
GG-Tax Mapping	1,500	5,000	-	5,000	-	0.0%
GG-Prof Services-Other	11,635	10,000	18,383	32,000	22,000	220.0%
GG-Payroll Services	-	3,500	260	-	(3,500)	-100.0%
GG-Flood Consulting	-	-	7,989	-	-	NA
GG-Legal Service	10,700	10,000	10,309	10,000	-	0.0%
GG-Clerical/Video Meeting	400	1,850	12	1,850	-	0.0%
GG-Voting Machine/Electio	1,287	5,200	3,177	5,200	-	0.0%
GG-Utilities-Tele/Interne	6,492	6,800	8,825	8,000	1,200	17.6%
GG-Postage	5,366	7,000	6,074	7,000	-	0.0%
GG-Advertising	472	700	1,208	1,100	400	57.1%
GG-Website	1,675	2,000	996	2,000	-	0.0%
GG-Printing-Annual Report	1,545	1,850	1,822	1,875	25	1.4%
GG-Office Supplies	9,863	12,500	12,353	11,500	(1,000)	-8.0%
GG-To MBOF	62,085	59,331	59,331	58,780	(551)	-0.9%
GG-Mileage Reimbursement	465	-	-	-	-	NA
GG-Training	2,235	3,500	1,679	2,500	(1,000)	-28.6%
GG-Manager's Prof Dev	239	2,000	1,232	1,750	(250)	-12.5%
GG-Association Dues	1,542	1,200	295	1,200	-	0.0%
Trans to Reappraisal Fund	15,000	15,000	15,000	-	(15,000)	-100.0%
GG-Travel & Meals	1,066	1,000	2,191	1,500	500	50.0%
GG-Commercial Audit	25,977	25,000	29,350	28,500	3,500	14.0%
GG-County Taxes	69,505	68,300	68,259	69,750	1,450	2.1%
GG-Ins-Prop & Liability	19,781	15,150	17,004	17,250	2,100	13.9%
GG-VLCT Dues	8,132	8,225	8,380	8,450	225	2.7%
GG-Bank Charges	42	1,000	1,473	1,500	500	50.0%
GG-Memorial Day/July 4th	17,676	16,000	19,472	18,000	2,000	12.5%
GG-MISC Expenses	4,170	-	4	-	-	NA
GG-Unclassified/Tax abate	3,769	50	28,268	250	200	400.0%
GG-New Equipment	-	6,500	1,661	5,000	(1,500)	-23.1%
GG-Senior Citizens	32,500	32,500	32,500	32,500	-	0.0%
GG-To Cemetery Fund	15,000	-	-	-	-	NA
GG-To Historical Society	1,940	2,400	2,520	2,400	-	0.0%
GG-ECON DEV TO RW	51,289	91,166	90,874	95,000	3,834	4.2%
APRA WASI	-	-	76,000	-	-	NA
ARPA EFUD	150,000	-	-	-	-	NA

Proposed 2025 Budget						
	2023 Actual	2024 Adopted	2024 Actual	2025 Proposed	Change from 2024	% Change from 2024
ARPA Stowe St. Alleyway	20,000	-	-	-	-	NA
ARPA Senior Center Kitchen	10,551	-	10,005	-	-	NA
<b>Subtotal: General Government Expenses</b>	<b>1,234,649</b>	<b>1,097,198</b>	<b>1,231,819</b>	<b>1,221,748</b>	<b>124,550</b>	<b>11.4%</b>
<b>Subtotal: Expenses Excluding ARPA</b>	<b>1,054,098</b>	<b>1,097,198</b>	<b>1,145,814</b>	<b>1,221,748</b>	<b>124,550</b>	<b>11.4%</b>
<b>Public Safety - Police &amp; Ambulance</b>						
<b>Expenses</b>						
State Police Contract	385,000	415,000	425,474	477,222	62,222	15.0%
Waterbury Ambulance Service	79,070	128,511	128,511	199,369	70,858	55.1%
<b>Subtotal: Public Safety Expenses</b>	<b>464,070</b>	<b>543,511</b>	<b>553,985</b>	<b>676,591</b>	<b>133,080</b>	<b>24.5%</b>
<b>Fire Department</b>						
<b>Revenues</b>						
Duxbury Fire Contract	114,370	127,560	127,560	125,000	(2,560)	-2.0%
Moretown Fire Contract	-	3,631	3,643	3,740	109	3.0%
<b>Subtotal: Fire Department Revenues</b>	<b>114,370</b>	<b>131,190</b>	<b>131,203</b>	<b>128,740</b>	<b>(2,450)</b>	<b>-1.9%</b>
<b>Expenses</b>						
FD-Regular Pay	22,578	29,852	21,246	30,000	148	0.5%
FD-Part-time Pay	69,040	58,000	60,701	54,000	(4,000)	-6.9%
FD-Ins-Life & Disability	2,605	3,068	2,605	3,000	(68)	-2.2%
FD-Ins-Social Sec	6,978	6,721	6,269	6,426	(295)	-4.4%
FD-Ins-Unemployment	266	324	334	324	-	0.0%
FD-Ins-Workers Comp	6,962	8,000	8,603	8,700	700	8.8%
FD-Physicals & Vaccination	-	1,000	-	1,000	-	0.0%
FD-Dispatching	96,544	104,100	111,828	107,223	3,123	3.0%
FD-Equipment Maintenance	17,073	15,000	10,749	15,000	-	0.0%
FD-Communications	3,313	8,500	7,082	8,500	-	0.0%
FD-Tele/TV/Internet	11,155	10,500	11,456	10,500	-	0.0%
FD-Office Supplies	267	550	495	550	-	0.0%
FD-Canteen	-	250	260	125	(125)	-50.0%
FD-Small Tools	27	500	2	500	-	0.0%
FD-Utilities-Water	3,158	3,300	3,475	3,300	-	0.0%
FD-Building Maintenance	19,268	33,580	48,082	33,580	-	0.0%
FD-Utilities- Elect/Solar	4,082	9,500	13,581	11,500	2,000	21.1%
FD-Heat/Generator	6,772	8,750	7,335	8,750	-	0.0%
FD-Fuel Equip & Service	-	2,000	-	2,000	-	0.0%
FD-Vehicle Maintenance	42,499	26,500	30,484	25,700	(800)	-3.0%
FD-Fuel-gasoline	125	300	265	300	-	0.0%
FD-Fuel-diesel	5,081	6,200	4,652	5,200	(1,000)	-16.1%
FD-Dues	-	600	-	600	-	0.0%
FD-Public Works Director	1,855	1,612	1,855	1,612	-	0.0%

Proposed 2025 Budget						
	2023 Actual	2024 Adopted	2024 Actual	2025 Proposed	Change from 2024	% Change from 2024
FD-Training	2,077	4,000	3,641	4,000	-	0.0%
FD-Public Relations	-	350	334	350	-	0.0%
FD-Travel	-	500	-	500	-	0.0%
FD-Ins-Prop & Liability	17,304	16,500	18,535	18,750	2,250	13.6%
FD-New Equipment	88,256	87,850	85,856	87,850	-	0.0%
FD-Debt Principal	294,059	308,510	281,273	239,433	(69,077)	-22.4%
FD-Debt Interest	60,427	57,900	58,369	48,321	(9,579)	-16.5%
FD-To Capital Fund		-				
<b>Subtotal: Fire Department</b>	<b>781,770</b>	<b>814,317</b>	<b>799,368</b>	<b>737,595</b>	<b>(76,722)</b>	<b>-9.4%</b>
<b>Landfill/Green Up Day</b>						
Mad River Resource Management Alliance	37,317	37,317	37,317	37,317	-	0.0%
Green-Up Day	823	800	938	800	-	0.0%
<b>Subtotal: Landfill</b>	<b>38,140</b>	<b>38,117</b>	<b>38,255</b>	<b>38,117</b>	<b>-</b>	<b>0.0%</b>
<b>Health &amp; Social Services</b>						
Community Service Officer	525	8,000	-	1,000	(7,000)	-87.5%
Health Officer	1,092	1,200	1,100	1,200	-	0.0%
HS-Social Security	124	612	84	77	(535)	-87.4%
HS-Unemployment	-	50	25	50	-	0.0%
HS-Animal Control-Ins-WC	-	150	87	150	-	0.0%
HS-Advertising	150		50	-	-	NA
HS-Gas & Mileage	9	1,500		250	(1,250)	-83.3%
HS-Pound Service	-	500		1,500	1,000	200.0%
HS-Travel & Training	32	1,000	20	500	(500)	-50.0%
HS-Ins-Prop & Liability	-	235	658	235	-	0.0%
HS-Signs & Equipment		1,000	1,327	500	(500)	-50.0%
HS-Damage Claims/Enforcem		2,000	-	1,000	(1,000)	-50.0%
HS-Public Health	13,500	13,500	13,500	13,500	-	0.0%
<b>Subtotal: Health &amp; Social Service</b>	<b>15,431</b>	<b>29,747</b>	<b>16,850</b>	<b>19,962</b>	<b>(9,785)</b>	<b>-32.9%</b>
<b>Recreation Department</b>						
<b>Pool Revenues</b>						
SWIMMING POOL INCOME	36,514	50,000	42,802	50,000	-	0.0%
REC/POOL-SNACKS	1,391	2,000	1,261	2,000	-	0.0%
RED CROSS TRAINING FEES	100	500	800	500	-	0.0%
<b>Subtotal: Pool Revenue</b>	<b>38,005</b>	<b>52,500</b>	<b>44,863</b>	<b>52,500</b>	<b>-</b>	<b>0.0%</b>
<b>Pool Expenditures</b>						
POOL-Regular Pay	57,680	60,000	60258.62	60,000	-	0.0%
POOL-Ins-Social Sec	4,432	4,590	4609.88	4,590	-	0.0%

Proposed 2025 Budget						
	2023 Actual	2024 Adopted	2024 Actual	2025 Proposed	Change from 2024	% Change from 2024
POOL-Ins-Unemployment	347	232	230.97	232	-	0.0%
POOL-Ins-Workers Comp	1,973	2,300	2465.94	2,300	-	0.0%
POOL-Clothing & Safety Wear	200	650	1709.42	650	-	0.0%
POOL-Crosscharges	-	-	0	1,500	1,500	NA
POOL-Equipment Maintenanc	1,187	2,250	1614.98	3,000	750	33.3%
POOL-Telephone	2,180	2,300	2388.49	2,300	-	0.0%
POOL-Chemical Supplies	5,423	5,800	5107.9	5,800	-	0.0%
POOL-Water & Sewer	9,656	9,500	11019.36	9,500	-	0.0%
POOL-Electric	5,764	4,500	5029.67	4,950	450	10.0%
POOL-Training & Red Cross	2,262	2,500	3264.31	3,000	500	20.0%
POOL-Public Works Director	2,370	2,370	2370	2,370	-	0.0%
POOL-Ins-Prop & Liability	118	1,600	1789.34	1,600	-	0.0%
POOL-Unclassified	1,092	1,000	2709.22	1,000	-	0.0%
POOL-New Equipment	1,031	1,500	861.05	1,500	-	0.0%
<b>Subtotal: Pool Expenditures</b>	<b>95,717</b>	<b>101,092</b>	<b>105,429</b>	<b>104,292</b>	<b>3,200</b>	<b>3.2%</b>
<b>Recreation Camps &amp; Program Revenues</b>						
REC PROGRAM REVENUES	161,092	174,060	151,933	127,000	(47,060)	-27.0%
MINI-CAMP INCOME	97,977	104,719	56,581	59,000	(45,719)	-43.7%
REC-FACILITIES RENTALS	13,201	12,500	10,916	12,500	-	0.0%
GEN REC&PROGRAM DONATIONS	-	2,000	3,501	3,500	1,500	75.0%
<b>Subtotal: Camps &amp; Programs Revenues</b>	<b>272,269</b>	<b>293,279</b>	<b>222,931</b>	<b>202,000</b>	<b>(91,279)</b>	<b>-31.1%</b>
<b>Camp &amp; Program Expenditures</b>						
Salaries- Full Time Staff	72,824	126,500	125,061	134,691	8,191	6.5%
Summer Program Pay	174,305	160,000	116,596	88,000	(72,000)	-45.0%
After School Program	7,918	24,000	12,075	15,000	(9,000)	-37.5%
Other Programs	447	-	3,284	3,800	3,800	NA
Mini Camp Staff			1,318	-	-	NA
Health Insurance	8,865	36,350	22,871	26,955	(9,395)	-25.8%
Life, Disability, LTC Ins	687	1,000	4,060	3,800	2,800	280.0%
Ins-Social Sec	19,823	23,753	19,522	18,474	(5,279)	-22.2%
Ins-Unemployment	1,108	1,196	1,194	1,300	104	8.7%
Retirement	4,750	8,602	6,578	9,597	995	11.6%
Ins-Workers Comp	8,441	12,500	13,437	13,500	1,000	8.0%
Clothing & Safety Wear	1,782	2,250	2,598	2,250	-	0.0%
Supplies & Cleaning	2,750	2,500	3,023	3,250	750	30.0%
Equipment Maintenance	334	200	-	2,000	1,800	900.0%
Training & Red Cross	152	1,000	640	1,500	500	50.0%
Field Trips	10,156	3,000	2,077	2,500	(500)	-16.7%
Programs	8,069	5,000	7,010	5,000	-	0.0%

Proposed 2025 Budget						
	2023 Actual	2024 Adopted	2024 Actual	2025 Proposed	Change from 2024	% Change from 2024
Mini Camps	2,815	3,000	1,997	3,000	-	0.0%
Ins-Prop & Liability	1,878	1,600	1,755	1,755	155	9.7%
Unclassified	443	1,000	2,355	1,000	-	0.0%
New Equipment	705	2,500	2,190	2,250	(250)	-10.0%
Computer Services	7,621	4,500	6,714	6,750	2,250	50.0%
Tele/TV/Internet	1,232	1,250	2,506	2,200	950	76.0%
Postage	219	200	196	200	-	0.0%
Advertising	1,034	1,250	939	1,250	-	0.0%
Office Supplies	166	750	715	750	-	0.0%
Water & Sewer	1,330	1,325	1,195	1,250	(75)	-5.7%
Building Maintenance	766	1,500	2,185	3,000	1,500	100.0%
Electricity	790	1,200	838	1,100	(100)	-8.3%
Fuel-Heat	814	1,900	1,821	1,900	-	0.0%
Fuel Equip & Service	1,401	500	-	500	-	0.0%
Gasoline & Mileage	2,516	2,250	706	1,500	(750)	-33.3%
Association Dues	609	500	260	500	-	0.0%
Public Works Director	2,300	3,097	2,300	2,300	(797)	-25.7%
New Equipment	91	-	-	-	-	NA
REC Debt Principal	943	960	1,396	-	(960)	-100.0%
REC Debt Interest	186	170	168	-	(170)	-100.0%
To Capital Fund	59,500	26,000	17,000	10,000	(16,000)	-61.5%
<b>Subtotal: Camp &amp; Program Expenditures</b>	<b>409,772</b>	<b>463,303</b>	<b>388,582</b>	<b>372,822</b>	<b>(90,481)</b>	<b>-19.5%</b>
<b>Parks Maintenance Expenditures</b>						
PARKS-Regular Pay	37,136	31,437	12,656	48,451	17,014	54.1%
PARKS-Part-time Pay	3,281	8,500	38,050	15,000	6,500	76.5%
PARKS-Ins Health	16,902	11,000	26,172	11,633	633	5.8%
PARKS-Life, Disability,	544	450	601	550	100	22.2%
PARKS-Ins-Social Securi	2,522	3,055	4,550	4,854	1,799	58.9%
PARKS-Retirement	-	2,138	759	3,452	1,314	61.5%
PARKS-Ins-Unemployment	331	156	154	175	19	12.2%
PARKS-Ins-Workers Comp	548	650	694	750	100	15.4%
PARKS-Water	3,643	3,070	3,327	3,000	(70)	-2.3%
PARKS-Grounds Maint	22,090	20,000	17,489	20,000	-	0.0%
Parks - Field Maintenance	-	5,000	1,836	2,500	(2,500)	-50.0%
Parks - Tennis Court Maintenance	-	1,000	1,374	1,500	500	50.0%
Parks - Playground Maintenance	-	3,000	377	250	(2,750)	-91.7%
Parks - Community Garden Maintenance	-	1,000	904	1,000	-	0.0%
PARKS-Equip Maint	2,986	2,250	5,727	2,500	250	11.1%
PARKS-Electricity	2,923	3,500	3,885	3,500	-	0.0%
PARKS-Fuel-gas	1,843	2,000	4,098	4,000	2,000	100.0%
PARKS-Public Works Direct	2,365	2,365	2,365	2,365	-	0.0%
PARKS-Ins-Prop & Liabilit	1,878	1,450	1,267	1,500	50	3.4%
PARKS-New Equipment	619	1,750	3,226	1,000	(750)	-42.9%



Proposed 2025 Budget						
	2023 Actual	2024 Adopted	2024 Actual	2025 Proposed	Change from 2024	% Change from 2024
<b>Subtotal: Parks Maintenance Expenditures</b>	<b>99,611</b>	<b>103,771</b>	<b>129,510</b>	<b>127,980</b>	<b>24,209</b>	<b>23.3%</b>
<b>Planning &amp; Zoning Department</b>						
<b>Planning &amp; Zoning Revenues</b>						
Planning Fees	16,393	50,000	33,057	40,000	(10,000)	-20.0%
Bylaw Modernization Grant	10,000	-	-	30,000	30,000	NA
MERP Grant	-	-	4,000	-	-	NA
LOT Revenues	-	-	-	50,000	50,000	NA
<b>Subtotal: Planning &amp; Zoning Revenues</b>	<b>26,393</b>	<b>50,000</b>	<b>37,057</b>	<b>120,000</b>	<b>70,000</b>	<b>140.0%</b>
<b>Planning &amp; Zoning Expenditures</b>						
PZ-Regular Pay	31,822	76,912	83,554	82,415	5,503	7.2%
PZ-Zoning Administrator	92,036	61,808	62,281	65,804	3,996	6.5%
PZ-Temp Help	-	-	2,422	-	-	NA
PZ-Ins-Health	4,688	6,000	21,287	27,155	21,155	352.6%
PZ-Life, Disability, LTC	930	1,600	1,635	1,650	50	3.1%
PZ-Ins-Social Sec	9,748	10,612	11,086	11,339	727	6.8%
PZ-Retirement	8,853	9,433	10,233	12,495	3,062	32.5%
PZ-Ins-Unemployment	563	536	534	536	-	0.0%
PZ-Ins-Workers Comp	673	770	829	830	60	7.8%
PZ-Professional Service	3,601	10,000	19,150	5,000	(5,000)	-50.0%
PZ-Town Plan Update	-	-	-	80,000	80,000	NA
PZ-Special Proj-By-Law Wr	35,916	-	1,322	-	-	NA
PZ-Spec Proj-Reservoir	4,030	-	-	-	-	NA
PZ-SPECIAL PROJ-GREEN MNT	-	-	500	500	500	NA
PZ-Spec. Proj-Rec Master Pla	18,975	-	-	-	-	NA
PZ-Legal Service	3,879	20,000	8,353	9,000	(11,000)	-55.0%
PZ-Telephone	970	1,050	1,419	1,350	300	28.6%
PZ-Postage	547	600	209	600	-	0.0%
PZ-Advertising	4,457	4,000	1,567	2,000	(2,000)	-50.0%
PZ-Printing	-	100	15	100	-	0.0%
PZ-Office Supplies	748	1,000	427	1,000	-	0.0%
PZ-Beautification	2,201	8,000	-	-	(8,000)	-100.0%
PZ-Training-tuition	175	1,500	2,119	3,000	1,500	100.0%
PZ-Publications	323	200	-	200	-	0.0%
PZ-Mapping	1,519	3,000	3,000	3,000	-	0.0%
PZ-Dues-Regional Planning	7,170	7,091	7,090	7,360	269	3.8%
PZ-Central Vt Economic De	2,000	2,000	2,000	2,000	-	0.0%
PZ-Dues VEDA	-	325	75	325	-	0.0%
PZ-Travel	714	1,000	5	1,000	-	0.0%
Software Suite	-	19,500	14,794	16,000	(3,500)	-17.9%

Proposed 2025 Budget						
	2023 Actual	2024 Adopted	2024 Actual	2025 Proposed	Change from 2024	% Change from 2024
PZ-Unclassified	549	-	2,411	100	100	NA
PZ-Conservation Comm & Or	700	700	241	2,650	1,950	278.6%
PZ-Revitalizing Waterbury	30,550				-	NA
<b>Subtotal: Planning &amp; Zoning Expenditures</b>	<b>268,338</b>	<b>247,737</b>	<b>258,557</b>	<b>337,409</b>	<b>89,671</b>	<b>36.2%</b>
Flood Recovery Expenses						
<b>Expenditures</b>						
Flood Pay	20,375	-	2,875	-	-	NA
Contractors	36,160	-	2,911	-	-	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	-	4,424	-	-	NA
					-	
<b>Subtotal: Flood Recovery Expenses</b>	<b>127,820</b>	<b>-</b>	<b>10,210</b>	<b>-</b>	<b>-</b>	<b>NA</b>
Debt						
Debt Service - Municipal Building	101,404	102,144	95,641	97,056	(5,088)	-5.0%
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	2,250	2,250	2,250	-	0.0%
Downstreet Housing & Comm	1,500	1,500	1,500	1,500	-	0.0%
Children's Room	4,000	4,000	4,000	4,000	-	0.0%
Ctr. For Independent Livi	600	600	600	600	-	0.0%
GMTA	-	2,383	2,383	2,383	-	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	-	-	-	-	NA
MOSIAC	200	200	200	975	775	387.5%
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 Washtn Cnty	1,000	1,000	1,000	1,000	-	0.0%
LEAP	2,500	2,500	2,500	2,500	-	0.0%
Senior Citizens	6,500	6,500	6,500	6,500	-	0.0%
American Red Cross	2,000	2,000	2,000	2,000	-	0.0%

Proposed 2025 Budget						
	2023 Actual	2024 Adopted	2024 Actual	2025 Proposed	Change from 2024	% Change from 2024
Our House of Cen. VT	250	250	250	250	-	0.0%
Community Harvest	500	500	500	500	-	0.0%
Everybody Wins!	500	500	500	500	-	0.0%
Washington County Mental Health	3,000	3,000	3,000	3,000	-	0.0%
MakerShere	2,500	2,500	2,500	2,500	-	0.0%
Friends-WTBY Reserrior	1,000	1,000	1,000	1,000	-	0.0%
Waterbury American Legion		4,125	4,125	2,500	(1,625)	-39.4%
<b>Subtotal: Special Articles</b>	<b>36,975</b>	<b>43,483</b>	<b>43,483</b>	<b>42,633</b>	<b>(850)</b>	<b>-2.0%</b>
<b>Highway Department</b>						
<b>Highway Revenues</b>						
VT STATE HIGHWAY AID	179,363	122,649	186,504	122,650	1	0.0%
VT STATE HIGHWAY GRANTS	9,227		-		-	NA
STATE GRANT TREES			-		-	NA
HWY FED EXCISE TAX	531	1,200	-		(1,200)	-100.0%
HIGHWAY LABOR/MATERIALS	-	2,000	-	2,000	-	0.0%
POOL CROSS CHARGES	-	-	-		-	NA
OVERWEIGHT PERMITS & MISC	1,180	1,100	1,150	1,100	-	0.0%
HWY LOAN PROCEEDS	1,201	1,000	1,460	1,000	-	0.0%
Transfer in from ARPA	435,000		-		-	NA
MISCELLANEOUS	6	-	622		-	NA
FEMA Reimbursement				26,000	26,000	NA
<b>Subtotal: Highway Revenues</b>	<b>626,509</b>	<b>127,949</b>	<b>189,736</b>	<b>152,750</b>	<b>24,801</b>	<b>19.4%</b>
<b>Highway Expenditures</b>						
HW-Full Time Pay	433,878	401,141	402,970	398,717	(2,425)	-0.6%
HW - Overtime Pay	-	36,000	58,603	45,000	9,000	25.0%
HW-Ins-Health	55,024	82,170	60,286	65,039	(17,132)	-20.8%
HW-Life,Disability,LTC In	3,845	3,925	4,249	4,400	475	12.1%
HW-Ins-Social Sec	34,208	30,687	35,135	33,944	3,257	10.6%
HW-Retirement	30,606	29,726	31,789	31,060	1,335	4.5%
HW-Ins-Unemployment	1,738	1,692	1,675	1,743	51	3.0%
HW-Ins-Workers Comp	36,686	51,650	55,586	56,000	4,350	8.4%
HW-Clothing & Safetywear	7,451	9,500	6,919	8,250	(1,250)	-13.2%
HW-Utilities-Tele/Interne	394	4,000	4,641	4,250	250	6.3%
HW-Office Supplies	451	500	1,022	800	300	60.0%
HW-Stormwater fees	1,839	2,875	4,176	4,200	1,325	46.1%
HW-Small Tools	2,552	2,800	2,685	2,800	-	0.0%
HW-Utlities-Water	514	450	521	450	-	0.0%
HW-Grounds Maintenance	567	3,500	758	6,000	2,500	71.4%
HW-Building Maintenance	6,007	6,350	8,194	8,250	1,900	29.9%
HW-Utlites-Electricity	2,197	4,500	2,577	4,250	(250)	-5.6%
HW-Street Lights	31,659	32,805	34,188	32,805	-	0.0%

Proposed 2025 Budget						
	2023 Actual	2024 Adopted	2024 Actual	2025 Proposed	Change from 2024	% Change from 2024
HW-Fuel-Propane	7,473	11,150	9,204	11,150	-	0.0%
HW-Fuel Equip & Service	3,042	750	-	1,000	250	33.3%
HW-Equipment						
Maintenance	37,405	50,000	10,576	112,000	62,000	124.0%
HW-Vehicle Maintenance	46,236	45,000	93,600		(45,000)	-100.0%
HW-Fuel-gas	9,694	10,000	7,156	8,000	(2,000)	-20.0%
HW-Fuel-Diesel	57,115	72,500	62,170	62,500	(10,000)	-13.8%
HW-Tuition	90	-	-		-	NA
HW-Public Works Director	34,310	41,867	34,325	41,867	-	0.0%
HW-Training	-	1,000	50	2,500	1,500	150.0%
HW-Tree Maintenance	1,440	7,000	8,073	8,000	1,000	14.3%
HW-Engineering	2,437	2,500	2,043	5,000	2,500	100.0%
HW-Contractors	14,380	20,000	28,446	20,000	-	0.0%
HW-Summer Maint	26,586	31,000	28,556	32,500	1,500	4.8%
HW-						
Bridge,Culvert,Guardrails	18,938	8,500	7,365	10,000	1,500	17.6%
HW-Chloride	10,120	11,500	15,930	15,000	3,500	30.4%
HW-Salt	50,292	55,000	46,581	55,000	-	0.0%
HW-Sand	50,566	50,000	30,880	50,000	-	0.0%
HW-Gravel	34,790	40,000	68,993	40,000	-	0.0%
HW-Stone	7,592	10,000	36,560	15,000	5,000	50.0%
HW-Gravel Resurfacing	32,301	20,000	12,247	25,000	5,000	25.0%
HW-Traffic Control Materi	21,240	34,900	28,597	36,000	1,100	3.2%
HW-Unclassified	823	100	375	250	150	150.0%
HW-Ins-Prop & Liability	20,943	18,300	26,944	27,000	8,700	47.5%
HW-New Equipment	2,192	2,500	2,007	2,500	-	0.0%
HW-Existing Debt-Principa	125,924	129,043	111,493	98,216	(30,826)	-23.9%
HW-Existing Debt Interest	11,629	16,834	11,961	15,267	(1,567)	-9.3%
HW-To Capital Fund	1,055,000	565,000	565,000	510,000	(55,000)	-9.7%
<b>Subtotal: Highway Expenditures</b>	<b>2,332,173</b>	<b>1,958,716</b>	<b>1,965,109</b>	<b>1,911,708</b>	<b>(47,008)</b>	<b>-2.4%</b>
<b>Subtotal: Expenditures Less Capital Transfer</b>	<b>1,277,173</b>	<b>1,393,716</b>	<b>1,400,109</b>	<b>1,401,708</b>	<b>7,992</b>	<b>0.6%</b>
<b>Library</b>						
<b>Library Revenues</b>						
TOWN OF DUXBURY		3,500	3,500	3,500	-	0.0%
LIBRARY GRANTS	936	800	984	800	-	0.0%
RENT-BLDG & GROUNDS	100	25	100	100	75	300.0%
FEES AND MISC	780	1,000	2,711	1,000	-	0.0%
DONATIONS	8,544	10,000	9,780	10,000	-	0.0%
NON-RESIDENT FEES	5,175	1,500	375	1,500	-	0.0%
FROM TRUST FUND	21,033	45,000	45,000	30,000	(15,000)	-33.3%
<b>Subtotal: Library Revenues</b>	<b>36,569</b>	<b>61,825</b>	<b>62,449</b>	<b>46,900</b>	<b>(14,925)</b>	<b>-24.1%</b>
<b>Library Expenditures</b>						
LB-Regular Pay	249,299	278,500	280,606	289,053	10,553	3.8%
LB-Part Time Pay	4,781	5,000	2,607	4,500	(500)	-10.0%
LB-Ins-Health	26,887	49,188	41,748	37,876	(11,312)	-23.0%

Proposed 2025 Budget						
	2023 Actual	2024 Adopted	2024 Actual	2025 Proposed	Change from 2024	% Change from 2024
LB-Life,Disability,LTC In	3,021	3,120	3,418	3,400	280	9.0%
LB-Ins-Social Sec	19,780	21,688	21,371	22,457	769	3.5%
LB-Retirement	15,640	12,800	16,486	13,060	260	2.0%
LB-Commissioner Training	-	-	-	500	500	NA
LB-Ins-Unemployment	1,264	1,100	1,093	1,250	150	13.6%
LB-Ins-Workers Comp	2,460	3,150	3,379	3,400	250	7.9%
LB-Computer Service	4,074	5,500	3,239	5,500	-	0.0%
LB-Software Licensing	2,723	3,350	3,231	3,350	-	0.0%
LB-Equip Lease & Maint	2,113	1,900	1,888	1,900	-	0.0%
LB-Telephone-Internet	3,478	3,500	4,301	3,900	400	11.4%
LB-Postage	2,360	2,200	2,852	2,550	350	15.9%
LB-Office Supplies	1,807	3,000	2,895	3,000	-	0.0%
To-MBOF	63,034	64,272	64,272	67,358	3,086	4.8%
LB-Professional Develop	564	750	744	1,250	500	66.7%
LB-Dues	49	300	-	300	-	0.0%
LB-Programs	3,020	3,500	2,865	3,500	-	0.0%
LB-Mileage Reimb	644	500	511	750	250	50.0%
LB-Program Supplies	2,708	3,000	2,947	3,000	-	0.0%
LB-Books	28,622	31,500	30,218	31,500	-	0.0%
LB-Ins-Prop & Liability	1,543	950	1,065	1,100	150	15.8%
LB-Unclassified	2,255	-	32	100	100	NA
LB-Purchased by Donation	5,276	10,000	9,748	10,000	-	0.0%
LB Grant Funded Expenses	461	800	1,011	800	-	0.0%
LB-New Equipment	2,238	4,500	1,388	5,000	500	11.1%
LB - Debt Principal & Interest	116,201	121,950	109,598	111,218	(10,732)	-8.8%
<b>Subtotal: Library Expenditures</b>	<b>566,301</b>	<b>636,018</b>	<b>613,511</b>	<b>631,572</b>	<b>(4,445)</b>	<b>-0.7%</b>
<b>Cemetery</b>						
<b>Revenues</b>						
CEMETERY LOT SALES	7,275	5,500	11,593	7,500	2,000	36.4%
VAULT FEES	1,800	600	1,200	1,000	400	66.7%
GRAVE OPENINGS	15,250	11,000	15,132	13,500	2,500	22.7%
INTEREST	949	250	-	-	(250)	-100.0%
FROM CEMETERY TRUST	64,528	40,000	40,000	30,000	(10,000)	-25.0%
MISC	-	500	-	-	(500)	-100.0%
<b>Subtotal: Cemetery Revenues</b>	<b>89,802</b>	<b>57,850</b>	<b>67,925</b>	<b>52,000</b>	<b>(5,850)</b>	<b>-10.1%</b>
<b>Expenditures</b>						
CEM-Regular Pay	3,594	5,000	7,300	7,000	2,000	40.0%
CEM-Part-time Pay	1,200	5,000	9,747	20,000	15,000	300.0%
CEM-Social Security	344	765	909	2,066	1,301	170.1%
CEM-Insurance-Unemployem	81	40	50	40	-	0.0%
CEM-Insurance-Worker Comp	508	350	377	350	-	0.0%
CEM-Small Tools	114	-	-	-	-	NA
CEM-Utilities - Water	548	420	974	1,000	5 80	138.1%

Proposed 2025 Budget						
	2023 Actual	2024 Adopted	2024 Actual	2025 Proposed	Change from 2024	% Change from 2024
CEM-Grounds Maintenance	24,250	21,000	441	15,000	(6,000)	-28.6%
CEM-Fuel-Gasoline	1,000	600	-	-	(600)	-100.0%
CEM-Public Works Director	960	1,545	960	1,545	-	0.0%
CEM-Tree Maintenance	1,240	3,500	2,230	3,500	-	0.0%
CEM-Contractors	96,600	50,000	18,540	20,000	(30,000)	-60.0%
CEM-Ins. Prop & Liability	1,935	800	897	900	100	12.5%
CEM-New Equipment	3,078	1,000	31	1,000	-	0.0%
<b>Subtotal: Cemetery Expenditures</b>	<b>135,452</b>	<b>90,020</b>	<b>42,456</b>	<b>72,401</b>	<b>(17,619)</b>	<b>-19.6%</b>
<b>Municipal Building Operating Fund</b>						
<b>Revenues</b>						
Transfers from General Government	163,489	59,331	59,331	58,780	(551)	-0.9%
Transfers from Library	179,235	64,272	64,272	67,358	3,086	4.8%
Room Rent	2,505	2,500	3,775	3,600	1,100	44.0%
LOT Transfer				25,000	25,000	NA
Interest	(221)	-	-	-	-	NA
<b>Subtotal: Municipal Building Revenues</b>	<b>345,008</b>	<b>126,103</b>	<b>127,378</b>	<b>154,738</b>	<b>28,635</b>	<b>22.7%</b>
<b>Expenditures</b>						
MBOF-Water/Sewer	1,486	2,005	1,751	2,000	(5)	-0.2%
MBOF-Electricity	22,030	29,000	32,519	30,000	1,000	3.4%
MBOF-Propane-Heat	7,040	6,500	3,922	7,200	700	10.8%
MBOF-Public Works Directo	12,745	15,988	15,988	15,988	-	0.0%
MBOF-Grounds Maintenance	4,152	5,000	-	4,800	(200)	-4.0%
MBOF-Building Maintenance	67,176	55,110	96,212	67,000	11,890	21.6%
MBOF-Ins-Prop & Liability	11,211	10,000	2,445	2,750	(7,250)	-72.5%
MBOF-Building Security	-	-	-	25,000	25,000	NA
MBOF -Debt-Principal	147,500	-	-	-	-	NA
MBOF -Debt-Interest	70,105	-	-	-	-	NA
<b>Subtotal: Municipal Building Expenditures</b>	<b>343,445</b>	<b>123,603</b>	<b>152,836</b>	<b>154,738</b>	<b>31,135</b>	<b>25.2%</b>
<b>Highway Capital Fund: Roads, Bridges, Infrastructure &amp; Vehicles</b>						
<b>Revenues</b>						
STATE GRANTS	102,310		61,713	-	-	NA
Transfer from Hwy Fund	1,055,000	565,000	565,000	510,000	(55,000)	-9.7%
INTEREST	(10,623)				-	NA
SALE OF ASSETS	17,200				-	NA
Downtown Grant-State					-	NA
LOAN PROCEEDS	-	-	155,000	310,000	310,000	NA

Proposed 2025 Budget						
	2023 Actual	2024 Adopted	2024 Actual	2025 Proposed	Change from 2024	% Change from 2024
HWY VEH CIP FROM PARKS					-	NA
Transfer from Cemetery	3,000				-	NA
Transfer from Local Option Tax			70,000	175,000	175,000	NA
<b>Subtotal: Highway Capital Revenues</b>	<b>1,166,887</b>	<b>565,000</b>	<b>851,713</b>	<b>995,000</b>	<b>430,000</b>	<b>76.1%</b>
<b>Expenditures</b>						
Class III Paving	218,391	180,000	325,483	180,000	-	0.0%
Class II Paving	141,405	270,000	187,254	270,000	-	0.0%
Downtown Projects	1,250		55,773	-	-	NA
Main Street Projects	15,673		318	-	-	NA
Sidewalk Repair/Replace	44,584	-		-	-	NA
Bridge Improvements	32,850	75,000	59,856	25,000	(50,000)	-66.7%
Culvert Improvements	48,981	20,000	9,240	20,000	-	0.0%
Upgrade to Structures					-	NA
Building Improvements	7,535	20,000		15,000	(5,000)	-25.0%
Reservoir Rd					-	NA
ARPA Bridges	179,625	-	160,596	-	-	NA
Gravel Road Rebuild			52,608	150,000	150,000	NA
York Rake			8,400		-	NA
Trucks	111,209				-	NA
One Ton	70,602		66,705		-	NA
Plow			7,528		-	NA
Tandem Dump				310,000	310,000	NA
Chloride Trailer	14,025				-	NA
Cemetery Vehicle	14,400				-	NA
<b>Subtotal: Highway Capital Expenditures</b>	<b>900,530</b>	<b>565,000</b>	<b>933,761</b>	<b>970,000</b>	<b>405,000</b>	<b>71.7%</b>
<b>Fire Department Capital Fund: Stations, Vehicles &amp; Equipment</b>						
Transfers from GF-Fire		-				
Sale of Assets		-	150,000		-	NA
LOAN PROCEEDS		-		380,000	380,000	NA
BOND PROCEEDS		-			-	NA
INTEREST	706	-			-	NA
<b>Subtotal: Fire Department Capital Revenues</b>	<b>706</b>	<b>-</b>	<b>150,000</b>	<b>380,000</b>	<b>380,000</b>	<b>NA</b>
<b>Expenditures</b>						
SCBA Cascade System	79,863	-			-	NA
Unclassified	705	-			-	NA
Main St Station Improvem		10,000			(10,000)	-100.0%
New Fire Vehicle				380,000	380,000	NA
<b>Subtotal: Fire Department Capital Expenditures</b>	<b>80,568</b>	<b>10,000</b>	<b>-</b>	<b>-</b>	<b>(10,000)</b>	<b>-100.0%</b>

Proposed 2025 Budget						
	2023 Actual	2024 Adopted	2024 Actual	2025 Proposed	Change from 2024	% Change from 2024
<b>Parks &amp; Recreation Capital Fund</b>						
<b>Revenues</b>						
Transfers from General Fund	59,500	26,000	17,000	10,000	(16,000)	-61.5%
State Grants			47,220		-	NA
Interest/Donations	375	-	300		-	NA
Garden Fees	60		735		-	NA
LOT Transfer		-		72,500	72,500	NA
<b>Subtotal: Parks &amp; Recreation Capital Revenues</b>	<b>59,935</b>	<b>26,000</b>	<b>65,255</b>	<b>82,500</b>	<b>56,500</b>	<b>217.3%</b>
<b>Expenditures</b>						
Recreation Buildings	6,154	2,000	2,065	-	(2,000)	-100.0%
Field Improvements	413	3,000	15	5,000	2,000	66.7%
Pool Improvements	53			55,000	55,000	NA
Mowers				20,000	20,000	NA
Facility Study				17,500	17,500	NA
Tennis Court Improvement	570				-	NA
Playground Equipment	1,100	1,000			(1,000)	-100.0%
Skatepark	1,112				-	NA
Community Gardens	786		130		-	NA
Rec Van			4,100		-	NA
Pool Study	2,956	-			-	NA
Community Path			4,037		-	NA
Hope Davey Accessibility Improvements		20,000	54,625	5,000	(15,000)	-75.0%
<b>Subtotal: Parks &amp; Recreation Capital Expenditures</b>	<b>13,144</b>	<b>26,000</b>	<b>64,972</b>	<b>102,500</b>	<b>76,500</b>	<b>294.2%</b>
<b>Local Option Tax Fund</b>						
<b>Local Option Tax Revenues</b>	<b>-</b>	<b>-</b>	<b>455,690</b>	<b>750,000</b>	<b>750,000</b>	<b>NA</b>
<b>Expenditures</b>						
General Fund Debt	-	-	159,183	-	-	NA
Housing Trust	-	-	100,000	75,000	75,000	NA
Highway Capital Fund	-	-	70,000	175,000	175,000	NA
Perry Hill Trails	-	-	7,000	-	-	NA
Debt-Fire Truck				126,667	126,667	NA
Debt-Public Works Truck				103,333	103,333	NA
Recreation Capital				72,500	72,500	NA
Planning/Conservation				50,000	50,000	NA
MBOF-Town Hall Security				25,000	25,000	NA
<b>Subtotal: Local Option Tax Expenditures</b>			<b>336,183</b>	<b>627,500</b>	<b>627,500</b>	<b>NA</b>



Other Operating & Reserve Funds	Amounts	Notes
<b>Local Option Tax Fund</b>		
Beginning Balance 2024	-	
Revenues	455,690	Estimate assuming final distribution of funds for year is \$225,000
Expenditures	229,183	\$70,000 Guptil Paving, \$159,183 debt reduction
Commitments	107,000	\$100,000 housing trust fund, \$7,000 Perry Hill Trails Maintenance
Ending Balance	119,507	
<b>Library Trust Fund</b>		
Beginning Balance 2024	645,240	Funds are invested and will grow over time. Planned transfer of \$30,000
Net Gains (Losses)	128,683	to support the general fund in 2025.
Ending Balance	773,923	
<b>Restore/Digitize Records</b>		
Beginning Balance 2024	49,864	A portion of clerk recording fees are sent to this fund rather than the
Net Gains (Losses)	(547)	operating budget.
Ending Balance	49,317	
<b>Reappraisal Fund</b>		
Beginning Balance 2024	208,743	Reappraisal will begin in earnest in 2025 and will take an estimated 3-
Net Gains (Losses)	9,018	years and roughly \$300,000.
Ending Balance	199,725	
<b>Tax Stabilization Fund</b>		
Beginning Balance 2024	1,012,052	Policy is to use up to 5% of the fund annually to reduce the tax rate.
Net Gains (Losses)	51,020	General fund includes a \$50,000 transfer from the fund.
Ending Balance	1,063,072	
<b>CC Fisher Fund</b>		
Beginning Balance 2024	31,404	Funds are used to the benefit of the fire department.
Net Gains (Losses)	6,932	
Ending Balance	38,336	
<b>Veterans Monument</b>		
Beginning Balance 2024	113,603	Dedicated to specific monuments. Generally used for cleaning and
Net Gains (Losses)	21,021	restoration.
Ending Balance	134,624	
<b>Cemetery Trust Fund</b>		
Beginning Balance 2024	516,627	Available for maintenance and cleaning. General fund utilizes \$30,000 in
Net Gains (Losses)	52,435	2025 to offset tax impact of cemetery maintenance.
Ending Balance	569,063	
<b>Conservation Fund</b>		
Beginning Balance 2024	3,202	2024 budget contained a \$700 appropriation for the fund, 2025 features
Net Gains (Losses)	23	an increase to \$2,650. Any amount unspent remains in the fund.
Ending Balance	3,225	

TOWN OF WATERBURY 2024 GRAND LIST  
FORM 411 - (TOWN CODE: 696)

Real Estate	Count	Municipal LV (taxable)	Education LV (taxable)		Total Education LV (taxable)
			Homestead	NonResidential	
Residential I	1,353	395,354,800	310,826,900	84,527,900	395,354,800
Residential II	320	178,286,000	115,304,100	62,981,900	178,286,000
Mobile Homes-U	99	2,149,300	1,192,400	956,900	2,149,300
Mobile Homes-L	49	6,838,700	4,797,100	2,041,600	6,838,700
Seasonal I	6	276,700	0	276,700	276,700
Seasonal II	12	2,077,200	216,400	1,860,800	2,077,200
Commercial	143	101,607,300	942,500	100,664,800	101,607,300
Commercial Apts	46	26,341,700	317,400	26,024,300	26,341,700
Industrial	6	24,848,900	0	24,848,900	24,848,900
Utilities-E	8	27,533,600	0	27,533,600	27,533,600
Utilities-O	0	0	0	0	0
Farm	4	2,812,900	2,521,400	291,500	2,812,900
Other	106	19,527,300	13,019,400	6,507,900	19,527,300
Woodland	3	11,800	0	11,800	11,800
Miscellaneous	<u>142</u>	<u>33,829,100</u>	<u>2,332,000</u>	<u>31,497,100</u>	<u>33,829,100</u>
TOTALS	2297	821,495,300	451,469,600	370,025,700	821,495,300
Cable		1,652,128	0	1,652,128	1,652,128
Machinery & Equipment		0	0	0	0
Inventory		0	0	0	0
<b>TOTAL TAXABLE PROPERTY</b>		<b>823,147,428</b>	<b>451,469,600</b>	<b>371,677,828</b>	<b>823,147,428</b>
<b>TOTAL GRAND LIST</b>		<b>\$7,978,296.00</b>	<b>\$4,426,900.00</b>	<b>\$3,563,853.28</b>	<b>\$7,990,753.28</b>

## **2025 Waterbury Board of Listers**

The ongoing story for the Town of Waterbury and the State of Vermont is the continuation of the significant sales of lots and existing homes which have driven Fair Market values to unprecedented levels in the area. What started in Covid era has continued due to the low inventory of homes and lots for sale. Typically we'll see around 30 unique properties on the market, however the new normal is less than 10.

The State of Vermont's equalization study of Waterbury's 2024 Grand List determined that the Common Level of Appraisal (CLA) for Waterbury is now 56.627% down from 66.07% last year. In simple terms, if your property is currently assessed at \$200,000 the State estimates that it would sell for \$353,200. The 2024 Equalization study is a three year rolling study and sales from January 2022 to December 31 2024.

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 66.07% in 2024 to 56.62% in 2025 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 in 2023 and 9.45 points this past year.

The number of real estate transactions January 1 to December 31 were down about 9% from the previous year, 168 total transactions versus 180 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 2,423 total parcels in the town with 2,300 identified as taxable representing 8,021,318 in Grand List value. The untaxable parcels are town, state and qualified tax exempt parcels. This is a modest change from the prior year and a trend that is expected to continue 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 2024 Annual Report

The Town of Waterbury Cemetery Commissioners continued in 2024 to focus on the maintenance, restoration, and beautification of the town's cemeteries. With the help of volunteers and Town employees, we strive to protect, preserve and enhance Waterbury's historical burial grounds.

### *Hope Cemetery*

All the weekly mowing became the responsibility of the Town of Waterbury. Tree pruning was completed, to address winter snow damage and as regular annual maintenance. We continue to do monument restoration and repair. Hope Cemetery facilitated sixteen burial services.

### *Maple Street Cemetery*

We had several monuments professionally cleaned in 2024. We continue to focus on the overall health and aesthetics of the trees, shrubs, and flowers in the cemetery. Maple Street Cemetery facilitated fourteen burial services.

### *Old Center Cemetery (Route 100)*

We are evaluating options on how to protect the cemetery from automobile accidents. For the third time in the past fifteen years, an automobile crashed into the cemetery and did significant damage. In this process, we are working to replace the damaged monuments with a more resilient form of grave markers.

Ongoing regular maintenance was performed in all three of these cemeteries.

### *Loomis Hill Cemetery*

The removal of brush and seasonal clean-up took place. The topic of accessibility continues with the placement of a sign on the roadside to indicate the direction to enter the cemetery via a pedestrian footpath.

### *Johnson Cemetery, Demeritt Cemetery, and cemeteries on State land in the town of Waterbury*

These cemeteries are inactive and located in more remote areas on both public and private land.

We should like to thank theARRTI garden club for the wonderful work they do to beautify our cemeteries. With the help of the Tree Board, commissioners were able to attend a pruning session along Winooski Street that included a number of cemetery trees.

Karen Cavender  
Jill Chase  
Jan Gendreau  
Barbara Walton  
John Woodruff



The Conservation Commission is pleased to present its annual report for 2024. This year has been a period of significant progress and collaboration as we worked to understand how to preserve our town's natural resources, protect vital ecosystems, and enhance environmental stewardship for current and future generations.

Our key accomplishments this year include engaging in meaningful partnerships, continuing research projects, and laying the groundwork for a comprehensive strategic plan. These efforts align with our long-term vision of conserving the unique natural character of our town while promoting sustainability and community engagement.

## 2024 Key Accomplishments

### 1. Community Engagement and Education

The Commission continues to prioritize public involvement and education. Key activities in 2024 included:

- **Branded Marketing Materials:** To enhance public outreach and visibility, the Commission developed and disseminated flyers and brochures.
- **Local Energy Action Partnership (LEAP) Fair:** The Commission was proud to participate in the annual Waterbury LEAP fair, sharing a table with the Friends of the Waterbury Reservoir. By engaging with residents at the LEAP Fair, the Commission was able to directly connect with community members.
- **Thatcher Brook - Riparian Area Planting:** In partnership with Friends of the Winooski and the Waterbury Recreation Director, the Commission participated in the planting of 120 Native Species deciduous trees and shrubs including black cherry, nannyberry and swamp white oak among others. The Commission assisted Friends of the Winooski to assess new plantings post July flood.
- **Thatcher Brook Invasive Species Assessment:** Compiling resources and planning for continued efforts to combat the spread of invasive species through hands-on educational initiatives.
- **Partnerships and Collaboration:** This year, the Commission made significant strides in strengthening and building partnerships with various organizations, including:
  - **State and Federal Agencies:** As part of the ongoing efforts to ensure that state-level decisions reflect the priorities of local communities, the Commission provided critical feedback on the *Worcester Range Management Unit (WRMU) Long Range Plan* to the Agency of Natural Resources, Department of Forest Parks and Recreation and the Department of Fish and Wildlife. A primary focus was ensuring that conservation priorities, such as maintaining biodiversity, soil health, and water quality, were incorporated into the management of these public spaces.
  - **Regional Collaboration:** As part of our ongoing commitment to environmental stewardship, the Commission recognizes that many of the most pressing environmental challenges we face—such as flood resilience, land conservation, water quality management, and climate adaptability—do not respect municipal boundaries. The Commission has increasingly recognized that effective solutions require collaboration across town lines. In 2024, we continued to strengthen and build upon our regional partnerships, particularly focusing on multi-jurisdictional efforts that bring together stakeholders from different municipalities and agencies to address these shared challenges. One of the most significant and impactful regional collaborations the Commission participated in this year was the *Shutesville Hill Wildlife Corridor (SHWC) Partnership*, a multi-party coalition that aims to preserve and enhance habitat connectivity in a key ecological corridor between the Worcester Range and the Green Mountains. The current SHWC Partnership members include: Town of Waterbury Conservation Commission, Town of Stowe Planning and Conservation Commission, Stowe Land Trust, Waterbury Land Initiative, Vermont Land Trust, Department of Fish and Wildlife, and the Nature Conservancy.

### 2. Research and Data Collection

This year, the Commission collaborated with the Waterbury Recreation Commission, volunteers, and environmental organizations to conduct critical research in the following areas:

- **Municipal Plan and Maps:** Focused on enhancing data collection and research efforts to inform the municipal planning process, ensuring that environmental concerns are integrated into land-use decisions and conservation strategies.
- **Water Quality Monitoring:** With the help of volunteers and the Friends of the Winooski River, we continued water quality monitoring within key tributaries - Graves Brook and Thatcher Brook, tracking concentrations of chloride, phosphorus, and nitrogen. Priority chemicals known to impair water and habitat quality.
- **Invasive Species Assessment and Management Planning:** Members from the Commission, in collaboration with the Friends of the Winooski River, and the Waterbury Recreation Committee, researched invasive species along the Thatcher Brook and within Hope Davey Park such as honeysuckle, buckthorn, barberry, euonymus, etc. These learnings will directly inform our ongoing management and eradication efforts.

The data collected will help guide our future conservation work and inform policy recommendations for the Town's Planning Commission, Development Review Board, Recreation Commission, Selectboard along with our collaborators and partners.

### 3. Strategic Plan Development

As we continue to build on our successes and face emerging environmental challenges, the Conservation Commission is excited to announce the initiation of a comprehensive Strategic Planning process. The plan, once finalized, will serve as a roadmap for the Commission's work, guiding our efforts in land conservation, environmental stewardship, and community engagement. The purpose of this strategic plan is to ensure that our actions are aligned with the long-term goals of the town, address the most pressing environmental issues, and provide measurable outcomes that benefit both the natural world and our community. The plan will help prioritize resources, enhance decision-making, and foster greater collaboration with stakeholders and partners.

#### Challenges and Opportunities

While we are proud of the progress made, there are challenges ahead:

- **Flood Resilience:** The impacts of an ever changing climate and extreme weather events have become increasingly evident in our region, and the urgency of addressing flood risks has never been greater.
- **Climate Impacts:** Rising temperatures and unpredictable weather patterns continue to impact local ecosystems. The Commission will work to incorporate climate resilience into future projects.
- **Sustainable Funding:** As we continue to expand our programs, securing additional sustainable funding sources will be essential.
- **Community Engagement:** While public participation has increased, reaching all segments of the community remains a priority.

Looking ahead, the strategic plan will provide the framework to address these challenges while capitalizing on opportunities to further the town's conservation goals.

The strategic plan, set to be finalized in early 2025, will provide a clear, actionable roadmap for conservation initiatives over the next year.

#### Key Strategic Goals:

- Enhancing community education programs on biodiversity, environmental conservation and sustainability.
- Strengthening partnerships with neighboring towns and state agencies for regional conservation efforts.
- Provide strategic recommendations to the Waterbury Planning Commission and Select Board that inform the 2026 Municipal Plan and Bylaws revisions.

#### Key Strategic Priorities:

- **Strengthening Land Conservation Efforts:** We will assess the current state of our town's natural resources and natural communities to identify priority areas for protection. This includes focusing on:
  - Expanding and protecting the town's green spaces, including forests, wetlands, and shoreline areas.
  - Implementing strategies for climate resilience and biodiversity protection.

- Protecting critical habitats from urban development and environmental degradation.
- **Building Community Engagement and Education:** A critical element of our conservation work is fostering a community that is well-informed and engaged in environmental stewardship. The strategic plan will outline:
  - Expanded public outreach initiatives to raise awareness of conservation issues and opportunities.
  - Opportunities for residents to participate in conservation programs, volunteer events, and educational workshops.
  - Establishing partnerships with local schools, businesses, and community organizations to enhance environmental education.
- **Improving Sustainability Practices:** In a rapidly changing world, the need for sustainable practices is greater than ever. The Commission will develop initiatives that support:
  - Sustainable land management and resource conservation.
  - The promotion of environmentally responsible urban planning.
  - Local policies that encourage sustainability at the individual and community level.
- **Enhancing Regional Collaboration:** Conservation does not stop at municipal borders. In the coming years, the Commission will work to strengthen regional partnerships with neighboring towns, state agencies, and environmental partners to address larger-scale environmental challenges, such as watershed management, habitat connectivity, and regional climate adaptation.
- **Securing Long-Term Funding and Resources:** A successful conservation program requires a stable and sustainable funding base. The strategic plan will identify potential funding sources, including:
  - Grant opportunities from local, state, and federal agencies.
  - Private sector partnerships and philanthropy.
  - Community fundraising efforts and donor engagement.
- **Tracking Progress and Measuring Success:** To ensure accountability and progress, we will establish clear metrics and milestones for tracking the success of our conservation initiatives. This includes:
  - Regular progress reports on the status of conservation projects.
  - Community feedback mechanisms to ensure the needs and concerns of residents are being addressed.
  - Data collection on the health of local ecosystems and biodiversity.

## Conclusion

The Waterbury Conservation Commission remains deeply committed to preserving our town's natural resources, fostering a sustainable future, and ensuring that our community has access to the environmental benefits that green spaces provide. We are excited about the progress made in 2024 and look forward to building on these accomplishments in the years ahead.

We extend our gratitude to the many residents, organizations, and agencies who have supported our work throughout the year. Together, we can continue to make a positive impact on our town's environmental future.

Respectfully submitted,  
 The Waterbury Conservation Commission  
 February 2025



## WATERBURY FIRE DEPARTMENT

The Waterbury Fire Department responded to a total of 210 incidents in 2024. This is a decrease of 24 incidents from 2023. For reference, in 2023 we had 234 incidents; in 2022 we had 193 incidents; 2021 we had 182 incidents; and in 2020 we had 177 incidents.

Below is a breakdown of some of the information as it relates to the incidents that we responded to. This year I have added mutual aid calls that we either responded to or received help from as there were some community members that requested it. Not all requests for information are easily downloaded, but we will make every effort to get information requested. The average response time from being notified on our pagers to having the first truck on scene in 2024, was 10 minutes, 36 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 \$380,000 for a new mini-pumper. This will replace our current one that was purchased in 2006 on a federal grant when grants were easier to apply for and receive. The current one has not been in service since June of 2024. It was brought to a dealer, and we found that GM no longer makes parts for that truck model and year (likely others as well). There have been attempts to have the part fabricated so that we can, at the very least, get it inspected and then work on getting parts for the pump. To date this has been unsuccessful. There is another fire department that we know of that is in the same predicament. We have worked with a Vermont vendor that has a mini-pumper available, that was built as a demo truck, and we can save easily \$20,000 or more by spec ordering. The demo truck will do everything that we need. Below are some bullets of what it is:

- Ford 550 series with crew cab,
- 300-gallon water tank
- 1,250 gallons per minute (gpm) pump – Old one was only 500 gpm
- Four-wheel drive that would help us to navigate some of the steep roads and driveways that people are building on. We could also use tire chains as well.

We have had a few calls this winter where the fire department had difficulty or were unable to get up private roads and driveways due to the snowy and icy conditions. One incident in particular, a house fire where Waterbury had three fire apparatus in the ditch or off the road. Two neighboring departments each had one that met the same fate. On top of this, the highway department came out to assist, and they also went off the road. The two neighboring department were able to get their trucks back on the road, but a large wrecker out of Barre was required to use chains and back up the road and pull vehicles one at a time back down to the primary road. We were able to get two fire trucks to the house, one being a utility pickup, and the other a mini-pumper that used four-wheel drive and chains from Stowe.

This past year, the Town of Waterbury and the City of Montpelier reached a financial agreement to sell one of our full-size engines (in fire talk, a Class “A” engine). They had an engine that was destroyed during a large fire. The deal worked out for both communities, they got a replacement engine and our town received \$150,000. This is a truck that when it reached its lifespan, was not going to be replaced anyway, so the timing was right.

Carbon monoxide (CO) and smoke detector activations continue to be a significant number of our calls, but appear to have dropped again this past year. However, there were calls where we have found moderate and high levels of CO. 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](mailto:waterburyfd@waterburyvt.com).

The total number of firefighter hours of training in 2024 was 2634. 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](mailto: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](http://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.

At this year's annual banquet, awards were presented to the following members for outstanding work:

- Probationary Firefighter of the Year: Sam Grandfield
- The Amanda "Mandy" Morse Firefighter of the Year: Grant McCracken

- The David Jennison Officer of the Year: Sally Dillon

As 2024 came to a close, Richard White notified me that he could no longer be an active member of the department. Richard dedicated 52 years to the Town of Waterbury as a firefighter. He was one of two that were active members of the “Half Century Club.” Richard joined the, then, private Waterbury Center Fire Department in 1972. Richard became the 1st Assistant Chief in 1990 and remained in that position for two years when he stepped down to assist with the impending merger of the two Waterbury fire departments. Richard was very supportive of the merger and the leadership and is one of the most respected members of the department.

Upon being notified that Richard had given his resignation, he was immediately made a “Lifetime” member of the department by unanimous vote. Congratulations Mr. White on an outstanding “career” with the fire department. Your dedication to our department and this community is virtually unmatched.

### Waterbury Emergency Management

The most serious issues we experienced in Waterbury, was flooding, again. We experienced another serious flood in the month of July. Although the flood waters were not as high as previous floods, it was high enough to again impact business and residential housing. Again, this was not as devastating as previous flooding, it still impacts those in low level geographic areas, and was again devastating to those who has been flooded the previous year. Community members pulled together again to assist where they could, as did municipal staff work long hours to assist.

Just as people were getting their houses and properties back to living conditions, we had again, the fear of yet another possible flood headed our way. Fortunately, Waterbury was spared flooding yet again.

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:

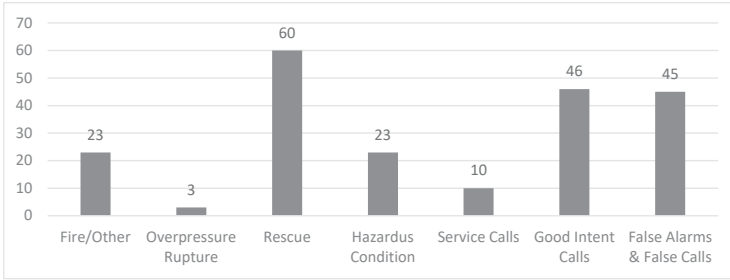
<https://vem.vermont.gov/preparedness/family>

Respectfully,

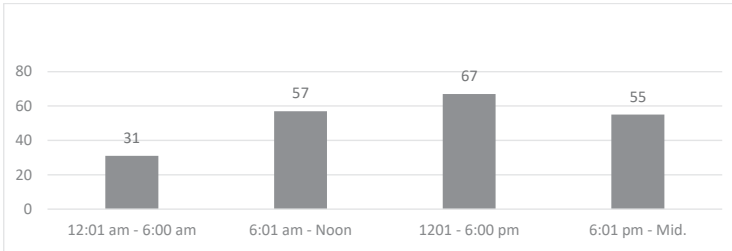
*Gary Dillon*

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

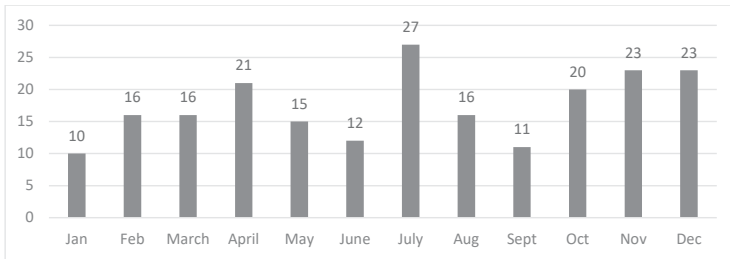
### Calls by Type



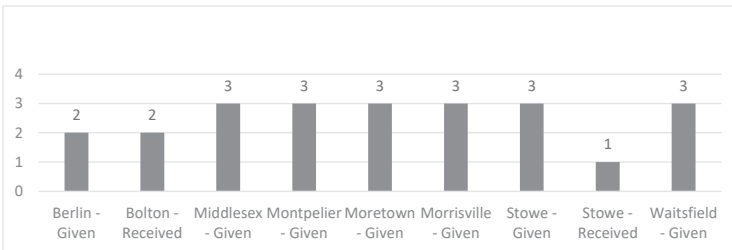
### Calls by Time Period



### Calls By Month



### Calls For Mutual Aid



### **Waterbury Housing Task Force – 2024 Accomplishments**

The Waterbury Housing Task Force (WHTF) was established to address housing-related goals outlined in the Waterbury Municipal Plan, focusing on ensuring safe, affordable housing for current and future residents while promoting density and environmental sustainability. WHTF 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)
- 6 public members:
  - Chris Balzano
  - Joe Camaratta
  - Peter Hack
  - Mary Ellen Lamson
  - Eliza Novick-Smith
  - Madeleine Young

The makeup of the task ensures diverse perspectives, including those of homeowners, landlords, and renters.

### **Key Accomplishments**

#### **Educational Workshop Series for Property Owners**

Recognizing the challenges posed by navigating small-scale development and zoning regulations, the WHTF initiated development of a workshop series to educate property owners to help increase housing capacity. Activities included:

- A public forum in September 2024, attended by local residents, validated the need for such education and informed the task force of community interests.
- A \$17,000 grant from the Vermont Community Foundation was secured to support workshop development. In December, a project manager was engaged to organize the series, with the first four workshops scheduled for early 2025. The series will cover topics such as zoning, flood resilience, financing, and rental management; and empower property owners to contribute to housing development.

### **Establishment of a Housing Trust Fund**

The WHTF analyzed housing affordability challenges in the town, focusing on population growth, housing types, market trends, and affordability for renters and homeowners. It made recommendations for the trust fund to help close the affordability gap, especially for low-income and senior households, by increasing rental supply.

Specific recommendations for the Waterbury Housing Trust Fund include:

- Target expanding affordable rental supply by 0.5% - 1% of total rental units annually (4-8 units), where "affordable" is defined as a percentage of HUD Fair Market Rent.
- Finance a local housing trust fund through short-term rental local option taxes.
- Prioritize housing support for households employed by local businesses.
- Create or leverage a tax-deductible structure to manage the fund and seek additional funding through grants and philanthropy.
- Develop specific program based on finalized funding amounts.

### **Housing Data Update for the Town Plan**

The analysis uses data from the U.S. Census Bureau, local town records, multiple listing system (MLS), and regional studies to give an overall picture of Waterbury's housing. It covers:

- **Demographics:** Population and household growth over decades, changes in household size and composition, and comparisons with Washington County and Vermont.
- **Housing Stock:** Total housing units, types of housing, ownership vs. rental ratios, short-term rental trends, and housing permit records.
- **Economics and Affordability:** Median income trends, home sale prices, housing cost burdens, and affordability for renters and homeowners.

This information will guide the housing section of the updated town plan.

### **Creation of a Housing Resource Website**

A dedicated housing resource page was launched on the Revitalizing Waterbury website, providing information for property owners and residents. This centralized hub offers guidance on zoning, development, and housing opportunities.

The website provides resources for residents and property owners, such as information on zoning and permitting, home-sharing opportunities through HomeShare Vermont, heating and emergency assistance, and temporary housing options. Additionally, it offers quick links to affordable housing data, resources for renters and landlords, accessory dwelling unit

information, the Vermont Housing Improvement Program, manufactured home resources, and guidance on floodproofing and weatherization.

### **Collaboration with Statewide Housing Experts**

The task force actively engaged with other housing committees and experts to identify best practices and solutions for local challenges, including:

- Carl Bohlen, Chair of the Hinesburg Housing Task Force: Shared strategies for fostering community engagement and support to increased housing capacity.
- Zach Watson, Executive Director of Central Vermont Habitat for Humanity: Presented programs designed to promote affordable homeownership opportunities.
- Brian Voigt, Program Manager at Central Vermont Regional Planning Commission: Provided insights on assessing the potential for infill development and updating Future Housing Distribution Maps.
- TJ Kingsbury, President of Kingsbury Companies: Discussed the challenges of developing a 20-unit housing project at the Foundry Street location.
- Kaziah Haviland, formerly with the Mad River Valley Housing Coalition: Offered expertise on public engagement strategies for increasing housing availability and implementing long-term housing solutions.

In 2025, the Waterbury Housing Task Force plans to continue its support for small scale development, while supporting the town's efforts to engage developer for mid and large-scale projects. The task force will also continue to assess the development and allocation of Waterbury's housing resources.

An educational series, entitled "Building Better Waterbury: Homeowner Solutions for Housing Growth and Resilient Living," will present four workshops in winter and spring of 2025, each taking on a different aspect of small-scale development focusing on the construction of accessory dwelling units (ADUs) and duplexes. The first workshop takes place on February 11 at 6:00 p.m. and will cover zoning and permitting requirements. Subsequent workshops will address design and construction (March 18), financing (April 15), and rental property management (May 13). All workshops will begin at 6:00 p.m. and take place in the library's SAL Room and on Zoom.

## **Waterbury Public Library Commission Report**

Our library is a wonderful place to attend programs, meet up with friends, and of course to find a great book to read. In 2024, the library increased its outreach and programming and provided valuable services and a safe and fun environment for the community to read, learn, play and be throughout the year.

The library's staff is its greatest asset – they are extraordinary, welcoming, kind, and knowledgeable. The library also has a great team of dedicated volunteers. This year, volunteers spent an average of 24.25 hours per week supporting the library.

In 2024, library patrons:

- Checked out 28,182 physical items and 17,569 digital items
- Attended 537 programs (total program attendance was 7606 people)
- Learned computer skills during 142 one-on-one tech help sessions
- Used public computers 4,508 times

In 2024, the library:

- Added 497 new patrons
- Was open 2,384 hours
- Had 46,401 visitors (tracked by door-count)
- Provided 32 home deliveries within the community
- Hosted 14 offsite programs (with 329 people in attendance)
- Hosted 334 adult programs, and 203 youth programs
- Brought the library outdoors with the Children's Garden, and storywalks (more to come in 2025!)

As a commission we have also made notable progress throughout 2024. We continued updating library policies, supported the library staff and their development, and formed a strategic planning committee to help track and plan execution of the library's current strategic plan. In 2025, the commission will continue to work on reviewing and updating policies as needed, and will continue to work on development and implementation of the strategic plan, which includes supporting the library in its outreach, programming, and development.

The Waterbury Public Library is a very special place that we as a community are lucky to have. I encourage anyone and everyone to come visit the library to check out a few books or a non-traditional item (such as games, a metal detector, museum pass, etc.), to attend a program, utilize of one the library's study rooms, or to simply enjoy the space. The library has plenty of items and spaces for children, teens, and adults to enjoy, relax, and socialize. If you are interested in having the library bring a few



books or non-traditional items to you by home delivery, please reach out to the library staff at 802-244-7036 to coordinate and schedule a delivery.

I look forward to another year of meaningful programming and information sharing from our library in 2025. I hope to see and/or meet you at the library in 2025.

Respectfully submitted,

Anna A. Black

Library Commission Chair

## Waterbury Public Library Report for 2024

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

2024 was a year full of special moments shared with our amazing community. Following are just a few highlights from a truly great year.

**The Children's Garden:** In collaboration with Waterbury Recreation, we broke ground on the Children's Garden this spring. If you followed our Storywalk© to the back of the Community Gardens throughout the summer, you'd find kids planting and harvesting flowers, vegetables, and herbs; weeding and watering; releasing monarch butterflies; and, of course, playing in the mud. Huge thanks to Waterbury's Public Works Department for carving a walkable path between the Children's Garden and Dac Rowe Field for quick access to the Garden.

**Library Outreach:** In keeping with our long-range planning, we've continued to prioritize outreach in the community in fun and informative ways. We could be found all over town in 2024: at monthly Senior Center Pop-Up Libraries, a collaboration with the Waterbury Historical Society; registering people for library cards and dropping off books at the Family Shelter; and selling used books and puzzles at the Farmers Market with the Friends of the Waterbury Public Library. We partnered with Bridgeside Books to host a series of Silent Reading Parties at various interesting Waterbury locations. We held a sledding party with the Children's Room during Waterbury WinterFest; a crafts table at Waterbury ArtsFest; and had a blast watching the River of Light from the library's windows, while hosting a Senior Center bake and holiday card sale. Look for us around town throughout the year, continuing to strengthen these community partnerships!

**Eclipse:** Monday, April 8 was a day to remember. The Library building and grounds hosted visitors from far and wide to take in the total eclipse – we counted 880 people passing through the Library in that one day! These guests enjoyed an eclipse-themed storytime as well as fun astronomical science experiments throughout the day. What a privilege it was to be here to share our space, information, wi-fi, bathrooms, and spectacular views with the world.

**By the Numbers:** The Library is a busy place! Open 48 hours a week, we were pleased to serve well over 4,000 cardholders last year. We saw over 46,000 visits to our building. Those visitors may have attended one of 334 adult programs or 220 children's programs. They may have checked out one of the over 28,000 physical books and other items that circulated through our library. Or perhaps they were getting assistance downloading one of the approximately 17,000 digital items checked out last year. Maybe they were one of the 142 people who received one-on-one technology help, or they sat down at a public computer, making up one of the over 4,500 computer sessions we hosted.

**Thank you to staff:** All of the accomplishments of the past year are made possible thanks to dedicated, imaginative, and thoughtful staff, volunteers, Commissioners and Friends of the Waterbury Public Library. We look forward to another year of joy, community and connection at Waterbury Public Library in 2025!

*Respectfully submitted by Rachel Muse, Library Director*

## Natural Disaster Preparedness Committee Update

**Why, Who, and What:** In the wake of the catastrophic flooding of July 10-11, 2023, the Waterbury Select Board approved the creation of a Natural Disaster Preparedness Committee to help the town prepare for and respond to natural disasters. The committee convened for the first time in January of 2024 and since then has worked to create a Waterbury Natural Disaster Response Manual. In addition to providing guidance regarding systems, communication, supplies and equipment, this manual describes the parameters of a Waterbury Volunteer Corps to aid residents and perform cleanup when extreme weather strikes.

The Committee delivered this manual to the Select Board in January 2025. In the coming months, the town plans to hire a Disaster Preparation and Response Coordinator who will in turn oversee the recruitment and training of the Volunteer Corps as well as the acquisition and stocking of disaster-response equipment and supplies. The result is that, on an ongoing basis, Waterbury will have the human and material resources necessary to provide the fastest possible response to residents affected by natural disasters. (Please consider becoming a member of the Waterbury Volunteer Corps. This will involve a very small commitment (perhaps a half-day a year for training) and you'll be doing a great thing for your town.)

**Background and Appreciation:** During the floods of 2023 and 2024, the town's response was due to the efforts of an ad-hoc collection of volunteers and CReW (Community Resilience for the Waterbury Area). However, disaster response is beyond CReW's mission, which is to focus on long-term recovery services for area residents, and our local disaster response, while the envy of most of the state, was ultimately unsustainable. The Town of Waterbury and the Natural Disaster Preparedness and Response Committee are extremely grateful to CReW for their efforts.

### **Below are some things that you can do on your own to better withstand a flood event.**

1. Recognize where you are located with respect to flooding potential and assess your risk.
2. Pay attention to local media concerning potential impacts in your neighborhood.
3. Based on your experience of past events, anticipate what is at risk in your house and property (for example, do you need to move your vehicle to higher ground?).
4. If you store possessions in your basement or other areas that have experienced past flooding, plan to move the material to a more secure location, or, at minimum, raise it above floor level. This could include your appliances, stored chemicals, paints, tools, tires, etc.
5. Identify a safe location for yourself, your prized possessions, and pets ahead of a disaster.
6. Identify how your utilities enter your property and assess if there is a risk and if so, consider alternative locations. Your utility company can help you with this.
7. Have a go-bag packed and include laminated copies of important documents, medicines and prescriptions, cash, credit cards, emergency contacts, phone charger and cord, and other items you may need.
8. Check in with your neighbors to ensure they are capable of managing a flood event.
9. Look for more information and resources as our committee and the new town Disaster Preparation and Response Coordinator build our preparation and response effort.

Here are a few phone numbers that may be helpful: Town of Waterbury: 802-244-7033. CReW: 802-585-1152 (please leave a message and it will be returned). Fire, police, ambulance: 911

## PLANNING COMMISSION REPORT 2024

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

During the first half of 2024 the Planning Commission, in addition to regular meetings, held several Public Hearings to complete the UDB-P1 Bylaw update, which is focused on the area between the Winooski River to Interstate 89 and the east/west adjacent town boundaries. It streamlines the Zoning Districts to new *Neighborhood*, *Conservation Floodplain* and *Campus* districts and refreshes *Downtown*, *Mixed Use* and *Residential 1* districts. The update addresses District Purpose statements, boundaries, Specific Use Standards and Use and Dimensional Definitions and brings the Districts into compliance with State legislation Act 47, the "HOME Bill" which among other items, identifies Accessory Dwelling Units (ADU) as permitted structures and allows duplex zoning by right on residential-zoned properties with existing sewer/water infrastructure. The Bylaws are available at <https://www.waterburyvt.com/departments/zoning/permit#c293>. The Selectboard adopted the Phase I Unified Development Bylaws on July 1, 2024.

The Planning Commission then turned our attention to planning for the 2026 Municipal Plan update - an every eight-year, state-required process. Using Agency of Commerce and Community Development resources such as The Municipal Plan State Planning Manual, the Planning Commission must meet requirements of *24 V.S.A. Chapter 117*, the *Municipal and Regional Planning and Development Act*. The Municipal Plan empowers local decisions pertaining to zoning, subdivision, flood-hazard regulations and capital budget, programs, and impact fees. The Plan will guide the Town in state regulatory proceedings and aid in qualifying certain state and federal programs, such as community development and housing funds or bicycle and pedestrian facility funding. The update process is phased – first conducting a community assessment; then developing a community vision; and ultimately identifying community goals, objectives and actions and mapping out our future<sup>[1]</sup>.

This first phase, conducting a Community Assessment, includes a review of the current municipal plan goals, drafting a timeline and budget for completing the Municipal Plan update, preparation and issuance of a Community Survey and solicitation to the extensive range of organizations, community committees and other groups with expertise about the wide variety of Waterbury community life. Please watch for notices of additional opportunities to participate and share your thoughts and ideas throughout 2025, including upcoming Visioning events.

While these activities have taken the bulk of our meeting times, the Planning Commission is also responsible for the review of other state regulatory activities that may affect Waterbury and monitor local development activities. In 2024, the Planning Commission provided comment to the Selectboard on the proposed Verizon communication tower at the State Complex.

Thank you to all community members and the Development Review Board who participated in the Phase I Unified Development Bylaw revisions. Your participation is significant in assuring Waterbury remains a welcoming, vibrant community.

We cannot conclude this Annual Report without a special thank you to Mary Koen for her long tenure and expert contributions to the Planning Commissions. We welcomed Robert Adler in April as our newest Planning Commission member. Lastly, we recognize the many significant contributions Steve Lotspeich provided to the Commission prior to his passing in April after 30+ years of service as Waterbury's Planning Director. In 2023, the Vermont Planners Association awarded him the Career Achievement Award recognizing his long tenure in planning. Steve's contributions can be seen and experienced in many places around our community.

Respectfully submitted

Martha Staskus, Chair, Dana Allen Vice-chair, Katie Gallagher, Billy Vigdor, Rob Adler

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[1] The Municipal Plan State Planning Manual, pg. 9. [https://outside.vermont.gov/agency/ACCD/ACCD\\_Web\\_Docs/CD/CPR/Planning-Your-Towns-Future/DHCD-Planning-Manual-Module1.pdf](https://outside.vermont.gov/agency/ACCD/ACCD_Web_Docs/CD/CPR/Planning-Your-Towns-Future/DHCD-Planning-Manual-Module1.pdf)

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## PLANNER'S REPORT

2024

2024 was yet another busy and productive year for Waterbury. Accomplishments include the successful adoption of the new zoning bylaws for the Phase-1 area, adoption of the Local Hazard Mitigation Plan, and work on the Town Plan Update.

2024 was difficult at times, the housing crisis is very real here in Waterbury and the region. The problems the crisis creates has not been helped by more floods. Focusing on these two issues was a priority this year. Adoption of the new zoning bylaws should help alleviate the extreme housing crisis Waterbury is facing right now. It also strengthens river corridor resiliency, hopefully taking a step to making future floods less painful.

The 5-year update to the Local Hazard Mitigation Plan in conjunction with CVRPC, the State and FEMA was completed in 2024. Among many things, this plan helped to increase the amount of disaster relief funds the Town receives after a natural disaster for repair and recovery projects. In addition, work was completed on the re-certification in the FEMA Community Rating System (CRS), which gives a 10% discount on flood insurance premiums.

On the bright side, the year saw many good things, such as new apartments that were completed in the downtown area, the community coming together in response to the flooding, and new stores and restaurants opening up. Permits are still churning; the local economy keeps chugging. Waterbury continues to prove itself as a resilient town.

Finally, I'd like to acknowledge everything Steve Lotspeich did during his time in Waterbury, he is dearly missed. And thank you to 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 2024

The Waterbury Recreation Department focuses on community in Waterbury's parks, nature trails, pool, and facilities. The town facilities and programming are managed by municipal staff, including a full-time recreation director and program coordinator. Our work is accomplished in partnership with other town departments, local organizations, and volunteers.

As the Recreation Crossroads of Vermont, we strive to be outdoors in every season. We adapt our programming based on interest, community demand, and with the changing weather. We stretch taxpayer dollars by competing for grants, asking for donations, and reusing materials and resources. In addition to our own funding, we also seek to support other local organizations, like hosting food drives for Waterbury Common Market, and partnering with local organizations for events and field trips, such as the Ice Center, the Historical Society, and Ben & Jerry's.

Thanks to the community, we've accomplished recreation success in 2024:

- The Waterbury Rec Summer camp was successful with hundreds of campers attending. The summer camp offered swim lessons for all campers, mini field trips, and performances. The July flooding 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. Andrews and Welsey United churches.

*2025 Registration opened at the beginning of February!*

- The public pool had a successful season. We welcomed community members, day campers, swim team, lifeguard trainees, and swim lesson participants. Over 2,500 people visited the pool for day use, in addition to 431 local children receiving swim lessons, and daily swim team practices. We also launched our first community pool party with over 100 attendees.
- Waterbury Afterschool Program meets the needs of many local families. We regularly have field trips in town to local sledding hills, the library, the Ice Center and more. We are a screen-free program with at least an hour outdoors every day, weather permitting.
- The Department has also hosted many classes and events for adults and families. Programs have included painting nights, workout classes, and community treasure hunts.
- Most capital improvements for 2024 again centered on flood recovery and maintenance. The Department received almost \$60,000 in Vermont Outdoor Recreation Economic Collaborative (VOREC) grant funding supporting clean up at the Ice Center soccer fields and a new playground surface at Hope Davey Park. The Recreation Building at Anderson has some structure upgrades and new paint. The Waterbury community path received some upgrades, including switchbacks at the

steep hill by the golf course and where the path has some restoration needs near Laurel Lane.

- For Summer Camp 2024, we awarded 6 scholarships to local families to attend camp. 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.

There will be attention to our pool and poolhouse in 2025 which will ideally include resurfacing and painting the bottom of the pool. The poolhouse will also see some cosmetic upgrades this spring.

Waterbury Recreation knows that playing, recreating, and learning are crucial for being our best selves. Recreation is an opportunity to express our individual and community strengths. My priority is for Waterbury to know that the recreation department is focused on being a pillar of the community with safety, fun, and health at the center.

With appreciation,

Katarina Lisaius

[www.WaterburyVT.MyRec.Com](http://www.WaterburyVT.MyRec.Com).



## 2024 TOWN CLERK'S REPORT

This past year was full of elections! The election year began on Town Meeting Day, Tuesday March 5, 2024 followed by two additional school budget votes on April 30<sup>th</sup> and May 30<sup>th</sup>. Once those were wrapped up the Town Clerk's office was already busy preparing for the August 13, 2024 Vermont Primary Election. The election year ended with the November 5, 2024 Presidential Election. During the November election, the Town of Waterbury was grateful to be selected as one of three communities in Vermont served by Pizza to the Polls whose mission is to deliver free food to people who are participating in civic life. Poll workers, volunteers and voters were all offered free pizza and Ben & Jerry's Ice Cream during the lunchtime hour.

In 2025 elections are expected to be much quieter with Town Meeting Day, Tuesday March 4, 2025 being the only election on the schedule currently.

In 2024 the Assistant Town Clerk recorded 1,081 documents in the land records. A portion of recording fees are set aside in a dedicated fund for the purpose of records restoration. We currently have land records digitized back to 1928 and all but the most recent of our survey maps are digitized. The land records remain 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 \$63,230. Town Clerk fees are generated from land records recording as well as the issuance of dog licenses, marriage licenses, certified copies of vital records, copies, DMV renewals, Green Mountain Passports, and land postings. For a full listing of services offered in the Town Clerk's office, visit <https://www.waterburyvt.com/departments/clerk/>.

During 2024, there were 58 births, 51 deaths and 48 marriages in Waterbury. Vital records are available to obtain from any Town Clerk in the State of Vermont. For certified copies of marriage licenses you will need to visit the issuing Town Clerk or the State Vital Records team.

The Select Board met 39 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. If you are interested in volunteering as an Appointed Officer please consider applying in the coming weeks. Terms expire each year on April 30<sup>th</sup>. The Select Board considers Board appointments each spring. For more information about Boards and meetings minutes please visit the Town of Waterbury website <http://www.waterburyvt.com/boards/>.

Respectfully submitted,

Karen Petrovic

## *Annual Report - Waterbury Tree Board 2024*

*The Waterbury Tree Board had a busy year with a priority on the pruning and maintenance of trees in public spaces over new tree planting. We appreciate the Town's continuous support for tree maintenance. The Town was successful in receiving a 2024 Caring for Canopy Grant from Vermont's Urban and Community Forestry program to be used for pruning trees and to help to inventory street trees in the Village of Waterbury and Waterbury Center. Structural pruning of trees helps to make them more resistant to storm damage and can also help to avoid more expensive and irreversible problems later. The WTB did plant one Serviceberry tree at Newton Baker Park and 6 small, bare root trees in the naturalized area near the foot-bridge at Hope Davey Park where similar trees were planted in 2022.*

*Pruning projects in 2024 included 57 trees townwide. These included a variety of trees at the Hope Davey Park, the Waterbury Center Green, the Elm Street parking lot, younger trees along Winooski St. and at the Hope Cemetery and 10 fruit trees planted in 2023 at the Community Garden. We were happy to partner with the Cemetery Commission especially to accomplish pruning of the street trees at the Maple Street Cemetery and 8 Burr Oak that had been damaged by an ice storm at the Hope Cemetery. We had two workshops with local arborists and invited the Cemetery Commission members to participate in pruning over 35 trees along Winooski St. and on S. Main St. Three Green Ash trees were inoculated to protect against Emerald Ash Borer in 2024 in public spaces. The 2024 tree grant mentioned above was very helpful to pay some of these costs. We began the work to put together an application for Tree City USA recognition in 2025. We also received training from the VT Urban and Community Forestry Program staff for updating the town's street tree inventory and we will continue this work in 2025.*

### Zoning Administrator’s Report

During 2024, the Zoning Department processed 93 zoning permit applications for the following types of development:

Single-Family Dwelling	16
Accessory Dwelling Unit	10
Duplex or Multiple-Family Dwelling	0
Residential Addition (includes deck, porch, dormer)	9
Residential Accessory Structure (includes garage, shed, fence, and pool)	21
Establish a Home Occupation	7
Commercial Addition or Accessory Structure	5
Commercial Sign	7
Change or Expand Existing Use	5
Parking Area Construction/adjustment	0
Demolition	2
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	2
Application Appealed	1
TOTAL	93

We continue to make strides in improving efficiency and accessibility within the zoning and permitting process. In 2025, we are excited to announce that the Town will transition to a completely online permitting system. This new system will streamline the zoning permit process, making it easier for residents, businesses, and stakeholders to submit applications, track progress, and receive approvals.

By moving to an online platform, applicants will benefit from:

- **Convenient 24/7 Access** – Submit applications anytime, from anywhere.
- **Faster Processing Times** – Reduced paperwork and automated workflows will help expedite permit reviews.
- **Greater Transparency** – Track application status in real-time and receive digital notifications.
- **Improved Communication** – Direct messaging with the zoning office will simplify questions and updates.

Throughout this past year, I have truly enjoyed working with applicants on their projects, helping them navigate the permitting process, and seeing their visions come to life. I look forward to continuing my support for residents and businesses as we embark on this exciting new chapter.

Respectfully Submitted,



Mike Bishop, Zoning Administrator

# Washington County



**American Red Cross**  
Northern New England

Service Delivery

July 1, 2023 - June 30, 2024

## Disaster Response

In the past year, the American Red Cross has responded to **185 disaster cases in Washington County**, assisting **373 individuals**. The Red Cross provides safe shelter, food, relief supplies, financial assistance, and comfort to those in need after a disaster – whether it’s a home fire affecting a single family, or a storm or flood devastating an entire community. All Red Cross services are provided free of charge through the generosity of the American public and are available to everyone in need without discrimination.

Town/City	Disaster Events	Individuals
Barre	116	243
Cabot	1	4
East Barre	2	3
East Montpelier	3	5
Graniteville	3	6
Marshfield	7	13
Middlesex	1	1
Montpelier	37	67

Town/City	Disaster Events	Individuals
Moretown	1	2
Northfield	1	2
Plainfield	1	2
South Barre	1	2
Waterbury	7	17
Waterbury Center	1	1
Worcester	2	4



Last year, Red Cross staff and volunteers worked throughout Washington County to educate residents on fire safety and preparedness. We made **47 homes safer** by helping families develop emergency evacuation plans.



Washington County is home to **22 American Red Cross Volunteers**. We have volunteers from all walks of life who are trained and empowered to respond to disaster 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.



We collected, **1,123 pints** of lifesaving blood at **37 drives** in Washington County.



Last year, **436 Washington county residents** were taught a variety of important lifesaving skills such as First Aid, CPR, Babysitting Skills and Water Safety.



We proudly assisted **29 of Washington County's Service Members, veterans, and their families** by providing emergency communications and other services, including counseling and financial assistance.

Thank you for your generous support, which makes our mission—alleviating human suffering in the face of emergencies—possible.

*Thank you!*

[www.redcross.org/nne](http://www.redcross.org/nne)

131007-05 #021



January 14, 2025

## 2025 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 10,500 people 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 70 Waterbury households representing 113 individuals this past year included:

- 26 individuals in 13 households accessed nutritious meals and/or meal equivalents at the food shelf.
- 12 households with 22 family members were able to keep heating their homes with help from our Crisis & Supplemental fuel programs as well as other utility costs.
- 4 residents struggling with housing and homelessness worked with housing counselors to find and retain affordable, safe, secure housing.
- 2 children were in Head Start and Early Head Start programs that supported 4 additional family members.
- 2 households received emergency furnace/household repairs at no charge, making them warmer and more energy efficient for residents.
- 7 households were weatherized at no charge, making them warmer and more energy efficient
- 6 people attended classes or met one-on-one with a financial counselor to be better able to manage and grow family finances.
- 1 entrepreneur received counseling and technical assistance on starting or growing a business.
- 18 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 18 children in their care.
- 3 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!**

20 Gable Place, Barre, VT 05641-4138  
(802) 479-1053 | (800) 639-1053 | (802) 479-5353 Fax | [www.capstonevt.org](http://www.capstonevt.org)

Capstone is an equal opportunity employer and provider.



## CENTRAL VERMONT ADULT BASIC EDUCATION IN WATERBURY

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

CVAE 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. CVAE staff and volunteers also teach students at the library or other local sites as needed.

**Last year, 23 residents of Waterbury enrolled in CVAE's free programs.** Additionally, 5 Waterbury resident volunteered with CVAE. 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.**

CVAE provided free instruction to 454 people last year in the overall service area of Washington, Orange and Lamoille Counties. It currently costs CVAE \$3,701 per student to provide a full year of instruction. Nearly all students are low income. Nearly 70 community volunteers work with CVAE'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 CVAE's free, local education services. Only a portion of CVAE'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 CVAE'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.cvae.net**



**Supporting Central Vermonters to Age with Dignity and Choice**  
**CVCOA Helpline: 1-802-477-1364**

**Central Vermont Council on Aging**  
**Annual Report of Services to Waterbury (FY24 7/1/23-6/30/24)**  
**October 1, 2024**

Central Vermont Council on Aging (CVCOA) is a nonprofit organization dedicated to the mission of supporting Central Vermonters to age with dignity and choice. For over 40 years, CVCOA has assisted older Vermonters 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:**

- Information & Assistance staff counsels older Vermonters 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 through our Helpline, 1-800-642-5119 (toll free) or (802) 477-1364 (local).
- Case Managers work with clients in their homes to assess needs and develop, implement, and coordinate individualized long-term care plans.
- Nutrition Program provides program management support, including menu development, training, and technical assistance for home-delivered, grab and go, and congregate meals at 13 nutrition sites. Free nutrition counseling services for people age 60+ to best support a healthy lifestyle.
- State Health Insurance Program (SHIP) provides personalized Medicare counseling, New to Medicare workshops (in-person and on Zoom), and enrollment assistance for Medicare Part D plans.
- Family Caregiver Program Promotes the well-being of family members serving as caregivers to loved ones, including respite funding, training to help caregivers manage stress, and social activities Memorable Times Café / Memorable Times Online.
- Volunteer Programs provide direct service to community members through companionship, wellness classes, meal delivery, errands and grocery shopping, yardwork and garden help, creative guidance, and more.
- Community Programs help alleviate social isolation and loneliness and enhance social connection through exercise classes, veterinary services and pet food assistance, art activities, and technology training.

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, 2023 -June 30, 2024) Circle provided the following services to individuals who self-identified as Waterbury residents:

- Advocates responded to 54 hotline calls and in-person meetings from clients who self-identified as Waterbury residents.
- Housing advocacy was accessed 11 times by Waterbury residents
- 5 individuals residing in Waterbury received assistance filing for temporary protection orders
- 1 individuals from Waterbury received support from an advocate during their final hearings for protection orders
- Criminal court advocacy was provided to 1 Waterbury resident whose (ex) partners faced charges
- Civil legal advocacy was provided to 5 Waterbury residents
- Educational, personal finance, and parenting supports were accessed 9 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





November 25, 2024  
Karen Petrovic  
28 North Main St.  
Waterbury, VT

Dear Ms. Petrovic,

**CVEDC requests \$2000 in level funding for FY '25**

The Fiscal Year 24 began with devastating floods to our region just 10 days in, and that dominated the work of our organization in the 12 months that followed. A typical year for CVEDC involves site visits with about 48 unique businesses in our region. In FY24, we had 2,037 of those visits. We did not add any permanent staff or expand our budget—this extra work was taken on by our organization as it has traditionally existed to respond to the incredible demand for our services in responding to the floods.

Generally, the work of CVEDC is to provide free support to business owners and municipalities as it encourages economic growth and the retention and addition of good wage-paying jobs in Central Vermont. While we did lots of this work in 'FY24, we also worked with business owners and municipalities to access grants related to devastating floods, access lending to support flood recovery, and to strategize a return to business for those impacted by floods. Businesses were encouraged to prioritize financial forecasting to ensure future viability and to also consider pivoting the work of the business and mitigating the business against future flooding.

In FY'24 we additionally brought together several other programs that support business growth in our region. We had worked to secure \$1.25M deployed in FY'24 to create the Small Business Technical Assistance Exchange. This program funded 209 projects pairing in-state service providers with small- to medium-sized businesses in Vermont, completing transformative work that helped the business growth and thrive. Projects like eCommerce websites, sales coaching sessions, creation of HR tools like employee handbooks, and legal services for copyright registrations and intellectual property protection were all examples of this incredible program which ran from November 2023-June 2024.

CVEDC also secured funding through the Vermont Department of Labor to administer a year-long internship program. Participating employers received one half of the wages of their interns as a grant, as well as support for both employers and interns for a successful internship. In 2024, CVEDC attended 11 of the 18 Town Meetings in our region and presented to these communities to spread awareness of the free services offered by our offices.

This past year, CVEDC hosted a Flood Recovery Clinic in Waitsfield, helping local businesses and residents apply for funding through the state's ACCD Business Emergency Gap Assistance Program (BEGAP) grant. We also organized a flood recovery workshop in Waitsfield, which focused on flood mitigation techniques to help businesses better prepare for future natural disasters. Furthermore, we supported local businesses by writing letters

**Board of Directors**

*Jim Tringe, Chair  
Agri-Mark, Inc./Cabot Creamery Coop.*

*Reuben Stone, Treasurer,  
Stone & Browning Property Management*

*Rob Boulanger, Rock of Ages*

*Jody Emerson, Central Vermont Career  
Center*

*Al Flory, Northfield Savings Bank*

*Megan Foster, University of Vermont  
Health Network*

*Maureen Hebert, Vice Chair  
University of Vermont*

*Peter Hood, Town of Middlesex*

*Lorraine Keener, Waitsfield and  
Champlain Valley Telecom*

*Jim Kurrle, Bourne's Energy*

*Ed Larson, Larson Forestry Consulting*

*Kevin Lord, E.F. Wall & Associates*

*Gunner McCain, McCain Consulting*

*Mark Nicholson, Nicom Coatings Corp.*

*Bob Pope, Swenson Granite*

*Peter Ricker, Denis, Ricker & Brown Ins.*

*Dave Rubel, Community National Bank*

*Annemarie Todd, Sugarbush*

*Monica Urquhart, Vermont Foodbank*

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

of support for federal funding applications, ensuring they had the resources necessary to rebuild and strengthen their operations. Additionally, CVEDC brought the Vermont Economic Progress Council (VEPC) to Waitsfield to meet with businesses receiving Vermont Employment Growth Incentive (VEGI) funding. These discussions highlighted how critical this funding has been in keeping businesses rooted in Waitsfield during challenging times. Beyond this, CVEDC provided direct support to 12 other local businesses, collaborating with the Mad River Valley Chamber of Commerce and the Mad River Valley Planning District to address individual needs and challenges.

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

Regards,



**Melissa Bounty | EXECUTIVE DIRECTOR**

@cvedc

[cvedc.org](http://cvedc.org)

p. 802.595.3175

Central Vermont Economic Development Corporation

One National Life Drive, PO Box 1439  
Montpelier, VT 056012-1439  
(802)223-4654 [info@cvedc.org](mailto:info@cvedc.org)



**2024 ANNUAL SERVICE REPORT**

**Waterbury**

Central Vermont Home Health & Hospice (CVHHH) is a full-service, not-for-profit Visiting Nurse Association (VNA) that provides intermittent, short-term medical care, education, and support at home to help Central Vermonters recover from an illness, injury, 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 health care, end-of-life care, and family and child health care. We also 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](http://www.cvhhh.org).

**CVHHH Services to the Residents of Waterbury | January 1, 2024 – December 31, 2024 \***

Program	# of Visits
Home Health Care	1,910
Hospice Care	459
Long Term Care	330
Family Child Health	66
Palliative Care Consultative Service	39
<b>TOTAL VISITS/CONTACTS</b>	<b>2,804</b>
<b>TOTAL PATIENTS</b>	<b>210</b>
<b>TOTAL ADMISSIONS</b>	<b>255</b>

*\*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, 2024 – August 31, 2024, and are not expected to vary significantly.*

Town funding ensures that CVHHH can continue to provide services in Waterbury through 2025 and beyond. For more information contact Sandy Rouse, President & CEO, or Kelly Finnegan, Community Relations & Development at 223-1878.

## FY24 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](mailto:cvrpc@cvregion.com) for assistance.

<p><b>Regional Commissioner</b> Doug Greason <b>Transportation Advisory Committee</b> Mike Hedges</p>
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### Waterbury Activities Through June 30, 2024 (Fiscal Year 2024)

- Provided technical assistance on Waterbury Center - Village Center Designation renewal application.
- Performed six traffic studies. Locations included Perry Hill Road, Shaw Mansion Road, Kneeland Flats Road, Loomis Ripley Road, and Sweet Road.
- Assisted Waterbury in accepting VTrans 2019 Bridge and Roads standards to increase its ERAF score.
- Met with members of the Waterbury Conservation Commission and Fish & Wildlife Department to discuss next steps for utilizing the results of the June 2023 Waterbury Community Values Mapping event.
- Met with municipal and state staff to discuss funding opportunities for a Stormwater Master Plan.
- Participated in Selectboard meeting to discuss flood hazard mitigation opportunities.
- Matched municipal plan Goals, Objectives, and Actions with clean water project opportunities within the Department of Environmental Conservation Watershed Project Database.
- Assisted town in Building Resilient Infrastructure and Communities at town request.
- Led municipal engagement and drafting of a new Local Hazard Mitigation Plan – contracted work.
- Facilitated Energy Assessments of the Town Highway building and Municipal Office Complex- provided application, assessment workflow, and technical assistance throughout as part of the Municipal Energy Resilience Program (MERP). Assisted the municipality to identify and apply for **\$87,410** in funding.
- Hosted Central Vermont Energy Roundtables, workshops on enhanced energy planning, community resilience hubs, health equity, municipal solar, & WindowDressers.
- Prepared & provided resources and assistance on funding, programming, and project development including flood recovery equipment replacement incentives, Community Build, municipal heating system replacement.
- Tabled at Waterbury LEAP energy fair including developing a “town and resident key partners” scavenger hunt to encourage discussion and connect folks to resources and assistance.

### 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 30, 2024

To the Waterbury Town Select Board:

The Children's Room (The Early Education Resource Center of Waterbury) is very thankful for the generous and continued support from the Town of Waterbury over the past decades. We are a non-profit, volunteer-led organization that runs on a conservative budget to host 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. We'd like to request that Waterbury continues its support in FY2026 at the sustained amount of \$4000.

The mission of The Children's Room is to support young children, their families, and caregivers by providing free opportunities for playing, learning and gathering with other community members. Families are incredibly appreciative to have a consistent, safe, clean and engaging spot to play, socialize and connect with other families and area resources. We increased our open days to five days a week this past school year at Brookside Primary School, and parents and caretakers have been excited and thankful to have a consistent place like The Children's Room to go to, in a relatively rural community. The Children's Room is thriving as a hub of social support, area parenting/care-giving resources and fun weekend events for young children and families. Similar to the last few years, we continue to have new families move to Waterbury and Central Vermont, and The Children's Room has been a major resource for families to connect, socialize and get support. Additionally, childcare spots are still hard to come by in our area, and many families regularly rely on our programs and play space as a safe and enriching environment to go to. Our current regular weekly programs include a Nature Explorations program, Music & Movement class, Exploration & Art Fridays and drop-in play times Monday through Friday. We have monthly weekend meet ups of sledding, playground sessions, and special field trips to Audubon, events such as Big Toy Night and parenting workshops featuring experts in emotional regulation and whole family support. We also added some new programs including a weekly Caregiver and Baby Circle with Good Beginnings of Central Vermont, an Apple Picking Meet Up at a local orchard and regular weekend Open Gym Sessions utilizing Brookside Primary School's gym. As in past years, the funds from the Town of Waterbury would be used to help cover costs for program materials, food and play space supplies.

During the 2023-24 school year, our participation numbers have more than doubled again,

setting record breaking numbers for the second year in a row coming into our 40th year as an organization. We've hosted approximately 450 families at our weekly programs and regular weekend events. Our participation consisted of roughly 5,08 child and adult visits (up from 2,300 in 2022-23), and of those, roughly 2,461 visitors from families living in Waterbury utilized our free services on many different occasions during the year. These numbers did not include attendance at our special events, attracting upward of 100-200 participants per event.

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. Families from Waterbury and Central Vermont have been so grateful for the opportunities and resources that The Children's Room provides. 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, The Children's Room

47 Stowe Street, Waterbury Village, VT 05676

[childrensroom@huusd.org](mailto:childrensroom@huusd.org)

802-345-7837



Fiscal Year 24 (July 1, 2023 – June 30, 2024) has been a very busy year for Circle. We are experiencing increased demand for all our direct services. For example, we responded to 481 more calls than we did last year, and we worked with a total of 2,691 individuals, of which 16.6% were new to our services. We want to recognize that we could not meet the increased needs of our community without the help from our dedicated and generous volunteers, who give their time and energy to hotline, to shelter, to community events, and to the governance of our organization. Circle’s volunteers gave 8,958 hours to our work during this fiscal year, which averages to about 746 hours per month. We appreciate all that they give to Circle and to the families we work with.

During FY24, Circle staff and volunteer advocates provided the following services:

- ▶ Staff and volunteer advocates responded to 4,534 hotline calls, which is a 12% increase from the previous year.
- ▶ Shelter services were provided to 14 women and 18 children for a total of 2,550 bed nights.
- ▶ Our prevention-based programs in schools reached a total of 20 students through 4 presentations.
- ▶ Circle provided community presentations to 221 individuals through the 13 trainings and workshops offered throughout Washington County.
- ▶ Advocates provided support to 38 plaintiffs during Final Relief from Abuse Hearings and assisted 41 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 93 individuals.
- ▶ We assisted 156 individuals with other civil legal matters; 54 people received support from an attorney through our legal clinic referral program.
- ▶ Advocates supported 68 individuals whose (ex) partners were facing criminal charges.
- ▶ Circle held 98 support group sessions, which 36 unduplicated women attended.
- ▶ 2,691 people, of which 446 were unduplicated, received direct services from Circle, which are provided 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 8,958 hours to the work of Circle.

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, 2023 -June 30, 2024) Circle provided the following services to individuals who self-identified as Waterbury residents:

- Advocates responded to 54 hotline calls and in-person meetings from clients who self-identified as Waterbury residents.
- Housing advocacy was accessed 11 times by Waterbury residents

- 5 individuals residing in Waterbury received assistance filing for temporary protection orders
- 1 individual from Waterbury received support from an advocate during their final hearings for protection orders
- Criminal court advocacy was provided to 1 Waterbury resident whose (ex) partners faced charges
- Civil legal advocacy was provided to 5 Waterbury residents
- Educational, personal finance, and parenting supports were accessed 9 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 more than 100 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 11 years, CHCV has recovered and donated more than 764,000 pounds of fresh, nutritious food, equivalent to almost 2.3 million servings. Our 30 Washington County recipient site partners – food shelves, after school and early childhood programs, senior and community meal sites – tell us the demand for food continues to be 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 6,700 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 funding from towns in the region is critical to preserving the services we've developed in order to meet the increased need in Central Vermont and Waterbury in 2025.

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](http://www.CommunityHarvestVT.org) \* 802-229-4281 \*  
[CommunityHarvestVT@gmail.com](mailto:CommunityHarvestVT@gmail.com) 146 Lord Road, Berlin VT 05602*

# CRew



## Community Resilience for the Waterbury Area

### CRew - 2024 Waterbury Town Report

Community Resilience for the greater Waterbury Area, founded immediately after the devastating July '23 flooding, is a small nonprofit organization working to help flood-affected folks recover and rebuild, and identify strategies for property- and community-level flood risk reduction. Revitalizing Waterbury is our fiscal sponsor and we are funded by grants and small donations (not your tax dollars).

#### Activity January–December 2024

We started the year with flood recovery – helping folks recover & rebuild from flooding in both July and December 2023. At the beginning of 2024, we were supporting close to 50 households. We provided construction assistance with both hands-on labor as well as access to foundation assessments and installation of preventative equipment such as backflow valves and permanent sump pumps. Additionally, we provided continued guidance in obtaining funds from FEMA, SBA, and the Vermont Disaster Relief Fund. July 2024 brought another devastating flood, on the one-year anniversary of the '23 flood. CRew collaborated with the Town on preparation, response & recovery. We were part of preparedness activities (notification, sandbags, outreach) in July, August and Dec. '24, including making hundreds of phone calls to folks with at-risk homes.

#### Disaster Response:

At the request of the Town, we led Waterbury's post-flood response, recruiting and leading 500+ volunteers to help assess and muck out over 200 properties in the Waterbury area for 3 weeks. Food support for flood-affected households and volunteers was generously provided by the Waterbury Rotary, Stowe Street Cafe, and many other local businesses.

#### Flood Recovery:

We are currently supporting 100 Waterbury households in their recovery from July '24 (some have been flooded multiple times). This work includes helping with FEMA and SBA applications and appeals, contractor estimates and project management, sharing information with other support agencies and helping folks find the resources and information they need to build back smarter.

Workshops and Events:

Throughout the year CReW held events including co-hosting the What the Floods volunteer celebration, the Flood Recovery Fair at Brookside Elementary School, workshops on home elevation and home mitigation strategies, Gardening after Floods, flood response volunteering with Team Rubicon, and many more. We hosted FEMA staff to provide 1:1 assistance in both spring and fall.

Staff and Funding:

CReW currently has 1 full-time executive director and 2 outreach coordinators, funded by grants from the Lutheran Disaster Relief Service and the Vermont Community Foundation. The generosity of donations from this community, along with the grants we have secured, has provided funds for helping homeowners directly with recovery costs, such as building materials, engineering and mold assessments, as well as flood response materials.

Resources to help homeowners fill gaps from insufficient FEMA funding are hard to find! While we are pursuing grants, we'll be getting fundraising in gear to help and your donations are always welcome— please see our website at [thecrewvt.org](http://thecrewvt.org) for donation information.

Learn more at [thecrewvt.org](http://thecrewvt.org) and **please reach out if you'd like to volunteer!** We deeply appreciate the support, commitment and leadership of this community. We are Waterbury Strong and we are becoming Waterbury Resilient!



November 22, 2024

Waterbury Selectboard  
28 North Main Street Ste #1  
Waterbury, VT 05676

**Re: Request for inclusion of Downstreet on the Waterbury Town Warning for the Year 2025**

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 2024 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 our Marsh House project at 51 South Main Street. We will be breaking ground on the project in late 2024.

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. Thirteen 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, 2023 and June 30, 2024, our HomeOwnership Center assisted six 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](mailto: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, Elevate Youth Services (EYS) provided the following services to **18 unduplicated individuals in Waterbury (5 youth received multiple program services; 188 direct service hours delivered)**:

- **12 Individuals** were assisted by the **Country Roads Program** that serves runaway and homeless youth, as well as youth 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.
- **4 Individuals** were provided with substance use treatment through the **Healthy Youth Program**. This service includes substance use education; drug and alcohol screening and assessment, treatment and positive life skills coaching; early intervention strategies to help young people and families keep substance use from escalating; coordination of services to ensure that youth receive quality care and support from the many people, organizations, and systems that are active in their lives; and support for families.
- **5 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.
- **1 Youth** was served by the **Basement Teen Center** in Montpelier that provides supervised drop-in time, leadership opportunities, prevention programming, referrals and activities & events for youth ages 12-18.

This funding request represents an investment of approximately \$83 per youth served, or just \$8 per session hour, covering only a small fraction of the actual cost of services provided by EYS. The majority of services involve multiple sessions, with counseling delivered by certified or licensed professionals. Emergency temporary shelter services include 24-hour supervision, meals, and transportation. Importantly, no one is ever turned away due to an inability to pay. While this report highlights the specific services delivered to Waterbury residents in FY '24, the types of support accessed by local families vary each year. Waterbury residents are encouraged to take advantage of any of our community-based programs, which are detailed on our website at [www.elevateyouthvt.org](http://www.elevateyouthvt.org).

Elevate Youth Services is a private, non-profit social service organization funded by foundations, state and federal government grants, private donations, contributions from area towns, Medicaid, private insurance, and fundraising efforts. Referrals come from parents, schools, other organizations, churches, police, and young people themselves, often through our 24-hour On-call Line. **If you or someone you know needs assistance, call us anytime at 229-9151. Your continued support enables us to provide these critical services—thank you!**

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

**[elevateyouthvt.org](http://elevateyouthvt.org)**



**BOARD OF DIRECTORS**

**Jeff Austin**  
Board President  
Consolidated  
Communications Inc.

**Emily Austin**  
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GlobalFoundries

**Brian LaPlante**  
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**Eileen Lambert**  
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(retired)

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Honorary Chair  
In Memoriam

**Beth Wallace**  
Executive Director

Everybody Wins! Vermont

Everybody Wins! Vermont PO  
Box 34  
Montpelier VT 05601  
802-229-2665

[www.everybodywinsvermont.org](http://www.everybodywinsvermont.org) [info@everybodywinsvermont.org](mailto:info@everybodywinsvermont.org)

Everybody Wins! Vermont is a statewide reading mentoring organization. In 2023-24, over 350 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 2024-25, 17 children have mentors at Brookside, with an additional 10 mentors in the application/orientation process. We hope to match as many as 30 children with mentors this school year.

Comments and data from our 2024 annual survey in Waterbury:

- "My mentor is really nice and this is the BEST experience of my life." -Brookside student
- "My mentor is really nice and it's fun to be read to every week. I feel special." - Brookside student
- "Students look forward to the one on one attention a mentor can give. They create a bond over the year and really connect on a personal level." -Brookside teacher
- "My students love it. It fosters a love of reading and gives them another trusted adult in their lives." -Brookside teacher
- "One of my students has very few trusted adults an often is hesitant to read. The combining of both has made a big impact on them. They have not only gained a mentor but have enjoyed the reading experience as well." -Brookside teacher
- "I think this program is amazing and it really is good for the kids. My child has been reading much better, and is happy to read." -Brookside parent
- "My mentee makes me smile. It's been great to get to know her. It's seriously a highlight of my week." -Brookside mentor
- 82% of Brookside mentees said they read better because of their mentor, and 68% said they read more often.
- 82% of Brookside teachers and 57% of families said children in Everybody Wins! showed more enthusiasm for reading.

Everybody Wins! Vermont, P.O. Box 34, Montpelier, VT 05601  
Phone: (802) 229-2665 • [www.everybodywinsvermont.org](http://www.everybodywinsvermont.org) •

*Everybody Wins! Vermont is a not-for-profit 501(c)(3) organization, Federal ID 10-0002102*



### Serving families in Waterbury

The Family Center is dedicated to enriching the lives of children and families throughout our region. In FY'24, we proudly offered a broad array of services listed below. We deeply appreciate the continued support from Waterbury voters. For more information about our programs and services, please visit: [www.fcwcvt.org](http://www.fcwcvt.org)

During our last fiscal year, July 1, 2023 – June 30, 2024, it was our pleasure to serve 167 parents/individuals/families and 125 children of the Waterbury community through our array of child development and family support services.

In Central Vermont we provided the following services to our community members:

- **33 children** enrolled in our 5 STARS Early Childhood Education program.
- **433 parents** and **397 children** received Early Intervention support for children from birth to age 3.
- **70 parents** and **111 children** participated in Family Support Home Visiting.
- **13 parents** and **13 children** benefited from Parents as Teachers curriculum Home Visiting.
- **99 parents** and **133 children** received Specialized Child Care support.
- **79 families** were assisted in finding childcare through our referral services.
- **426 families** received help paying for childcare.
- **97 parents** received information and general services referrals.
- **17 parents** and **13 children** participated in Parent Education sessions.
- **251 parents** and **285 children** engaged in our weekly playgroups.
- **313 parents** and **315 children** joined us in community events.
- **72 parents** and **38 children** participated in parent support groups.
- **279 children** received diapers, with **14,250 diapers** distributed.
- **202 parents** and **242 children** benefited from our food pantry.
- **133 parents** and **156 children** received food deliveries through our gleaning program.
- **1,290 ready-made meals** were distributed to families in need.
- **94 parents** and **125 children** received financial support during times of hardship.
- **109 parents** and **134 children** received case management for housing services.

In Waterbury we provided the following services:

- **68 parents and 59 children** received Early Intervention support for children from birth to age 3.
- **6 parents and 5 children** received Specialized Child Care support.
- **8 families** were assisted in finding childcare through our referral services.
- **29 families** received help paying for childcare.
- **7 parents** received information and general services referrals.
- **17 parents and 23 children** engaged in our weekly playgroups.
- **9 parents and 7 children** joined us in community events.
- **1 parent and 2 children** participated in parent support groups.
- **9 children** received diapers.
- **7 parents and 6 children** benefited from our food pantry.
- **3 parents and 4 children** received food deliveries through our gleaning program.
- **3 parents and 5 children** received case management for housing services.

**In total, 2408 parents\* and 2362 children** in Central Vermont were positively impacted by The Family Center from July 1, 2023, to June 30, 2024.

\* We use parents as a term inclusive of all caregivers who play a parenting role

**Thank you for your continued support.**

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



## **Town of Waterbury**

### **Friends of Waterbury Reservoir 2025 Town Annual Report**

Friends of Waterbury Reservoir (FWR) 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, and collaboration with all stakeholders.

Everyone is served by a clean and safe reservoir that provides year-round activities for Vermonters and visitors. According to Vermont Forests, Parks, and Recreation, during the 2024 summer season, they saw a combined total of visitors of 78,882 which reflects total counts from the Waterbury Center Day Use area, Little River Campground, and the Remote Campsites. This does not include the uncounted thousands of day users each year that enter from Moscow, Blush Hill, and the Dam launches. We did see a slight drop in visitors from previous years due to the numerous weather and flooding events which resulted in closures of the boat launches and the Waterbury Center Day Use area. 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 of Waterbury Reservoir have provided significant stake-holder comments over the years regarding most lake issues.

We continue to participate in the Aquatic Invasive Species (AIS) Greeter Program (our 9<sup>th</sup> year). This is partially funded through a grant from the Vermont Agency of Natural Resources (ANR). The FWR and many Lake Associations throughout the state participate in this program to provide education, information about how AIS can be spread by boats and trailers going between lakes and ponds that have not been properly decontaminated, and by doing courtesy inspections of watercrafts. This program also provides valuable data that can be shared about AIS, where it is located, and if it has spread to any new waterbodies. This summer we were able to expand this program. We provided coverage both weekend days at the Dam and Blush Hill Boat Launches. We were also able to sponsor a pilot program at the Day Use Area Boat Launch where we provided a greeter for about 6 hours every other week. Our total greeted public was 681. We saw an increase in boaters that were not familiar with AIS increasing from 3.22% in 2023 to 9.84% in 2024. We also saw an increase in non-motorized boats (canoes, kayaks & SUPs from 2023 to 2024).

These numbers do not provide an exact count of users. Our goal is to focus on the busiest days, primarily on weekends. When we started the greeter program 9 years ago

on the Waterbury Reservoir, brittle naiad had taken root and was found in various shallow waters along our shores. Since then, no additional aquatic invasive species have been detected here. Because other lakes in our region have had infestations, such as alewife, Asian clam, Eurasian watermilfoil, purple loosestrife, water chestnut, zebra mussel, spiny water flea, and hydrilla to name a few, we must stay vigilant to prevent them from taking hold here. So far, our greeter program is meeting with success thanks to your support.

After the summer flooding events, we heard from users who had concerns about water quality, the abnormally high temperature of the water, and the numbers of dead fish that they witnessed in the water. We referred these questions to the Vermont Forests, Parks & Recreation (VTFPR) Rangers as well as to Fish and Wildlife officials.

Our focus on loon restoration at the Waterbury Reservoir has had setbacks due to continued flooding. Although the raft that we deploy each spring should allow a haven for these birds, the extent of these floods continues to be a challenge. We anticipate that a newly designed loon raft provided by the Vermont Center for Ecostudies will help to make this a successful project in the summer of 2025.

We also continue to place monofilament fishline recycling bins around the Reservoir. These serve both as a reminder of the dangers of improper disposal of fishline and old lead tackle, and a handy receptacle for anglers to dispose of them. These bins help to save wildlife from unfortunate entanglements that can lead to disabling injuries such as strangulation, lead poisoning, and even deaths.

We sponsored a clean-up day of the Waterbury Reservoir shoreline with the help of employees from Darn Tough Socks in early June. These volunteers were engaged and excited to help with this work while dodging frequent stormy weather.

We work closely with VTFPR and the floating rangers who provide valuable assistance, safety guidance, and other information to the remote campsite users. The 'safe food hang bags' that we provide continue to be used at the Reservoir where they assist campers to deter unwanted visits from local critters.

Besides providing beauty, relaxation, access to beaches, and outdoor exercise, the Waterbury Reservoir is a huge economic generator for our region.

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 2023-2024  
TOWN OF WATERBURY**

**About Us:**

Our mission is to offer in-home support, accessible education and meaningful connections for parents and caregivers prenatally through the postpartum period. 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.
- **The Nest Parent Drop-In Space:** Our cozy community space in Montpelier is open Monday - Friday, 9am to 2pm. Stop by to browse our resource library, get babywearing tips, change a diaper, or just get out of the house with your little one. We also host weekly caregiver and baby meetup groups at the Children's Room, as well as a variety of outdoor meet-ups and Stroller Walks, as the weather allows.
- **Early Parenting Workshops:** Free workshops for expectant parents on what happens **after** bringing a 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 **Emergency 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 Waterbury:**

- 20 families served in FY24
- Our Postpartum Angel volunteers provided nearly 100 hours of respite, support, and community connections to families in Waterbury and Waterbury Center.
- Seven families received hands-on support with babywearing, an important attachment strategy and coping technique for caregivers and two received free infant carriers.
- Three families attended one or more workshop or Bosom Buddies meetup at our office

In total, we served **322** adults and **160** infants throughout Central Vermont in 2023-24. Our **44** Postpartum Angel volunteers provided **988** hours of respite, support, and community connections to families; **41%** families were connected to mental health services; **185** parents and caregivers attended our weekly Caregiver Circle support groups; **8** low-income families received free infant carriers, and **6** received emergency funding to help with basic needs.

**Contact Us:** [info@goodbeginningscentralvt.org](mailto:info@goodbeginningscentralvt.org) [www.goodbeginningscentralvt.org](http://www.goodbeginningscentralvt.org) 802.595.7953



November 27, 2024

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

VIA EMAIL TO [karen@waterburyvt.com](mailto:karen@waterburyvt.com)

RE: Waterbury SFY26 Fund Request

Dear Ms. Petrovic,

This letter is to formally request funding in the Town of Waterbury's upcoming municipal budget for State fiscal year 2026, in support of Green Mountain Transit (GMT) operations in central Vermont. GMT is the provider of essential public transportation services for Washington County, including several towns within Orange County, with connecting service to Chittenden and Caledonia Counties, and we rely upon contributions from the communities we serve to assist in meeting our obligations to draw down state and federal funding.

The mission of GMT is to promote and operate safe, convenient, accessible, innovative, and sustainable public transportation services that reduce congestion and pollution, encourage transit oriented development, and enhance the quality of life for all. GMT is honored to provide essential transportation services throughout central Vermont, and respectfully requests funding from the Town of Waterbury in the amount of \$2,382 (level funded from prior years' requests) in the upcoming fiscal year to support our ability to continue to serve.

Please contact me with any questions you may have. Many thanks in advance for considering this request.

Sincerely,

A handwritten signature in black ink, appearing to read 'Monica White', is written over a light blue horizontal line.

Monica White  
Director of Central Vermont Services  
Green Mountain Transit  
6088 VT Route 12  
Berlin, VT 05602  
[mwhite@ridegmt.com](mailto:mwhite@ridegmt.com)  
(802) 338-7065 cell

---

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



**GREEN UP VERMONT**  
[www.greenupvermont.org](http://www.greenupvermont.org)

**Success on  
Green Up Day  
May 4, 2024**



**Green Up Day**, saw a 30% growth in volunteers over 2023, picked up over four tons of litter and 15,813 tires. In flood clean-up projects we took care of an additional 10,000 tires. We also attempted a Guinness World Records® title and succeeded! The record is: “The Most Pledges Received to Pick Up Trash in 24 Hours.” Vermont is the only State in the nation that can boast this achievement and the only State that offers a program like Green Up Day. 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, and keep residents civically engaged.

Green Up initiatives are year-round and further our environmental impact with waste reduction programs, additional clean-up efforts, and educational initiatives. We received a special flood recovery donation from Subaru of New England and have been able to rally volunteers and pay for many flood clean-up projects across the State.

Support from your municipality is essential to our program. Funds help pay for Green Up Day supplies, promotional outreach, and educational resources, contests for kids, and a \$1,000 scholarship. We are requesting level funding for 2025.

**Thank you for supporting this crucial program that takes care of where we all get to live, work and play.**

Be an Environmental Hero – Donate on **Line 23 of the Vermont State Income Tax Form** or at [www.greenupvermont.org](http://www.greenupvermont.org).

**2025 Green Up Day is May 3<sup>rd</sup>.**

**Green Up Vermont is a 501c3 nonprofit.**



**Harry N/ Cutting American Legion  
Post 59, Waterbury, Vermont**

Town of Waterbury  
28 North Main Street  
Waterbury, VT 05676

24 Jan 25

Dear Town of Waterbury,

American Legion Post 59 in Waterbury Vermont requests \$2,500 from the Town of Waterbury to support our various American Legion programs. Specifically, Waterbury Post 59 requests funding to support the four pillars of the American Legion. Each pillar encompasses a variety of programs that benefit our nation's veterans, its service members, their families, the youth of America and ordinary citizens. The four pillars of the American Legion are:

1. Veterans Affairs & Rehabilitation: Provides benefits and services to veterans, including health care, discharge disputes, and military record corrections.
2. National Security: Supports the troops, homeland security, and the quality of life for service members.
3. Americanism: Promotes American values, such as the Pledge of Allegiance, flag protection, and voter registration.
4. Children & Youth: Supports children and youth, including those with special needs, and provides programs that meet their physical, educational, emotional, and spiritual needs

During the past year, the American Legion Post 59 family donated thousands of dollars in the Waterbury community to support the following programs.

1. American Legion Baseball
2. Boys State/Boys Nations
3. Oratorical Contest
4. Scholarships
5. Scouting
6. Youth Cadet Law Enforcement
7. American Legion Riders
8. Homeless Veterans
9. Operation Comfort Warriors

10. Temporary Financial Assistance

11. Volunteering

Specific examples of the support we have provided to local programs and charities include donating \$1,300 to facilitate membership recruiting efforts for the Green Mountain Council, Boy Scouts of America. We also awarded two Academic Achievement Awards for \$2,500 each to students graduating from Harwood High School. In addition, Post 59 donated \$750.00 to sponsor a team for the upcoming Clyde Whittemore Little League season. We also provided hundreds of dollars to support community events such as Revitalizing Waterbury and Winterfest. Post 59 donated funds and volunteered hundreds of hours to help with Waterbury flood relief efforts.

We thank you for your consideration of our funding request.

*Wayne C. Goulet*

Wayne C. Goulet  
Commander, Post 59  
Waterbury, Vermont

## Mad River Resource Management Alliance

P.O. Box 210, Waterbury Center VT 05677

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

January 9, 2025

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 on May 18, 2024 and a Fall Household Hazardous Waste Collection at the Crossett Brook Middle School in Duxbury on October 12, 2024. A total of 437 households participated in these events. We collected 11.05 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 2025 at Crossett Brook Middle School. They are scheduled for May 18, 2025 and October 12, 2025. We are continuing to work with Republic Services our hazardous waste contractor.

A total of 310 gallons of used crankcase oil was collected within the Alliance at our Used Oil Collection Tank during 2024. The tank is located in Waitsfield at the Earthwise Transfer Station.

In 2024 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 28.83 tons of textiles were collected in 2024.

Casella 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 ~251 tons of food scraps were collected by Casella in 2024 in the MRRMA. Visit our web site at [madriverrma.org](http://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 37 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 one composting workshops for Alliance residents this year and hope to hold two in 2025. 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 4, 2024. A total of 16.24 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 3, 2025.

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 2024, a total of 19.25 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](http://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 FY25 assessment for the administration and programs remains at \$7.00 per capita.

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





### **Mosaic Vermont's Annual Report for FY24**

- Over 2,300 direct responses to harm were provided.
- 200 individuals were served due to incidents of sexual violence. 35 were children.
- 414 people participated in Mosaic programs and over 4,500 people were reached by our programming.
- 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, educators engaged over 1,200 youth and 600 adults throughout 9 schools in Washington County.

"I am so thankful for all the support you have provided. Emotional and practical during the chaos of getting out. I'm so glad that organizations like this exist."  
- Mosaic Service User

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. 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

# 2024 ANNUAL REPORT



As of August 16, 2024 NEK Broadband and CVFiber merged under 30 V.S.A. 3052a forming one Communications Union District (CUD) dba NEKCV. NEK Broadband and CVFiber will continue to use their brands within their respective territories.


The district now includes 71 member communities in Caledonia, Essex, Orleans, Lamoille, Washington and Orange Counties.


50 of our towns currently have public fiber-optic infrastructure, and 57 towns have started pre-construction licensing work.

Broadband Nutrition Labels - In compliance with the Federal Communications Commission (FCC) requirement that Internet Service Providers (ISPs) display standardized broadband information labels, you will find these listed under the service offerings on NEK Broadband and CVFiber websites.

## CONSTRUCTION AND SERVICE PROJECTED GROWTH BY YEAR

2024	33	Towns Served
	681	Miles to Date
	8,200	Addresses Passed
2025	50	Towns Served
Projected	1,165	Miles
	15,000	Addresses Passed

**8200**   
**SERVICE AVAILABLE**  
WE NOW OFFER SERVICE TO  
8200 ADDRESSES IN THE  
NEKCV.

**681**   
**MILES OF NETWORK**  
AT THE END OF 2024, WE  
NOW HAVE 681 MILES OF  
FIBER NETWORK  
THROUGHOUT THE NEKCV.

**1199**   
**CUSTOMERS SERVED**  
NEKCV MORE THAN  
DOUBLED THE NUMBER OF  
CUSTOMERS SERVED in 2024



## GRANTS & FINANCING

We were awarded \$2,847,276 through the Community Connect Grant program. This is in addition to the USDA ReConnect grant of \$17,474,000, which we received in 2023.

The Vermont Community Broadband Board (VCBB) approved an additional \$4M in construction grants and \$21M as a match for our Broadband Equity and Deployment Grant Application coming later this year. This brings our foundational support to over \$73 million for the Northeast Kingdom Region and over \$20 million in Central Vermont.

## BUILDING CAPACITY

We have doubled the size of staff, with a full-time staff of 13.

We have active warehouses in Danville, Montpelier and Brighton for the storage of construction materials.

In May we completed our first workforce development program, with 7 NEK residents receiving training to become Broadband Technicians/Installers.

## BUDGET SUMMARY

NEKCV dba NEK Broadband & dba CVFiber Communications Union District - 2025 Budget / 2024 Budget to Actual			
	2024 Combined NEKCV Budget	Projected 2024 Year End at 9/30/24	2025 Proposed 2025 Budget
<b>Surpluses from Prior Fiscal Years</b>			<b>\$1,832,742</b>
<b>Income</b>			
Operations Revenue	852,455	874,871	2,047,769
Administrative Grant Revenue	1,885,621	3,442,342	3,856,318
Capital Grant Revenue	36,200,196	16,607,798	36,529,448
Other Revenue	\$0	\$1,837,490	\$1,467,290
<b>TOTAL CASH IN</b>	<b>\$38,938,272</b>	<b>\$22,762,502</b>	<b>\$43,900,825</b>
<b>Expenses</b>			
Operational Cost	\$378,912	\$823,330	\$1,247,036
Administrative Costs	\$1,885,621	\$2,935,997	\$3,856,318
Construction Costs	\$36,200,196	\$17,431,128	\$36,529,448
<b>TOTAL CASH OUT</b>	<b>\$38,464,729</b>	<b>\$21,190,454</b>	<b>\$41,632,802</b>
<b>Annual Net Cashflow</b>	<b>\$473,543</b>	<b>\$1,572,048</b>	<b>\$2,268,023</b>

## SIGN UP FOR UPDATES

To order our service, get updates, or sign up for our newsletter, fill out the form at [get.nekbroadband.org](http://get.nekbroadband.org) or [cvfiber.net](http://cvfiber.net)



# OUR HOUSE OF CENTRAL VERMONT, INC.

OUR House of Central Vermont, a non-profit Children's Advocacy Center and Special Investigations Unit in Barre, serves all of Washington County and those who experience sexually violent crimes here. Our mission is to make sure that individuals of any age who have faced sexual abuse or other violent crimes are welcomed into a secure and comforting space. Our team of trauma-informed professionals ensures a supportive and child-friendly environment where those impacted can openly address their experiences. We offer free access to timely investigations and ongoing advocacy services to assist individuals affected by violence and abuse. We use a multidisciplinary approach, collaborating closely with the Department for Children and Families, Law Enforcement, the State's Attorney's Office, CVMC, MOSAIC, and other local organizations to conduct child-friendly investigations led by trauma-trained staff. Additionally, we offer on-site therapy, case management, crisis calls, advocacy, and training for children, adult victims, and caregivers.

In 2023-2024, OUR House provided services to every town in Washington County, including:

- 72 forensic interviews, with 25 cases involving children under 12
  - Again this year, we noticed an increase in homelessness and a need for support for LGBTQI individuals
- National data shows that each case handled by a CAC/SIU saves local police departments and towns about \$1,000 per case at a minimum. By supporting OUR House, towns save on direct costs and staff training.

In fiscal year 2024, residents from your town used our services for 6 cases. We do not track how many times a person utilizes our services, only the crime itself.

We request the continued support of \$450 from your town to help sustain these services.

Thank you for your commitment to our mission and community!

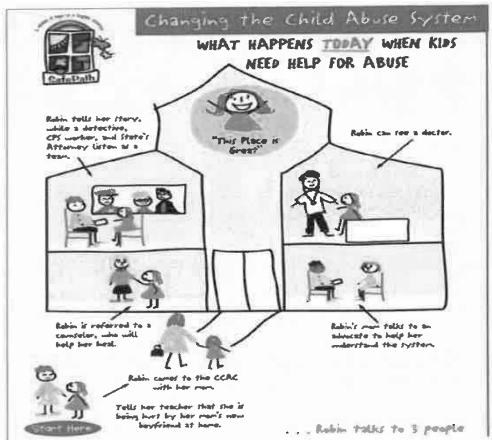
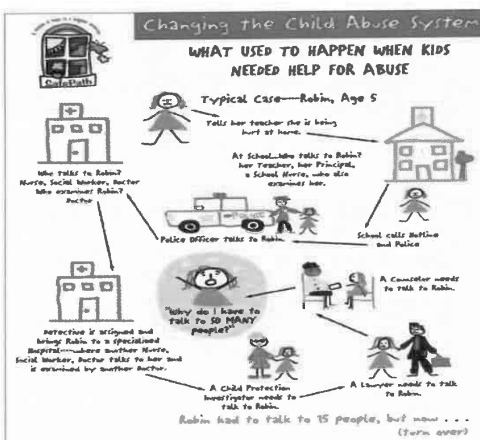
Warm regards,

Rebecca Duranleau, Executive Director

OURHouseBarreDirector@gmail.com

[www.OURHouseCentralVT.com](http://www.OURHouseCentralVT.com)

802-622-0821 | 802-272-6312 | 38 Summer Street, Barre, VT 05641





## PEOPLE'S HEALTH & WELLNESS CLINIC

People's Health & Wellness Clinic (PHWC) provides free healthcare to uninsured and underinsured people in Central Vermont. Services include high quality medical, mental health, oral health, and bodywork services which are provided at no cost to patients. PHWC also continues to provide extensive case management, referrals, and assistance enrolling in health insurance and financial assistance programs.

The Clinic's oral healthcare program continues to grow in popularity and demand, due partly to a lack of dental insurance or available area dentists. Nearly half of the patients in 2024 saw our dental hygienist for cleanings, x-rays, maintenance, and referrals for more complicated procedures, including extractions and root canals.

In 2024, PHWC cared for 654 unduplicated patients, 225 of whom were new to the clinic. Patients visited the clinic (in person and via telemedicine) for 646 medical visits, and 434 dental visits. 85 patients received assistance in enrolling in Medicaid, another health insurance plan, and financial assistance programs. Patients came from 62 cities and towns in the region.

PHWC provided 18 Waterbury residents with healthcare services in 2024 for a total of 51 different interactions, including visits with a doctor, consults, referrals, and application assistance.

As a federally deemed free clinic, PHWC cannot charge for services and depends on grants, donations, and municipal funding. Our annual budget is approximately \$420,000. We are grateful to the voters of Waterbury for many years of support and are very pleased to be able to provide free and accessible healthcare to the Central Vermont community. If approved, the Waterbury allocation will go to support our operations here in Barre and allow us to continue serving residents of the town.

**Contact:**

Daniel Barlow, Executive Director  
Executive Director  
People's Health & Wellness Clinic  
51 Church St.  
Barre, VT 05641  
Phone: 802-479-1229  
[www.phwcvt.org](http://www.phwcvt.org)

Funding request: \$1,000

## 2024 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 24 recognized designated downtown organizations in Vermont. During her nine years with RW, Karen Nevin expanded the organization to include over 200 individual donors and business members and over 75 volunteers, representing a broad spectrum of the community. Since Karen's departure in August, RW continues to work in cooperation with local, regional, and statewide stakeholders to create and maintain a vibrant community that is inviting, safe, economically sound, lively, and livable. Following a memorandum of understanding signed in 2023, RW became the fiscal agent for Community Resilience for the Waterbury Area (CRew) to assist in their long-term flood recovery efforts. Now under new leadership, RW commits 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. This report summarizes key achievements in 2024.

### Economic Development

- Supported continued business growth in Waterbury, including five new businesses that started or relocated to Waterbury and the grand opening of the ReStore on South Main St.
- Maintained a list of available commercial properties and provided referrals to interested parties.
- Provided information on opening a business in Waterbury to over 25 current and prospective business owners.
- Provided support and assistance with local permitting review for multiple businesses.
- Provided specific business support referrals to over 20 businesses regarding local regulations, permitting, and new business initiatives.
- Published a monthly business newsletter on grants, resources, and other opportunities for over 350 local businesses.
- Coordinated delivery of regional and state economic development agencies to local entities.
- Facilitated monthly meetings of the Waterbury Area Development Committee (WADC).
- Completed the 2024 Economic Development Strategic Plan, with input from WADC.

### Downtown Designation Status and Municipal Support

- Provided information on Historic Tax Credits (HTC) to property and business owners.
- Assisted a new business with a tax credit application.
- Provided information on the UDAG loan process to multiple businesses and property owners.
- Facilitated two loan applications for local businesses.
- Participated in statewide Designated Downtown activities to forward information on emerging grant opportunities, programs, and resources.
- Provided information on Waterbury's downtown model to other Vermont communities.
- Provided input on economic development to the Planning Commission for the next Town Plan.
- Collected Downtown Reinvestments Statistics for the Vermont Designated Downtown Program.
- Joined the Downtown Coalition advocacy group to ensure support for Downtown programs.
- Received national accreditation for RW's downtown program by Main Street America.
- Met with the Design Review Board and other Town committees and commissions on town policy.
- Participated on Housing Task Force to advance access to affordable housing and develop a Vermont Housing Improvement Program (VHIP) at the municipal level.
- Canvassed local businesses before and after flood events.

## **Community Programming and Outreach**

- Presented the fourth annual Waterbury Acts of Kindness program, receiving 80 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 by awarding \$1,500 to local service providers.
- Hosted Waterbury Arts Fest at Pilgrim Park with over 100 artists and food vendors, several local musicians and performers, and non-profit organizations.
- Maintained a corps of 77 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 Cathy Clark as RW's 2024 Volunteer of the Year for her assistance during the transition of leadership.
- Completed most of the work to revitalize Jack's Alley in partnership with MakerSphere, Waterbury Rotary Club, Waterbury Arts, the Masons, property owners, and interested community members. Held a grand opening celebration in October.
- Recognized Nicole Grenier with the 2024 Kathy O'Dell Community Service award for her tireless and generous contributions to Waterbury.
- Partnered with the Waterbury Rec Department and neighboring communities in planning for the April 2024 total solar eclipse
- Provided support to businesses and residents after July 2024 floods. Met with impacted businesses and provided information on local and statewide resources.
- Served as fiscal agent for CREW's work in flood recovery including processing of donations and payments.

## **Direct Support of Local Businesses**

- Continued local currency program, Waterbury Bucks, infusing more than \$4,000 into the local economy. Over 60 local businesses accept Waterbury Bucks and they are available for purchase at Bridgeside Book and the RW offices.
- Decorated downtown Waterbury with lit garland and illuminated grapevine ornaments 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 4 business mixers to help keep Waterbury's business owners connected and informed.
- 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.
- Developed a new Discover Waterbury guide, printed, and distributed 5,000 copies, advertising 33 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. 30 businesses participated and 90 people won prizes in the month-long raffle. Prizes were valued at nearly \$3,500.
- 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.

**RW Board of Directors**

Carolyn Fox  
Julie Frailey  
April Hayes  
Matt Larson  
Dave Luce  
Colin Pomer  
Lindsay Sullivan  
Otho Thompson  
Scott Weigand

**RW Staff**

Roger Clapp, Executive Director  
Owen Sette-Ducati, Economic Development Director  
Denis Palic, Communications and Marketing Manager

---

P.O. BOX 473, WATERBURY, VT 05676 | 802.793.6029 | [WWW.REVITALIZINGWATERBURY.ORG](http://WWW.REVITALIZINGWATERBURY.ORG)



**Report of Services for Town of Waterbury**

During the 2024 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:** 584 Vermont residents received SMART training in FY24, the highest number in the program’s five-year history. In order to fully fund SMART, VABVI has launched the 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 FY24, opportunities to join virtually remain available for maximum flexibility. 90 clients attended PALS meetings in FY24.

**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 10 visually impaired students to Jay Peak Resort. Activities included beep baseball, disc golf, and ice skating. 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 two years of development, an accessible tactile sign was installed in Burlington’s Waterfront Park in June of 2024. Additionally, VABVI’s New Americans Project has offered free vision screenings for local refugee community members.

In Fiscal Year 2024, the agency provided services to a total of 1,048 Vermont residents. This total includes 8 adults and 2 students in Waterbury, and 78 adults and 17 students in Washington County.

For more information about VABVI’s services or volunteer opportunities, please contact Samantha Gougher, Development Associate, at [sgougher@vabvi.org](mailto: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](http://www.vabvi.org)



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

**Request Amount: \$600.00**

For over 45 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'24 (10/2023-9/2024) 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 **293** individuals to help increase their independent living skills. VCIL's Home Access Program (HAP) assisted **233** 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 **149** individuals with information on assistive technology; **43** of these individuals received funding to obtain adaptive equipment. **320** 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 **38** people and provided **31** 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 located 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 our FY'24, **3** residents of **Waterbury** received services from the following programs:

- Meals on Wheels (MOW)  
(over **\$2,600.00** spent on meals for residents)
- Information, Referral and Assistance Program (I,R&A)

# Local Health Office Annual Report: 2024

Barre Local Health Office | 5 Perry Street, Suite 250, Barre VT  
802-479-4200 | [AHS.VDHBarre@Vermont.gov](mailto: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](https://HealthVermont.gov/local/barre)



## Central Vermont Flood Response

For the second year in a row, central Vermont faced severe flooding. In response, the Barre Office of Local Health provided key resources, including:

- Free water test kits for residents.
- Health and safety tips to navigate immediate dangers and long-term recovery.
- Protective equipment for cleanup efforts.

We held a tetanus vaccination clinic on the Grace Methodist Church lawn, vaccinating 17 flood cleanup volunteers. Collaborating with partners like Barre Up, Waterbury CREW, Central Vermont Hospital, and the Regional Planning Commission, we tackled flood-related health concerns and long-term recovery needs. We shared real-time updates from impacted communities through THRIVE, central Vermont's service network, keeping state officials informed of evolving conditions.



## Protecting Central Vermonters

Our team of epidemiologists, public health nurses, and specialists works daily to stop the spread of disease and protect community health. In 2024, we investigated 211 reportable diseases in the Barre district, responding quickly to emerging health risks.

With the support of our partners, we hosted vaccine clinics at farms, community events, and treatment centers to make vaccines easy to access. This year, we gave 284 vaccines for COVID-19, flu, tetanus, Mpox, and Hepatitis A, helping protect the most vulnerable residents.



## Celebrating 50 Years of WIC: Supporting Family Health

For 50 years, the WIC program has improved public health by providing families with nutritious food, breastfeeding support, health checkups, and referrals to essential services. Between January and October 2024, the Barre Office of Local Health enrolled 968 central Vermont residents in WIC.



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## Town Meeting Report

### Rep. Theresa Wood & Rep. Tom Stevens

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#### *Highlights of the 2024 Session –*

The 2024 Session ended with a great deal of concern about the impact of school budgets on property taxes. This became one of the defining issues of the session. While the Legislature implemented changes to reduce what was estimated to be a 20% increase, it was not enough to forestall double digit increases in property taxes across much of the State. Housing and reducing homelessness also continued to top the list of defining issues during the 2023 session.

One of the most important duties of the Legislature is to pass a balanced budget in a way that does its best to meet the needs of Vermonters at a cost the State can afford. The Legislature passed a budget that was nearly identical to the Governor's overall budget – varying by just .46%. Although there were differences in certain priorities, in the end the Legislative and Administrative branches worked together to have a budget that passed both the House and Senate and was signed by the Governor. The Legislature had to carefully weigh costs and benefits, make some tough choices and ultimately take care of Vermonters and set up the State for a strong future. Obligation to all of the State's reserve funds and pensions were met. Highlights of the budget included:

Housing has been a critical focus for several years, and 2024 was no different. Housing investments are reflected in two bills, H.883 (the budget) and H.687. Together these bills committed:

- \$58M to expand and support emergency shelter and services for homeless Vermonters
- \$30M in contingency funding in the likely event of FY24 surplus revenues
- \$19.2M to develop permanently affordable housing (VHCB)
- \$8M to renovate existing structures to create new rental units (VHIP)
- \$1M to support grants for First Generation Homeowners (VHFA)
- Almost \$4 million in eviction diversion pilots, with the understanding that it is far better and cheaper to enable a family with housing to stay in it
- \$1M to support manufactured housing updates or repairs
- \$3M for recovery housing, transitional housing for refugees, and community stabilization beds
- The FY25 budget also appropriates an additional \$55M to creating more affordable housing in the event that unobligated COVID relief funding can be redirected for those purposes.

#### **Housing**

Vermont's housing crisis is mirrored across the country, as states from California to Maine struggle with a wide swath of housing-related challenges. From March 2020 through June 2023, Vermont has invested over \$1 billion — mostly federal stimulus funding — into expanding our affordable housing supply and providing emergency housing assistance and support. We're making progress, but the work is challenging and costly.

The housing crisis is a complex and multi-faceted problem requiring multiple approaches, all at the same time. The work we accomplished this year to revise Act 250 — to allow more and faster homebuilding in specific areas — is critical, but not enough by itself. With high costs of labor and materials and a shrinking workforce, the cost of building has increased dramatically, to the point where a builder literally can't build an affordable \$300,000 house. This is where government subsidies, public money, and tax credits become critical. Responsible stewardship of scarce public dollars typically requires that the housing remain affordable in perpetuity, but that is being replaced with five- and 10-year agreements to create more units more quickly. Add the need of specific groups for housing — including Vermonters with disabilities, seasonal farm workers, and people fleeing domestic violence, or recovering from substance use disorder — and the challenges continue to grow.

Because Vermont can no longer count on generous federal funding, we dug deep this year to provide help to communities still reeling from the 2023 floods and continue our commitment to increasing Vermont's affordable housing stock. FY25 housing investments are reflected in the two bills noted above.

## **Responding To and Reducing Harm**

While Vermont has developed a robust response to substance use, overdoses and addiction continue to plague individuals, families and our State. The Legislature added resources, funded by opioid drug manufacturers, to help address these needs in several areas. A specific new investment requires the Department of Health to develop guidelines for an overdose prevention center to be located in Burlington. No state taxpayer dollars are being used to establish this resource. This pilot project aims to reduce deaths and mitigate public drug-related issues (i.e., needle exposure, involvement of first responders, etc.). Furthermore, the legislation earmarks funding for a comprehensive study to assess the impact on overdose rates, community safety, and public health.

Also related to substance use recovery is the requirement to develop a certification process for recovery residences. Having a safe place to live, free from drugs and alcohol, is a critical part of recovery from substance use disorder. These homes are typically rental properties where a group in early recovery agrees to live in a setting emphasizing structure, accountability, employment, and community service. Recovery residences offer the essential elements necessary for individuals to achieve sustained, long-term recovery. Housing is essential for successful recovery, and this bill seeks consistency and best practices to protect individuals and have the best chance of success.

In 2021, the Vermont legislature passed Act 36, a step in restricting perfluoroalkyl and polyfluoroalkyl substances and other chemicals of concern in consumer products. These

substances, commonly known as PFAS, are used for waterproofing and in manufacturing consumer products, and their resistance to breakdown makes them forever chemicals. Studies have linked PFAS to adverse health effects on the liver, endocrine system, and immune system. They also pose risks to developing embryos or fetuses and increase the likelihood of cancer, underscoring the need for action. This year, the Legislature addressed some additional gaps in protecting Vermonters from harmful chemicals. The focus was on items we encounter almost daily, and by targeting cosmetics, personal care products, menstrual products, textiles, clothing, apparel, artificial turf, cookware, and products marketed to kids, Vermont is prioritizing the health and safety of Vermonters. The Legislature took a measured approach, addressing a limited number of products, many of which were in line with the industry. It aligns with other states to assist the industry in not facing confusing, conflicting regulations in multiple states and sets out a process to develop consistent policy and enforcement in the future.

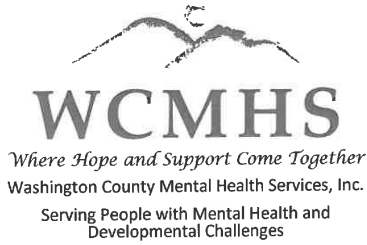
We continue to be honored to serve our communities and constituents and remain available for questions, comments and conversation about this report or any other issues or topics of interest to you. A wealth of information can also be found on our legislative webpage:  
<https://legislature.vermont.gov/>

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



**Mailing Address:**  
P.O. Box 647  
Montpelier, VT  
05601-0647  
[www.wcmhs.org](http://www.wcmhs.org)

December 10, 2024

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 57 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 2024, WCMHS provided services to more than 3,100 individuals with 276,701 individual units of services across Washington County. In FY 2024, WCMHS provided 13,234 units of service 181 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](mailto:Heather.slayton@wcmhs.org)  
1-802-229-1399

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**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 2024 Year-End Summary**

As a 501(c)(3) nonprofit organization, Waterbury Ambulance Service is proud to continue providing essential pre-hospital emergency medical care, advanced life support, and transport services to the towns of Waterbury, Duxbury, and a portion of Moretown. Our dedicated team also responds to mutual aid requests from neighboring communities, including Stowe, Richmond, and The Mad River Valley. Through our Waterbury Backcountry Rescue Team (WBRT), we offer specialized Search and Rescue services for those in need in remote areas.

This year, Waterbury Ambulance Service responded to 789 calls for service, an increase of 48 from the previous year. Our team maintained its high level of care, completing 454 transports to hospitals, the same number as last year. We also provided 16 transfers between medical facilities, ensuring that patients received the necessary care when and where they needed it most. Additionally, we responded to six community events, offering emergency medical coverage, and we answered 313 calls where no patient was found or transport was not necessary.

A highlight of our year was the continued expansion of our Paramedic level care. Our goal is to provide 24/7 access to this critical service, and we are proud to have made significant progress toward that goal. This year, we replaced Ambulance 2 with a 2024 Ford 550 chassis, and we refurbished and remounted Ambulance 1, ensuring that we have the most reliable and up-to-date equipment to serve our community. We are also grateful to 802 Subaru for their continued generosity in providing us with a free lease of our Subaru Fly car, which will be replaced with a brand-new Forester in 2025.

Our Waterbury Backcountry Rescue Team (WBRT) continued to provide vital rescue services, responding to nine calls in 2024. These rescues included searches for lost persons, the retrieval of injured or stranded patients, and one body recovery. Although this number was slightly lower than the team's typical annual response, it was still a reminder of the dedication and skill required to safely rescue individuals from remote and challenging terrain. The WBRT remains an invaluable asset to our community, with 20

volunteers trained in specialized rescue techniques using snowmobiles, ATVs, and advanced medical equipment.

We are also excited to share that we made significant strides in our Station Creation Project, which officially broke ground in June. As we continue to raise funds for this important initiative, we remain focused on our goal to complete the project and enhance our capabilities for serving our growing community. We are still actively working to raise the final one million dollars needed to bring this project to fruition.

In addition, we are proud of our new partnership with the Department of Labor's Workforce Development Program. This collaboration has allowed us to create a successful apprenticeship program, providing individuals the opportunity to earn while they learn by working towards certification as an Advanced EMT, Paramedic, or Crew Chief. By offering financial support through this grant, we've helped to ensure a future pipeline of qualified emergency medical personnel to continue serving our community.

As we reflect on another year of service, we acknowledge the challenges faced by our team, including the ongoing shortage of emergency medical professionals and the rising costs of medical supplies, fuel, and equipment. As a nonprofit organization, we rely on the generous support of our community to maintain and expand our services. With your help, we can continue to provide the highest level of care to our neighbors, respond quickly to emergencies, and equip our team with the resources they need to succeed.

Thank you for your ongoing support. Whether through donations, volunteering, or spreading the word about our services, you play an integral role in the success of Waterbury Ambulance Service and the Waterbury Backcountry Rescue Team. Together, we can continue to make a difference and ensure the health, safety, and well-being of our entire community.

Sally Dillon  
Trustee President

Maggie Burke  
Executive Director

Tom Leeman  
Officer President

Eric LaRose  
Backcountry Rescue President





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 fourth location, a converted auto body shop, just outside of Waterbury village, is now a maker space with a focus on woodworking! This space allows us to offer classes and workshops on tool safety, basic construction methods, woodworking, refinishing furniture, stained glass, sandal making, a December holiday family arts and craft day, and more!

Some accomplishments of from October 1<sup>st</sup>, 2023 to September 30<sup>th</sup>, 2024:

- ✓ Served 775 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 use the shop space to build a MakerSphere float for Waterbury Rotary Club's annual NQID parade, which won the Best Use of Theme trophy.
- ✓ Supported 64 artists, makers, and teachers with reasonable studio space and teaching opportunities.
- ✓ Partnered with 17 businesses and organizations to serve the community by providing social and educational events.
- ✓ Provide a Creation Station at the RW Arts Fest to provide visitors to the event an opportunity to do a bit of art/creative.
- ✓ Organized and coordinated the 15<sup>th</sup> 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.

December 10, 2024

**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 18,800 meals to homebound seniors in Waterbury, Duxbury, Bolton, Moretown and Middlesex in FY24. 13,215 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 \$12.04. We receive an average of \$5.58 per meal in Federal (Older Americans Act) and State funding. This leaves a shortfall of \$6.46 per meal. That is why the financial support of the towns we serve is so critical.

On behalf of our seniors, thank you!

Contacts:  
Barbara Barra, Board Chair  
Maureen White, Treasurer

**Funding Request: \$39,000**

**January 2025**

**To: Town of Waterbury**

**From: Waterbury Community Band**

Re: Appropriations Request for 2025

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 the end of May through early December and provides playing opportunities for approximately 30 musicians of all ages hailing from Waterbury and the surrounding towns.

Our community service concerts typically include Waterbury's July 4<sup>th</sup> parade, a series of eight Tuesday evening summer concerts performed on the town greens of Waterbury and Waterbury Center, a short concert at the Waterbury Town Meeting, as well as a benefit concert for the Waterbury Good Neighbor fund, held at the Waterbury Congregational Church. The WCB also performs free concerts at area nursing homes to bring music to those unable to attend public events. We also take on paid engagements, parades and concerts in area towns, to support our operations. We maintain liability insurance.

A volunteer board of directors and band members provide 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 7-month concert season.

**Financial Report**

The band's major expenses include the conductor's stipend, music purchases, and instruments, and our single largest source of income is the Waterbury town appropriation. A full report of our 2024 income and expenses, and a proposed budget for 2025 follows.

**2024 Income & Expenses**

**Income:**

Waterbury Appropriation: \$800.00

Parades \$850.00

Miscellaneous Donations and interest: \$402.70

**Total Income 2024 \$2,052.70**

**Expenses:**

Liability Insurance \$406.00

Director Honorarium \$1,400.00

Parade Driver Expenses \$400.00

**Total Spent 2024 \$2,206.00**

Fund Balance Carryover from

2023 season \$1,432.32

**WCB Bank Balance Jan 1, 2025 \$ 1279.02**

**2025 Proposed Budget**

**Income:**

Waterbury Town Appropriation \$800

Paid Concerts and Parades (est.) \$1,000

**Total Estimated Income \$ 1800**

**Expenses**

Conductor Stipend \$1400

Liability Insurance \$406

New Music Purchase \$600

Parade Drivers, Misc Exp. \$600

**Total Estimated Expense \$ 3006**

**Projected end of 2025 balance \$ 73.02**

Respectfully submitted,

*Janet Fuhrmeister*, Treasurer (electronic signature 1/1/2025)

Waterbury Community Band



# ANNUAL REPORT

## TOWN MEETING - MARCH 4, 2025

### Mission

The Waterbury Historical Society makes history visible in our community. By collecting, preserving, and sharing local artifacts and stories, the society seeks to educate and instill appreciation for our past and its relevance to our present and our future. [*Revised and adopted, October 2024*]

### Vision

To be the go-to educational resource with convenient access to our archives, programs, and History Center, engaging community members of all ages, researchers, and tourists interested in Waterbury's history and its relevance to the broader story of Vermont. [*Adopted October 2024*]

### Values

**Connection - Community - Preservation - Integrity - Sustainability**  
[*Adopted October 2024*]




### Strategic Priorities

- **Diversify the membership** and subsequently, the **pool of active volunteers** for committees, collections, operations, and leadership roles.
- **Improve access** to our collection and the History Center exhibits.
- Build and strengthen **relationships with local businesses and organizations** to help meet financial goals and extend our presence in the community.
- Build and strengthen **relationships with appropriate administrators and teachers** at Waterbury Rec, Brookside, Crossett Brook, and Harwood Union to engage students and provide support for local history education.
- Build and strengthen **relationships with the state and other local historical societies** to share knowledge.

[*Adopted October 2024*]

### Achievement Snapshot

- **4 program presentations**
- **1 new collections manager**
- **1 grant** - Revitalizing Waterbury
- Annual Memorial Day **Ghost Walk**
- **Community partnerships:** Bridgeside Books (Find Waldo Local), Prohibition Pig & Axel's Gallery (prohibition/temperance-themed exhibit), Waterbury Winterfest history presentation
- Monthly history artifact **presentations at Senior Citizens Center**
- Monthly "mystery artifact" **programs at Brookside Primary School**
- **297** annual supporters and members

 28 N. Main St., Waterbury, VT 05676  
 [waterburyhistoricalsociety.org](http://waterburyhistoricalsociety.org)  
 [waterburyhistoricalsociety@gmail.com](mailto:waterburyhistoricalsociety@gmail.com)

**SUPPORT LOCAL  
HISTORY TODAY**





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 120+ Vermont town energy committees, and is recognized as one of the most active and productive such organizations in the state. (See [www.waterburyleap.org](http://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 2024:

- On Saturday, April 13 the **16th LEAP Energy Fair** was held at the Crossett Brook Middle School gym and attracted 65 exhibitors and 625 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 **2025 LEAP Energy Fair** will be held at CBMS gym, on **Saturday April 5** from **9 AM to 2 PM**. Please come join us!)
- On Tuesday, March 12 Alayna Howard and Kit Walker from LEAP gave presentations about 'Saving Energy and Helping the Planet' to **students at the Brookside Primary School**. They talked about various steps people can take to make a positive difference, and then the students designed related posters that were displayed at the April 13 LEAP Energy Fair. After the Fair, LEAP provided the students with a pizza party to thank them for their work.
- On Thursday, May 30 LEAP had an **Exhibit of Electric Lawn Tools** at the Waterbury Farmer's Market. LEAP volunteers Bill April and Andrew Rianhard displayed electric-powered mowers, weed-whackers, trimmers, chain saws, and a snow blower, and explained to local residents how the tools worked, and how people could enjoy much quieter tools while also reducing their emissions.
- LEAP **supported the Waterbury Greenways project** that will enhance the bike and pedestrian path connecting Waterbury and Waterbury Center.
- 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 gather at Rusty Parker Park. LEAP provided a free breakfast — bagels, fruit, OJ, coffee, muffins, cider. After breakfast, the children and their chaperones bike, walk, or scooter to their respective schools. This year's events took place on June 5 and October 2.
- LEAP is assisting the Planning Commission to write the **Energy Section of the Waterbury Town Plan**.
- On Wednesday, August 14 we hosted yet another **LEAP Electric Vehicle Fest**. Dozens of local folks toured 20 electric vehicles and EV hybrids and talked with local owners about their vehicles. They also saw electric lawn equipment and electric bikes. Dave Roberts from Drive Electric Vermont spoke to attendees about the new EVs that have come on the market recently, the advantages of owning an EV, and the various tax credits and incentives currently available to Vermonters. To learn more about electric lawn equipment,

visit [mowelectric.org](http://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](http://driveelectricvt.com)

- LEAP is partnering with the town of Waterbury to apply for a ~\$100,000 **Better Connections Grant** from the Vermont Department of Transportation (VTrans). If we receive it, the grant will be used to hire transportation consultants to create a community-based visioning plan for the core village area of Waterbury Center that explores opportunities for multi-modal connectivity, traffic calming, access management, and other steps to help local residents, employees, and visitors move between and among the various attractions safely and easily, while strengthening environmental, economic and community vitality in this area.
- For the first time, LEAP participated in the **Window Dressers Program** in which LEAP and other community members built low-cost window inserts so neighbors could be warmer this winter and reduce their energy use. Recipients of insulated window inserts pay a modest fee and can also volunteer to further reduce costs. LEAP partnered with town energy committees in the Mad River Valley, and together built and delivered almost 200 inserts. A few dozen volunteers built the inserts from November 7 to 12 at the Waitsfield United Church of Christ.
- On Friday, November 15 LEAP held a free **Button Up Weatherization & Home Heating Workshop** at the Steele Room in the Municipal Complex. The free event drew 37 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](http://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](http://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](mailto:alaynahoward@gmail.com)

You can make a secure donation on our website at [www.waterburyleap.org](http://www.waterburyleap.org) *Thanks!*

#### NEXT LEAP ENERGY FAIR – Sat. April 5, 2025

Please join us at the 2025 LEAP Energy Fair on Saturday, April 5 from 9 AM to 2 PM at the Crossett Brook Middle School Gym! The LEAP Energy Fair is the **largest in Vermont**, and it's **completely free**. Tour 60+ 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** magician show, **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 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 5, 2024. The following votes were cast in the districts listed above:


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 Washington Central Unified Union School District to serve a term of three years.

<b>At-Large Director – 3 Year Term</b>	<b>Total Votes</b>
Write-Ins	2341
Overvotes	0
Undervotes	11774
<b>Total</b>	<b>14115</b>

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.

<b>Voted Item</b>	<b>Total Votes</b>
Yes	8754
No	4933
Overvotes	0
Undervotes	426
<b>Total</b>	<b>14115</b>

Attested to this 8<sup>th</sup> day of March, 2024.

  
\_\_\_\_\_  
Tina Lunt  
Central Vermont Career Center School District Clerk



**CENTRAL VERMONT CAREER CENTER SCHOOL DISTRICT**  
**CVCCSD Annual Meeting & Information Session**  
**Monday, February 24, 2025 · 6:00 – 8:00pm**  
**155 Ayers Street, Suite 2, Rm 136, Barre, VT**  
**Google Meet joining info**  
**Video call link: <https://meet.google.com/esf-cuiq-ots>**  
**Or dial: (US) +1 503-917-4658 PIN: 556 173 472#**

**AGENDA**

- 6:00 Call Meeting to Order
- 6:05 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 determine whether to authorize the Board to allocate unencumbered funds to a Capital Fund to support the acquisition or construction of capital facilities and other capital assets.
- Article 8: 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 9: To adjourn.
- 7:00 Informational Meeting - CVCCSD Budget Presentation
- 8:00 Adjourn

Central Vermont Career Center School District  
Warning  
for  
March 4, 2025  
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 4, 2025. 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 4, 2025 as follows:

- One at-large director from the Barre Unified Union School District to serve a 3 year term.
- One at-large director from the Harwood Unified Union School District to serve a 3 year term.
- One at-large director from the Montpelier Roxbury School District to serve a 1 year term
- One at-large director from the Washington Central Unified Union School District to serve a 2 year term.

**Article 2:**

Shall the voters of the Central Vermont Career Center School District approve the school board to expend \$5,103,189, which is the amount the school board has determined necessary for the support of the Central Vermont Career Center for the ensuing fiscal year?

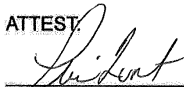
The legal voters and residents of the Central Vermont Career Center School District are further warned and notified that an informational meeting will be held in room 127 at the Central Vermont Career Center in the City of Barre and virtually via Google meet on February 26th, 2024 commencing directly 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 [cvcc.org](http://cvcc.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 13, 2025. Received for the record and recorded in the records of the Central Vermont Career Center School District on January 13, 2025.

Central Vermont Career Center School District  
Warning  
for  
March 4, 2025

ATTEST

  
\_\_\_\_\_

Tina Lunt, Clerk  
Central Vermont Career Center School District

  
\_\_\_\_\_

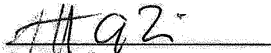
Alice Farrell, Chair

  
\_\_\_\_\_

Jenna Osman, Clerk

  
\_\_\_\_\_

Jim Halavonich

  
\_\_\_\_\_

Scott Lewins

  
\_\_\_\_\_

Terri Steele

\_\_\_\_\_

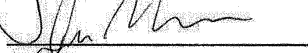
Lyman Castle, Vice Chair

  
\_\_\_\_\_

Cordy Hackett

  
\_\_\_\_\_

J. Guy Isabelle

  
\_\_\_\_\_

Jason Monaco

\_\_\_\_\_

Patrick Whelley

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](https://www.facebook.com/centralvermontcareercenter)

Twitter  
[@Jody\\_CVCC](https://twitter.com/Jody_CVCC)

Represented by CVCCSD Board Members

Lyman Castle  
(MPS at Large)

Alice Farrell  
(MPS)

Jim Halavonich  
(MPS at Large)

Corey Hackett  
(MPS)

J. Guy Isabelle  
(MPS at Large)

Scott Lewins  
(MPS)

Jason Monaco  
(MPS)

Jenna Oman  
(MPS)

Teri Steele  
(MPS at Large)

Patrick Whalley  
(MPS)

Since its inception over 50 years ago, the Central Vermont Career Center School District has experienced significant changes and improvements. It has evolved from the Vocational School to the Career Center and now to its own self-governing school district. The programs have also changed and grown to meet the needs of the workforce, the communities we serve and the students.

The mainstay programs - Building Trades, Electrical, Automotive, Culinary, Cosmetology, and Plumbing- are still strong, having grown and matured as techniques, tools, and technology have impacted what students need to know to be successful in the workforce. Over the years we have added courses both at the behest of our community partners and requests from students for pathways to their future. Graphic Arts and Design & Fabrication have been added to meet the needs of artistically oriented students. Medical Professions, Emergency Services I and II, were added as the need for skilled health care professionals, both locally and throughout the state, was deemed necessary. As recently as the 2024 school year, a Welding program was established due to requests from both employers and students. Additionally, educational practices have matured and grown. Where formerly it was “all hands on,” our students now have their academic requirements being met through integrated academics focusing on math, history, science, and English along with continuing to learn the hands-on skills of their chosen field.

At this time, the Career Center School District is experiencing tremendous growth. Many of our programs are full, having experienced a 16% growth in our population. Our applicant pool is greater than we can accommodate, 334 students alone in the first round for the 2025-2026 school year. This has obliged the Board, Advisory Councils, administrators, staff, and sending schools to review how best to continue to meet our goals and the needs of the ever rising student population choosing Career and Technology programs in a situation of finite space and stressed economy. Not an easy task but we will do it.

We will continue to work with our close partner, the Barre Unified Union School District, and collaborate with each of our sending schools to assure that the Career Center District makes strong and transparent decisions. We will look to the Governor, the Legislature, and the Agency of Education for continued guidance on how best to meet the needs of our students and our communities. More importantly, we will listen to the needs of our workforce partners, parents, students, post-secondary institutions for opportunities to maintain and advance the workforce with the skills each requires.

The Board of the Central Vermont Career Center School District is made up of representatives from sending schools and elected at-large members. We are a strong group dedicated to not only our center but the students, staff, administration, and community which make it up. We are dreamers. We are workers. We are independent business people and employees from both white and blue collar jobs. We value education and respect the need for students to have an opportunity to succeed in both what they want and what they need for a solid future. Most of all, we are realists. We recognize the importance of “book learning” but also know that one size does not fit all. There are those who learn best in a more traditional academic environment, and there are those students who learn best through direct exposure to a task at hand. Those are our Career Center students. Our task as Board members is to continue to serve them well which calls for continued community support.

Since 1969, the Central Vermont Career Center School District, in its many ideations, has provided the community with public servants, business owners, skilled craftspeople, health care workers, hairdressers, chefs, bakers, auto

mechanics, soldiers, sailors, marines, and even a Governor. It is our intent to carry on with that charge in the development of strong citizens, strong economies, strong families and even stronger communities. For support of that ideal, we thank each and every one for their positive view of career and technical education.

On behalf of the Central Vermont Career Center School District Board, I remain your servant and supporter,

Alice S. Farrell

Board Chair

**OFFICIAL BALLOT**  
**CENTRAL VERMONT CAREER CENTER SCHOOL DISTRICT**  
**ANNUAL SCHOOL MEETING**  
**MARCH 4, 2025**

**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, 2025 as follows:

One at-large director from the Barre Unified Union School District to serve a 3 year term.  
 Vote for not more than ONE

**J. GUY ISABELLE**

(Write-in)

One at-large director from the Harwood Unified Union School District to serve a 3 year term.  
 Vote for not more than ONE

(Write-in)

One at-large director from the Montpelier Roxbury School District to serve a 1 year term.  
 Vote for not more than ONE

(Write-in)

One at-large director from the Washington Central Unified Union School District to serve a 2 year term.  
 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 **\$5,103,189**, 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

**\* HUUSD Budget Votes ~ MARCH 5, 2024**

<b>Proposed Budget of 50.8 Million</b>	
YES	1439
NO	2640

WATERBURY VOTER CHECKLIST 4402  
 # OF WATERBURY VOTERS CHECKED OFF CHECKLIST 1548  
 PERCENTAGE OF WATERBURY VOTERS 35.17%

**\* HUUSD Budget Votes ~ APRIL 30, 2024**

<b>Proposed Budget of \$48.8 Million</b>	
YES	1565
NO	1731

COUNT ON WATERBURY VOTER CHECKLIST 4425  
 # OF WATERBURY VOTERS CHECKED OFF CHECKLIST 1124  
 PERCENTAGE OF WATERBURY VOTERS 25.40%

**\* HUUSD Budget Votes ~ MAY 30, 2024**

<b>Proposed Budget of \$47.8 Million</b>	
YES	2429
NO	1567

COUNT ON WATERBURY VOTER CHECKLIST 4435  
 # OF WATERBURY VOTERS CHECKED OFF CHECKLIST 1401  
 PERCENTAGE OF WATERBURY VOTERS 31.59%

\*District wide results

**ANNUAL MEETING WARNING**  
**HARWOOD UNIFIED UNION SCHOOL DISTRICT**  
**March 3, 2025 and March 4, 2025**

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 3, 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 4, 2025.

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, 2025
- A Treasurer for a term of one (1) year commencing July 1, 2025

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, 2025.

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 4, 2025, 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 \$49,209,927 which is the amount the school board has determined to be necessary for the ensuing fiscal year? The Harwood School District estimates that this proposed budget, if approved, will result in per pupil education spending of \$15,485.88, which is 1.55% higher than spending for the current school 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 FY2024 unassigned audited fund balance as follows: assign \$500,000 to the school district's Maintenance Reserve Fund per 24 VSA §2804."



## INFORMATIONAL HEARING

Said persons and voters are further notified and warned that Monday, March 3, 2025 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 4, 2025. The annual meeting shall be recessed until Tuesday, March 4, 2025, at which time Articles to be considered by Australian ballot shall be voted at the usual polling places and during usual polling hours in the Towns located within the District.

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 Clerk of Harwood Unified Union School District.

To participate remotely via Zoom On March 3, 2025, use this link: <https://us02web.zoom.us/j/386460007>

To view live broadcast, use this link: [tinyurl.com/huwebapp-youtube-live](https://tinyurl.com/huwebapp-youtube-live).

### POLLING PLACES

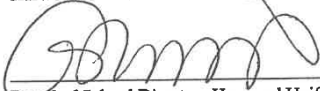
Duxbury	Duxbury Clerk's Office	7 AM - 7 PM
Fayston	Fayston Elementary School	7 AM - 7 PM
Moretown	Moretown Clerk's Office	7 AM - 7 PM
Waitsfield	Waitsfield Elementary School	7 AM - 7 PM
Warren	Warren Elementary School	7 AM - 7 PM
Waterbury	Brookside Primary School	7 AM - 7 PM

ABSENTEE AND EARLY BALLOTS CAN BE OBTAINED FROM THEIR RESPECTIVE TOWN CLERKS ON AND AFTER FEBRUARY 14, 2025.

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 22, 2025.

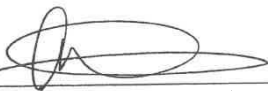
Harwood Unified Union School District



1/28/25

, Ashley Woods, Chair,

Board of School Directors Harwood Unified Union School District



, Alexia Venafra, Clerk,

Harwood Unified Union School District

**OFFICIAL BALLOT  
ANNUAL SCHOOL BUDGET  
HARWOOD UNIFIED UNION SCHOOL DISTRICT  
DUXBURY, FAYSTON, MORETOWN,  
WAITSFIELD, WARREN, WATERBURY  
MARCH 4, 2025**

**INSTRUCTIONS TO VOTERS**

- Use BLACK Pen to fill in the oval. **DO NOT USE PENCIL.**
- To vote, fill in the oval to the right of your choice.
- If you make a mistake, tear, or deface the ballot, return it to an election official and obtain another ballot. **DO NOT ERASE.**

**ARTICLES**

**ARTICLE V.** Shall the voters of the school district approve the school board to expend \$49,209,927 which is the amount the school board has determined to be necessary for the ensuing fiscal year? The Harwood School District estimates that this proposed budget, if approved, will result in per pupil education spending of \$15,485.88, which is 1.55% higher than spending for the current school year.

YES

NO

**ARTICLE VI.** Shall the voters of the Harwood Unified Union School District authorize the Board of School Directors to allocate its FY2024 unassigned audited fund balance as follows: assign \$500,000 to the school district's Maintenance Reserve Fund per 24 VSA §2804.

YES

NO

**SAMPLE**

**PRESIDENTIAL PRIMARY ~ MARCH 5, 2024**

DEMOCRATIC BALLOTS CAST                    820  
REPUBLICAN BALLOTS CAST                    635  
TOTAL BALLOTS CAST                         1455

<b>DEMOCRATIC PARTY FOR PRESIDENT OF THE UNITED STATES</b>	
JOSEPH R. BIDEN JR	698
MARK STEWART GREENSTEIN	6
JASON MICHAEL PALMER	3
DEAN PHILLIPS	26
CENK UYGUR	7
MARIANNE WILLIAMSON	34
WRITE-INS	46
BLANK VOTES	7

<b>REPUBLICAN PARTY FOR PRESIDENT OF THE UNITED STATES</b>	
RYAN L. BINKLEY	2
CHRIS CHRISTIE	18
RON DESANTIS	10
NIKKI HALEY	414
VIVEK RAMASWAMY	7
DONALD J. TRUMP	177
WRITE-INS	7
BLANK VOTES	6

COUNT ON VOTER CHECKLIST                4402  
PERCENTAGE VOTED                         33.05%

**VERMONT PRIMARY ELECTION ~ AUGUST 13, 2024**

(3 Pages)

DEMOCRATIC BALLOTS CAST	1266	COUNT ON VOTER CHECKLIST	4467
PROGRESSIVE BALLOTS CAST	0	PERCENTAGE VOTED	31.09%
REPUBLICAN BALLOTS CAST	123		

**Waterbury (Washington-Chittenden 1) DEMOCRATIC**

For US Senator	
BERNIE SANDERS	1055
WRITE-INS	21
BLANK VOTES	190
TOTAL VOTES	1266

For Representative to Congress	
BECCA BALINT	1035
WRITE-INS	12
BLANK VOTES	219
TOTAL VOTES	1266

For Governor	
ESTHER CHARLESTIN	389
PETER DUVAL	237
WRITE-INS	106
OVERVOTES	2
BLANK VOTES	532
TOTAL VOTES	1266

For Lieutenant Governor	
THOMAS RENNER	495
DAVID ZUCKERMAN	538
WRITE-INS	23
OVERVOTES	1
BLANK VOTES	209
TOTAL VOTES	1266

For State Treasurer	
MIKE PIECIAK	1014
WRITE-INS	3
BLANK VOTES	249
TOTAL VOTES	1266

For Secretary of State	
SARAH COPELAND HANZAS	923
WRITE-INS	7
BLANK VOTES	336
TOTAL VOTES	1266

For Auditor of Accounts	
DOUG HOFFER	945
WRITE-INS	8
BLANK VOTES	313
TOTAL VOTES	1266

For Attorney General	
CHARITY R. CLARK	940
WRITE-INS	10
BLANK VOTES	316
TOTAL VOTES	1266

For State Senator	
ANN CUMMINGS	874
ANDREW PERCHLIK	791
ANNE WATSON	807
WRITE-INS	24
BLANK VOTES	1302
TOTAL VOTES	3798

For State Representative	
ELIZABETH BROWN	628
THOMAS STEVENS	661
THERESA WOOD	806
WRITE-INS	25
OVERVOTES	4
BLANK VOTES	408
TOTAL VOTES	2532

For High Bailiff	
SHAWN M. MCMANIS	834
WRITE-INS	0
OVERVOTES	1
BLANK VOTES	431
TOTAL VOTES	1266

Waterbury (Washington-Chittenden 1) PROGRESSIVE

For US Senator	
WRITE-INS	0
BLANK VOTES	0
TOTAL VOTES	0

For Representative to Congress	
WRITE-INS	0
BLANK VOTES	0
TOTAL VOTES	0

For Governor	
MARIELLE BLAIS	0
WRITE-INS	0
BLANK VOTES	0
TOTAL VOTES	0

For Lieutenant Governor	
ZORAYA HIGHTOWER	0
WRITE-INS	0
BLANK VOTES	0
TOTAL VOTES	0

For State Treasurer	
TIM MACIEL	0
WRITE-INS	0
BLANK VOTES	0
TOTAL VOTES	0

For Secretary of State	
WRITE-INS	0
BLANK VOTES	0
TOTAL VOTES	0

For Auditor of Accounts	
LINDA GRAVELL	0
WRITE-INS	0
BLANK VOTES	0
TOTAL VOTES	0

For Attorney General	
ELIJAH BERGMAN	0
WRITE-INS	0
BLANK VOTES	0
TOTAL VOTES	0

For State Senator	
WRITE-INS	0
BLANK VOTES	0
TOTAL VOTES	0

For State Representative	
WRITE-INS	0
BLANK VOTES	0
TOTAL VOTES	0

For High Bailiff	
WRITE-INS	0
BLANK VOTES	0
TOTAL VOTES	0

Waterbury (Washington-Chittenden 1) REPUBLICAN

For US Senator	
GERALD MALLOY	90
WRITE-INS	4
BLANK VOTES	29
TOTAL VOTES	123

For Representative to Congress	
MARK COESTER	90
WRITE-INS	1
BLANK VOTES	32
TOTAL VOTES	123

For Governor	
PHIL SCOTT	119
WRITE-INS	2
OVERVOTES	1
BLANK VOTES	1
TOTAL VOTES	123

For Lieutenant Governor	
JOHN S. RODGERS	74
GREGORY M. THAYER	31
WRITE-INS	2
BLANK VOTES	16
TOTAL VOTES	123

For State Treasurer	
JOSHUA BECHHOEFER	86
WRITE-INS	1
BLANK VOTES	36
TOTAL VOTES	123

For Secretary of State	
H. BROOKE PAIGE	86
WRITE-INS	2
BLANK VOTES	35
TOTAL VOTES	123

For Auditor of Accounts	
H. BROOKE PAIGE	85
WRITE-INS	3
BLANK VOTES	35
TOTAL VOTES	123

For Attorney General	
H. BROOKE PAIGE	82
WRITE-INS	3
BLANK VOTES	38
TOTAL VOTES	123

For State Senator	
DONALD T. KOCH	91
WRITE-INS	12
BLANK VOTES	266
TOTAL VOTES	369

For State Representative	
JONATHAN GRIFFIN	102
WRITE-INS	18
BLANK VOTES	126
TOTAL VOTES	246

For High Bailiff	
WRITE-INS	13
BLANK VOTES	110
TOTAL VOTES	123

GENERAL ELECTION ~ NOVEMBER 5, 2024

COUNT ON VOTER CHECKLIST  
PERCENTAGE VOTED

4571  
77.47%

For US President and Vice President	
CLAUDIA DE LA CRUZ and KARINA GARCIA	13
RACHELE FRUIT and DENNIS RICHTER	1
KAMALA HARRIS and TIM WALZ	2761
ROBERT F. KENNEDY JR and NICOLE SHANAHAN	61
CHASE OLIVER and MIKE TERMAAT	19
DONALD J. TRUMP and JD VANCE	621
CORNEL WEST and MELINA ABDULLAH	10
WRITE-INS	27
OVERVOTES	1
BLANK VOTES	27
TOTAL VOTES	3541

For Representative to Congress	
BECCA BALINT	2504
MARK COESTER	629
JILL "JESSE" DIAMONDSTONE	48
ADAM ORTIZ	142
WRITE-INS	4
OVERVOTES	4
BLANK VOTES	210
TOTAL VOTES	3541

For Lieutenant Governor	
IAN DIAMONDSTONE	99
JOHN S. RODGERS	1453
DAVID ZUCKERMAN	1756
WRITE-INS	17
BLANK VOTES	216
TOTAL VOTES	3541

For Secretary of State	
SARAH COPELAND HANZAS	2290
H. BROOKE PAIGE	926
WRITE-INS	4
BLANK VOTES	321
TOTAL VOTES	3541

For Attorney General	
CHARITY R. CLARK	2307
KEVIN GUSTAFSON	93
TURE NELSON	830
WRITE-INS	8
OVERVOTES	1
BLANK VOTES	302
TOTAL VOTES	3541

For US Senator	
STEVE BERRY	60
MARK STEWART GREENSTEIN	4
MATT HILL	50
GERALD MALLOY	694
BERNIE SANDERS	2623
JUSTIN SCHOVILLE	25
WRITE-INS	7
OVERVOTES	1
BLANK VOTES	77
TOTAL VOTES	3541

For Governor	
ESTHER CHARLESTIN	829
JUNE GOODBAND	24
KEVIN HOYT	38
ELI "POA" MUTINO	25
PHIL SCOTT	2520
WRITE-INS	15
OVERVOTES	1
BLANK VOTES	89
TOTAL VOTES	3541

For State Treasurer	
JOSHUA BECHHOEFER	840
MIKE PIECIAK	2417
WRITE-INS	8
BLANK VOTES	276
TOTAL VOTES	3541

For Auditor of Accounts	
DOUG HOFFER	2317
H. BROOKE PAIGE	867
WRITE-INS	9
BLANK VOTES	348
TOTAL VOTES	3541

For State Senator	
ANN CUMMINGS	2197
MICHAEL DEERING II	844
MICHAEL "MIKE" DOYLE	1110
DONALD T. KOCH	930
ANDREW PERCHLIK	1670
ANNE WATSON	1772
WRITE-INS	8
BLANK VOTES	2092
TOTAL VOTES	10623

For State Representative	
JONATHAN GRIFFIN	1345
JAMES R. HADDAD	662
THOMAS STEVENS	1778
THERESA A WOOD	2157
WRITE-INS	54
OVERVOTES	2
BLANK VOTES	1084
TOTAL VOTES	7082

For High Bailiff	
SHAWN M. MCMANIS	2569
WRITE-INS	43
OVERVOTES	1
BLANK VOTES	928
TOTAL VOTES	3541

For Justice of the Peace	
JIM ADAMS	1672
JOHN BAUER	1637
BOB BUTLER	1797
LINDA V. GRAVELL	1730
STEVE KARCHER	1566
AMANDA MCKAY	1711
CHRIS MCKAY	1676
MARY MILLER	1741
ERIN MOONEY	1706
BOB STANTON	1635
LIZ SCHLEGEL STEVENS	1818
KATRINA VANTYNE	1634
WRITE-INS	274
OVERVOTES	15
BLANK VOTES	32503
TOTAL VOTES	53115



**MINUTES OF 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.

Jeff Kilgore called the 233rd meeting to order at 9am and led in the Pledge of Allegiance.

Roger Clapp thanked J. Kilgore and made a motion to elect Rebecca Ellis to preside at the meetings of the Town whose term of office shall be for the ensuing year. The motion was seconded from the floor. K Petrovic was instructed to cast one vote on behalf of the Town of Waterbury. R. Ellis was elected as Town Moderator.

R. Ellis reviewed Robert's Rules of Order to the audience as well as announcements of lunch and special guests.

**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 Directors for a 3-year term.

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

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.

Dani Kehlmann 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 2023. J. Malter seconded the motion. Discussion followed. T. Gloor asked if this article is the appropriate time to ask about the budget? No, that will be discussed in Article 7. T. Stevens asked to have the Town Manager go over July and December flooding. Moderator R. Ellis asked if there were any objections to Municipal Manager T. Leitz speaking during the meeting as he is not a resident of Waterbury – there being none; T. Leitz explained there was \$200,000 in debris clean up and dumpsters which should be reimbursed by FEMA. One of the largest impacts was many of the town staff were removed from duties to work on clean up regarding the flood. Paving was not completed as a result as well as a bridge repair. The State wide burden on paving contractors made it impossible to complete the work. There was a positive impact of volunteer efforts throughout the Town. The motion passed by floor vote.

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

Karen Petrovic moved to pay the claims of the Town Officers for their services rendered during 2023, 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. J. Malter seconded. C. Viens asked considering the potential of the reappraisal process, would the listers be compensated more than \$500 each? W. Shepeluk stated this compensation is for last year's work opposed to 2024. The motion passed by floor vote.

**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.

Mike Bard moved that the tax warrant on real property be dated July 1, 2024, and the taxes be due in two installments, with the first installment due and payable on August 9, 2024 and the second installment be due and payable on November 8, 2024. That each installment be paid in hand at the Municipal Office by 5:30pm 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. J. Malter seconded the motion. M. Bard stated this is typical for each year apart from the closing of the office being at 5:30pm. T. Gloor asked if the 8% is new, which it is not. He noted the delinquency rate is higher than previous years. T. Leitz stated previous reports were formatted differently. To give context, \$15 million is needed to pay the schools and must be paid by the state mandated due date. W. Shepeluk called attention to page 18 \$21,000 and \$22,000 are currently due and not reflective of delinquency of previous years.

W. Shepeluk would like to ask for permission to change the first due date in the event the school budget fails and additional time is needed to obtain the education tax rate. Will the Town give the Select Board authority to change the first due date if necessary? W. Shepeluk made a motion to amend. The first installment due and payable on Aug 9 or on a date set by the Select Board. T. Wood seconded the motion to amend. Discussion of the amendment to the motion followed. A vote was held on the motion to amend August 9<sup>th</sup> 2024 or a later date selected by the Select Board. The amendment to the motion passed by floor vote.

The tax warrant on real property be dated July 1, 2024, and the taxes be due in two installments, with the first installment due and payable on August 9, 2024 or on a later date set by the Select Board and the second installment be due and payable on November 8, 2024. That each installment be paid in hand at the Municipal Office by 5:30pm 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. The motion passed by floor vote.

**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.

Aylssa Johnson 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 \$4,231,957 plus sums approved in Articles 10 through 21 of the warning for this meeting; plus for highway expenses of \$1,393,716; plus for library expenses of \$636,018; plus for expenditures and transfers of designated reserve and special

purpose funds, estimated at \$135,000 for which no additional taxes are necessary; and that the Select Board be authorized to issue bills for property taxes with a total municipal tax rate on the Town's Grand List, estimated to be \$.5570/\$100 of property valuation for calendar year 2024. J. Malter seconded the motion.

A. Johnson stated the Board and Town Manager did well to establish a 2.4% increase taking into consideration the possible impact of the Education Taxes. T. Leitz anticipates a .7% increase to the Grand List. On Page 22 of the Town Report, there is a large revenue increase because of the proposed local options tax. The Town received \$400,000 from the State pilot payment in 2023. Town Clerk fees are largely driven by home sales and refinancing and have seen a decline in recent years. There are no staffing changes or operational changes anticipated in 2024. As previously stated, a reappraisal is indeed coming; the Town anticipates this will begin in 2025 and take approximately three years to complete.

T. Leitz has projected an increase in the contract with the State police from \$385,000 to \$425,000. The Waterbury Ambulance has had to raise their per capita fee to keep up with inflation and expenses. T. Leitz anticipates a substantial increase in the future. The Fire Department has an increase for a new fire truck based on voter approval today.

Health and Social Services, the Town does not have an Animal Control Officer; anyone interested is encouraged to reach out.

Recreation Department is a large department with two full time staff members. 2024 sees a rate increase for the summer camp and after school camp. Staff has been working hard on program offerings. T. Leitz anticipates in a couple of years coming to the voters regarding recreational facility upgrades.

Planning and Zoning 2024 budget is down because Parks Study has been completed. Staff is hoping to implement an online permitting process. The Town has not had a major focus on enforcement issues which the Development Review Board has asked to make a priority. This request has led to the legal fee budget increase. Updated zoning fees were previously approved by the Select Board.

Highway Budget there are no dramatic changes on the employment side this year but the mechanic who left the Town was not replaced and at this point likely will not be. There is a plan to hire a floater employee working for both the Town and EFUD. The budget reflects capital changes due to the lack of ARPA funds that were used to repair bridges. The unspent ARPA funds remain in the Town for improvements to be scheduled in 2024. Many locals have asked about the Stowe Street bridge project. This is a state project with a 5% Town share, work to begin on that project is slated for 2025.

Library Budget has a meaningful increase due to higher health insurance costs as well as library payroll. The Select Board and Library Commissioners worked closely to negotiate a pay increase to ensure equity among staff that work for Town Hall.

Moderator R. Ellis asked if there were any objections to Library Director Rachel Muse speaking during the meeting as she is not a resident of Waterbury – there being none; R. Muse introduced herself and thanked the community for the resources. There are three full and four part time employees and a wonderful volunteer staff. Additionally, there are 4,000 registered borrowers and many individuals who do not hold library cards but took advantage of library resources.

Moderator R. Ellis asked if there were any objections to Recreation Director Katarina Lisaius speaking during the meeting as she is not a resident of Waterbury – there being none; K. Lisaius stated there are roughly 20 students in the after-school program. There is a summer program that will launch tomorrow at 9am for residents. 8-5pm this summer. The pool was built in 1941 with the filter being updated in 1971. There has been research conducted with a current projected cost of 3.5 million to replace the pool using the

same location and reusing some of the same walls. There is a growing need for indoor space for youths and sports. The Recreation Committee is looking into uses for Anderson Park where the pool and rec building are currently located.

K. Grace asked a question of the Town regarding property tax values. T. Leitz explained uniform values and the equitable ways of imposing property values. K. Grace asked about impact taxes. The Town does not have an impact tax currently. C. Viens stated concerns moving forward and asked Tom to explain the local options tax and how it might impact our local tax rate? The Town has lost its local gravel pit resource which will impact costs. C. Viens complimented the Select Board and staff to hold a tight budget this year. T. Leitz stated before the local options tax was advanced to the voters, the Select Board set a policy. The policy states the uses of the options tax are economic development, affordable housing, and community vitality efforts. Bulk gravel and sand have been an impact to the Highway budget. Duxbury, Moretown, Bolton, and Fayston are working together to hire an engineering firm to identify local gravel pits and operate them but this has challenges. M. Frier asked about reappraisal impacts on Commercial versus Residential property values. T. Leitz stated Burlington reappraised during Covid when commercial properties were not deemed as valuable. T. Lietz pledged to have a conversation in public if there is an inkling that Waterbury may be subject to the same impact. T. Gloor asked about page 22 of the Town Report; what is the Natural Disaster Coordinator? There is ongoing work that a new part time employee following the July flood has continued to perform. T. Leitz believes for the foreseeable future that it will remain in the budget. W. Shepeluk asked to make an amendment to the budget motion by removing the word "estimated," suggest to use the language "not to exceed." If amended, this would read "the Select Board be authorized to issue bills for property taxes with a total municipal tax rate on the Town's Grand List, not to exceed \$.5570/\$100 of property valuation for calendar year 2024." W. Shepeluk explained the Grand List is unknown. K. Grace called the question; a vote was held and passed. There will be no further debate on the motion to amend. A vote was held on the amendment and passed by voice vote.

D. DeSanto asked about page 33 of the Town Report. He stated the Highway fund appears to have a 20% reduction while the Town continues to experience mud season. T. Leitz was able to provide an explanation, ARPA funds that were in the budget last year and are now removed.

M. Culberston stated frost and two floods have negatively impacted agriculture crops. T. Leitz stated the Town has applied to a grant for roughly \$85,000 to investigate those issues.

Madame Moderator reread the amended motion 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 \$4,231,957 plus sums approved in Articles 10 through 21 of the warning for this meeting; plus for highway expenses of \$1,393,716; plus for library expenses of \$636,018; plus for expenditures and transfers of designated reserve and special purpose funds, estimated at \$135,000 for which no additional taxes are necessary; and that the Select Board be authorized to issue bills for property taxes with a total municipal tax rate on the Town's Grand List, not to exceed \$.5570/\$100 of property valuation for calendar year 2024. A voice vote was held and passed.

**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)?

Kane Sweeney moved that the Town of Waterbury is authorized to borrow up to \$380,000 by note, for a

period not to exceed 5 years, subject to reduction from the receipt of available state and federal grants-in-aid and reserve funds, for the purpose of acquiring a replacement fire truck, the estimated cost of such improvements being \$380,000. J. Malter seconded the motion. The Fire Chief previously presented the Select Board with an opportunity to purchase a demo fire truck back in May of 2023. The current truck should have been replaced 6 years ago but for various reasons the purchase had to be delayed. MK Monley stated the FD has been to her house 4 times and applauded the FD response time and volunteers. C. Viens applauded G. Dillon's efforts to always spend money wisely.

Madame Moderator reread the motion moved that the Town of Waterbury is authorized to borrow up to \$380,000 by note, for a period not to exceed 5 years, subject to reduction from the receipt of available state and federal grants-in-aid and reserve funds, for the purpose of acquiring a replacement fire truck, the estimated cost of such improvements being \$380,000. A vote was held and passed by floor vote.

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

Roger Clapp moved to authorize the expenditure of \$601,000 for purchases of vehicles, capital improvements, building operations and building fund budgets. J. Malter seconded the motion. In 2024 this will be focusing mostly on bridge repair and replacement as well as improvements to Hope Davey Park. A vote was held and passed by floor vote.

Sara Utton was recognized for her 50 years of dedication to the Waterbury Ambulance Service. Dick and Anne White as well as Jeff Kilgore were presented with co Keith Wallace Awards.

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

Mike Bard moved that the Town, 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 (formerly the Washington County Youth Bureau)
- \$800 for the support of the Waterbury Community Band

The motion was seconded by J. Malter. Madame Moderator received voter permission not to restate the motion. M. Bard stated the grouping of these appropriations is in line with the requests being less than \$2,000. A vote was held and passed by floor vote.

B. Kravitz moved the Town of Waterbury vote to appropriate \$2,000 for support of Central Vermont Adult Basic Education. Many seconded from the audience. B. Kravitz stated CVABE has offered service in Waterbury for 58 years. Average cost per student is \$3,700. Students now have lower scores than ever seen. A vote was held and passed by floor vote.

MK Monley moved the Town of Waterbury vote to appropriate \$4,000 for support of the Early Education Resource Center of Waterbury ("Children's Room"). J. Malter seconded the motion. A vote was held and passed by floor vote.

A. Imhoff moved the Town of Waterbury vote to appropriate \$2,383 for support of the Green Mountain Transit Agency. S. Minter seconded the motion. Green Mountain Transit Authority provides rides to seniors and those with disabilities as well as bus service to Montpelier and Burlington. S. Mackey stated he does ride the Montpelier bus. The service is still operating at no cost so it is not clear to him why they are operating a free service and then asking Town's for appropriations to cover operating fees. S. Minter stated the free fare was a legislative decision using ARPA funding. Fed's pay 80% and the State is responsible for 20%. A vote was held and passed by floor vote.

D. McDougall moved the Town of Waterbury vote to appropriate \$2,500 for support of Waterbury LEAP (Local Energy Action Partnership). The motion was seconded from the floor. D. McDougall outlined the organizations services. Their next event is scheduled Saturday April 13, 2024 at Crossett Brook Middle School. A vote was held and passed by floor vote.

R. Seymour moved the Town of Waterbury vote to appropriate \$6,500 for the Waterbury Area Senior Citizens Association in addition to the amount included in the General Fund Budget for such purpose. L. Pagan seconded the motion. R. Seymour spoke to the audience regarding the gap of federal funding compared to costs for Meals and Wheels and the Senior Center to operate in Waterbury. A vote was held and passed by floor vote.

D. Luce moved the Town of Waterbury vote to appropriate \$2,000 for support of the American Red Cross. J. Willard seconded the motion. There is a report on page 65 detailing the activities of the Red Cross work in Washington County. Blood donations are crucial. A vote was held and passed by floor vote.

A. Cawley moved the Town of Waterbury vote to appropriate \$3,000 for the support of Washington County Mental Health. J. Malter seconded the motion. A. Cawley stated the organization report is on page 109 of the Town Report. A vote was held and passed by floor vote.

D. Schneider moved the Town of Waterbury vote to appropriate \$2,500 for the support of the Waterbury Area MakerSphere Cooperative. D. Luce seconded the motion. D. Schneider explained that 70-75% of their operating by tuition with the remaining 25% through means like appropriations. A vote was held and passed by floor vote.

W. Goulet moved the Town of Waterbury vote to appropriate \$4,125 for the support of the Waterbury American Legion. J. Malter seconded the motion. W. Goulet thanked the audience for their support to serve in the armed forces. The Legion intends to use these funds to replace the lightbulbs in the Stowe Street building with low volt LED bulbs. A vote was held and passed by floor vote.

P. Nolte moved the Town of Waterbury vote to appropriate \$2,250 for the support of Central Vermont Council on Aging and AmeriCorps Senior RSVP. J. Malter seconded the motion. P. Nolte has been a benefactor and contributor to the organization. A vote was held and passed by floor vote.

W. Shepeluk moved 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. A. Imhoff seconded the motion. W. Shepeluk stated FEMA may reimburse the Town for volunteer hours for clean-up relief because of the July 10, 2023 flood. There is a Flood Recovery Resource Fair at Brookside Primary on Saturday March 18, 2024, please attend. W. Shepeluk moved to amend the motion to state up to \$30,000. Many seconds from the floor. A vote was held and passed from the floor.

Other Business:

Discussion regarding the April 8, 2024 eclipse.

Mike Bard recognized all the volunteers in the room by asking them to stand.

Betty Jones recognized her husband Robert Jones, a long-time firefighter and community volunteer who is 90 years old.

William Shepeluk thanked Dani Kehlmann for her service as she has decided not to run for reelection.

Anne Imhoff thanked Rebecca Ellis for doing a great job today as moderator.

Chris Viens stated the eclipse would be a great time for the FD to have a coin drop.

Aylssa Johnson stated the Planning Commission has a public hearing scheduled for Thursday March 14<sup>th</sup> zoning by law update.

Lunch is being served in the cafeteria.

Kathi Grace is concerned about the rules of the by-laws and wants others to look at the changes and speak up with questions.

John Malter made a motion to adjourn which was duly seconded and passed unanimously.

Respectfully submitted

Karen Petrovic

## Annual Town Meeting - March 5, 2024

### Results of Articles 2 & 3, as voted on by Australian Ballot

Town Clerk - 3 year term	
Karen Petrovic	1448
Write-Ins	6
Blanks	94
<b>Total</b>	<b>1548</b>

Treasurer - 3 year term	
Karen Petrovic	1427
Write-Ins	6
Blanks	115
<b>Total</b>	<b>1548</b>

Select Board - for 3 year term	
Roger Clapp	1328
Write-Ins	17
Blanks	203
Overvotes	0
<b>Total</b>	<b>1548</b>

Select Board - for 1 year term (vote for two)	
Cheryl Schoolcraft Gloor	692
Ian Shea	748
Kane Sweeney	852
Overvotes	2
Write-Ins	20
Blanks	782
<b>Total</b>	<b>3096</b>

For Harwood Unified Union School Director - for a 3 year term (vote for one)	
Write-Ins	107
Write-Ins	0
Blanks	2989
<b>Total</b>	<b>3096</b>

Lister - for 3 year term	
Write-Ins	172
Blanks	1376
<b>Total</b>	<b>1548</b>

Cemetery Commissioner - for 5 year term	
Write-Ins	78
Blanks	1470
<b>Total</b>	<b>1548</b>

Library Commissioner - for 5 year term	
Michelle Baker	1392
Write-Ins	3
Blanks	153
<b>Total</b>	<b>1548</b>

Library Commissioner - for 2 year unexpired	
Anna Black	1347
Write-Ins	2
Blanks	197
Overvotes	2
<b>Total</b>	<b>1548</b>

Library Commissioner - for 1 year unexpired	
Deanna King	1347
Write-Ins	3
Blanks	198
<b>Total</b>	<b>1548</b>

Total Checklist	4402
Total Voted	1548
Percentage Voted	35.2%



**OFFICIAL BALLOT  
ANNUAL TOWN MEETING  
WATERBURY, VERMONT  
MARCH 4, 2025**

**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><b>FOR SELECTBOARD</b> FOR 3 YEARS <span style="float: right;">Vote for not more than ONE</span></p> <p><b>KANE SWEENEY</b> <input type="radio"/></p> <p>(Write-in) <input type="radio"/></p>	<p><b>FOR CEMETERY COMMISSIONER</b> FOR 5 YEARS <span style="float: right;">Vote for not more than ONE</span></p> <p>(Write-in) <input type="radio"/></p>	<p><b>FOR HARWOOD UNIFIED UNION SCHOOL DISTRICT DIRECTOR</b> FOR 3 YEARS <span style="float: right;">Vote for not more than ONE</span></p> <p><b>ROBERT DABROWSKI</b> <input type="radio"/></p> <p>(Write-in) <input type="radio"/></p>
<p><b>FOR SELECTBOARD</b> FOR 1 YEAR <span style="float: right;">Vote for not more than TWO</span></p> <p><b>MICHAEL BARD</b> <input type="radio"/></p> <p><b>EVAN KARL HOFFMAN</b> <input type="radio"/></p> <p><b>TORI TARAVELLA</b> <input type="radio"/></p> <p>(Write-in) <input type="radio"/></p> <p>(Write-in) <input type="radio"/></p>	<p><b>FOR CEMETERY COMMISSIONER</b> FOR 4 YEAR UNEXPIRED TERM <span style="float: right;">Vote for not more than ONE</span></p> <p><b>JILL CHASE</b> <input type="radio"/></p> <p>(Write-in) <input type="radio"/></p>	<p><b>FOR HARWOOD UNIFIED UNION SCHOOL DISTRICT DIRECTOR</b> FOR UNEXPIRED 1 YEAR TERM <span style="float: right;">Vote for not more than ONE</span></p> <p>(Write-in) <input type="radio"/></p>
<p><b>FOR LISTER</b> FOR 3 YEARS <span style="float: right;">Vote for not more than ONE</span></p> <p><b>ALEC TUSCANY</b> <input type="radio"/></p> <p>(Write-in) <input type="radio"/></p>	<p><b>FOR LIBRARY COMMISSIONER</b> FOR 5 YEARS <span style="float: right;">Vote for not more than ONE</span></p> <p><b>ERIN MOONEY</b> <input type="radio"/></p> <p>(Write-in) <input type="radio"/></p>	<p><b>FOR HARWOOD UNIFIED UNION SCHOOL DISTRICT DIRECTOR</b> FOR UNEXPIRED 2 YEAR TERM <span style="float: right;">Vote for not more than TWO</span></p> <p><b>COREY HACKETT</b> <input type="radio"/></p> <p>(Write-in) <input type="radio"/></p> <p>(Write-in) <input type="radio"/></p>





## General Information About VSNIP

### How is the program funded?

VSNIP is funded by a \$4 fee that's added to the cost of licensing a dog in Vermont. This fee — paid by all dog owners — will cover most of the cost of spaying/neutering your dog or cat. Program funds are limited by the number of dogs that are licensed each year.

Dogs are legally required to:

1. Be licensed by the age of 6 months.
2. Have proof of a current rabies vaccine to get a license. Dogs should get their first rabies vaccine between the age of 12 weeks and 6 months.

Be sure to vaccinate your dog against rabies and register your dog at your town clerk's office. Rabies is in Vermont. It is deadly.

### Why are dogs required to be licensed?

A license:

1. Helps identify your dog if they are lost.
2. Provides proof that your dog has been vaccinated against rabies. They'll still need immediate medical attention if they are bitten by a rabid animal.
3. Protects your animal if they bite another animal or a person. If your dog is not currently vaccinated and registered, a bite could result in your dog being quarantined and possibly even euthanized to test for rabies.
4. Helps control the pet population and prevent the birth of unwanted puppies and kittens.

Participating veterinarian offices have agreed to accept a reduced rate to provide services for people with VSNIP vouchers. This program relies on their generosity.

**Be polite. Be grateful. Say thank you!**

