



50<sup>th</sup> Anniversary  
1972~2022

 **Youth  
SERVICES**  
*Building Community*



2022 ANNUAL REPORT

# Building a caring community...



Dear Friends of Youth Services,

I raised three children, and looking back, I'm grateful for all of the teachers, coaches, counselors and others who made a distinct and lasting impact on each of them. Youth Services provides a wealth of guidance to families who need it the most.

Among the primary challenges we at Youth Services continue to face are the poverty and addiction that plague segments of our community. To combat these, Youth Services is (as ever) committed to be an essential resource that we as a community must provide for and protect. While the work done by the agency is always evolving with the times, our mission to work together to build resilience and be a catalyst for change, remains unchanged.

Looking back, our 50th anniversary has been a challenging but rewarding year for Youth Services!

- Our Executive Director Russell Bradbury-Carlin has deftly led us through the transitions from the early pandemic days to the present.
- We feel very proud to have made a commitment to offer our highly skilled and valued staff competitive wages in this difficult, inflationary moment.
- Our 50th Anniversary Endowment Campaign has gone very well thus far, and with your help we will exceed our goal of \$250,000 new donations to the endowment. (A friendly reminder that there are matching funds available from both The Thompson Trust and Edward Jones to essentially double your gift.)

Thank you for caring,



Ana Saavedra, Board President



*P.S. Learn more about what Youth Services does for your family, neighbors and communities by visiting [youthservicesinc.org](http://youthservicesinc.org) and signing up for our quarterly newsletter.*



## Relationships are the intervention.

My father had abandoned our family. I was regularly getting bullied in school. There were no real adults in my life who paid attention to me or what was going on in my life. For all intents and purposes, I fell through the cracks of the few potential supports that existed in the community I lived in.

Eventually, as I got older, I started taking drugs or drinking nearly every day. And, it wasn't until I was an adult that I made major changes to get my life back on track.

In 1972, Youth Services was created for someone just like me.

For over 50 years, Youth Services has been a flexible and adaptable safety net to meet the needs of the community.

Today, we are the safety net for runaway and homeless youth, youth aging out of foster care, and youth on the margins - those who are falling between the cracks. Just as I was in 1972.

Additionally, we offer, to the community a broad array of restorative justice services and clinical services, programs that also serve adults.

None of this could have happened without the support of Youth Services' staff, board, and donors - both past and present.

Thank you all for your ongoing and continued support!



Russell Bradbury-Carlin, Executive Director



# Spotlight on:

## Expansion of Clinical Services



In December, Clinical Director Heather Smith coached a client without family support who recently moved into their first apartment on how to use the thermostat during a Zoom therapy session. A few days earlier, Clinician Lucy Webb loaded folding chairs into her car to meet with a client outside at their home.

The August 2022 doubling of the clinical team with the addition of Lucy Webb, naturally expands the ability of Youth Services to meet the needs of the community — as of this writing, there's no wait list. The direct service numbers don't entirely convey the ways Smith and Webb are able to provide services to the local community or to the community of Youth Services.

Multiple clinicians mean multiple members of a family can receive clinical services in one place without conflicts of interest. For instance, Smith can work with a young person while Webb provides family therapy for the young person and family together.

The clinical team is able to provide therapy and assessment in myriad ways, in myriad places: in-office in Brattleboro, in the community, remotely by Zoom or by phone, or in the Friends For Change new space in Bellows Falls — and each venue offers unique opportunities to engage with people receiving services in the ways that make them most comfortable. This has been a change from the last two years of mainly remote-based services.

*The new clinician at Youth Services, Lucy Webb, provides therapy and assessments for clients in both the restorative justice and youth programs. Poverty, race and gender inequalities, along with trauma and systems malfunction contribute to elevated disempowerment experienced by Youth Services' clients.*





*“We provide staff with clinical support, guidance and training to better serve their clients.”*

Together, Clinical Services can also offer new perspectives and more support to non-clinical staff. Smith provides supervision to Youth Programs staff and leads weekly meetings with Restorative Justice staff, providing a clinical context and skills training. Webb and Smith both are available to consult with any staff who may want a different approach to their work.

Committed to expanding their knowledge and ways of working with clients, Smith attended the National Harm Reduction Conference which she describes as “like getting an Associate degree in four days,” and recently completing a two-day conference to become a Certified Clinical Trauma Professional. Webb recently participated in a workshop on harm reduction and psychiatric medication. And behind the scenes, Webb and Smith are also able to offer each other more clinical support.

**Awareness: We can’t  
understand the world if we  
don’t understand ourselves,  
and we can’t understand  
ourselves if we don’t  
understand the world.**

**A Core Value of Youth Services**

*Youth Services’ client gets much needed in-person counseling  
(now that we have weathered the pandemic and are getting back to normal.)*

“I can’t help but think of stones tossed in a pond,” said Clinical Director, Heather Smith. “Each small shift we make ripples out to add more support of our clients.”

Clinician Lucy Webb agreed. “The last few years have been so isolating for so many people,” she said. “It’s great to be able to reduce that isolation for us all.”



# Spotlight on:

## Peer-led Support & Accountability

It's noon on Tuesday and Bill is pouring himself coffee. In a minute he'll go out to the Youth Services porch to meet with the other formerly incarcerated community members in the organization's new Peer-Led Circle of Support and Accountability (Peer-Led COSA). This new project empowers formerly incarcerated community members with restorative practice tools to support each other in order to thrive and to adhere to the mantra "no more victims."

This new pilot builds on the Circle of Support and Accountability (COSA) program successfully operated for 15 years by Brattleboro Community Justice Center staff and volunteers. The center became a part of Youth Services in July 2021, bringing an array of restorative justice-oriented programming under one roof.



All members of the Peer-Led COSA have already spent a year working weekly with a circle of three to four volunteers in a Circle of Support and Accountability (COSA). The volunteers supported the core member's first year of transition into the community and held them accountable to their own vision of success, their conditions of release, and repairing harm where possible.

The approach in both programs consists mostly of circle practice – structured conversation to build relationships and communication skills. Circle members engage in difficult and intimate conversations. The COSA program is credited with significantly reducing recidivism. It is also a deep dive into restorative practice and a source of joy and rich connection for participants.

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## “Circles of Support & Accountability build community and repair harm using restorative practices.”

According to Marie-Pierre Py, COSA Coordinator, her program had some limitations that the peer-led program seeks to address. “COSA support is limited to approximately one year, a short time to overcome the challenges of emerging from incarceration. Also, most volunteers have very different life experiences from many of our core members,” she explained. “Participants are grateful for the relationships they build with their COSA teams, but many express the desire to also meet with people who understand firsthand the challenges they face—and now that is possible,” Py emphasized.

Py explained that a group of five recently graduated COSA core members meet with each other weekly for mutual support and to continue learning and practicing restorative communication skills. “The peer-led program celebrates and deepens the collective wisdom of participants and their unique capacity to support each other and future generations of Vermonters emerging from incarceration,” Py stated.

In its first phase currently, the group is facilitated by long-time COSA volunteer Scott Kaltenbaugh, founder of the If Men Project which facilitates discussions on healthy masculinity, compassion, empowerment and accountability. Kaltenbaugh is teaching the Peer-Led COSA facilitation skills so that the group can operate without him in the future and perhaps start other circles.

*During its first phase, the peer-led COSA pilot group discusses healthy masculinity, compassion, empowerment and accountability while learning facilitation skills so that the group operates independently in the future.*

The Peer-led COSA currently has funding for one year, thanks to a Vermont Community Foundation Spark grant, but staff are optimistic that the group’s success will help secure funding for another year with a new cohort of COSA graduates.

With eight staff and more than 80 volunteers, the restorative justice team at Youth Services engages with hundreds of individuals each year to build community and repair harm using restorative practices. The merger with Brattleboro Community Justice Center has allowed Youth Services to strengthen existing programs and imagine new possibilities, like the Peer-Led COSA supporting formerly incarcerated community members.





# Spotlight on:

## Youth-led Business

Both of Logan's parents are over-stressed working full-time just to make ends meet. Her grades are OK but with difficulty focusing, she sits quietly in the back of the class and dreads being called on. The target of bullies she keeps a low profile. Extracurricular activities cost money her family doesn't have. Logan doesn't fit in anywhere.

"Many of Logan's struggles are a result of ingrained systems that create oppression, such as generational poverty," explains Michaela Stockwell, who coordinates the youth-led business program for Youth Services. "We try to support the whole individual by helping them find what they need so they can become who they want to be."

Logan's friend suggests she join Demo-Graphix, a free, youth-led/adult-guided afterschool screen-printing business in Brattleboro for 14- to 24-year-olds operated by Youth Services. Though she is nervous about joining a group, she gives it a try.

After an awkward first couple of days, Logan begins to relax as she recognizes that this program is designed for, and by, youth like her who have experienced trauma from poverty, discrimination, foster care or family instability. She gets excited about making art to sell and learning business skills.

Logan overhears the Youth Services staff encouraging one of her peers to visit a Youth Services therapist on a trial basis and wonders if this could make her less anxious.

*Youth Services staff imparts hard and soft work skills to Logan and her peers to build references, employment skills, and their resume, along with earning a paycheck.*





*“Youth Services helps them find their voice and connect them to caring adults and employment.”*

An older friend is offered a ride to a college visit and help filling out the application for financial aid. Logan sees that everyone has been connected with resources that can help them or their families. Supporting Demo-Graphix participants navigate harmful institutional policies and practices and overcome barriers is what the staff does. With the program's support, Logan is able to see her resilience and skills grow.

Demo-Graphix found new ways to keep Logan engaged during the pandemic, and even intervened when her mom lost her job and their housing was threatened. This is what justice and equity look like.

Logan has taken that same energy she put into being invisible and focused it on the business. Now she volunteers for each committee, comes into the studio on time and makes cards and tote bags to sell on commission. She is saving for college and wants to study business to become an entrepreneur.

Too many young people like Logan live on the margins, experiencing repeated trauma with nowhere to turn. The staff at Demo-Graphix impart hard and soft work skills so participants are building references, employment skills, and their resume – along with earning a paycheck.

For 50 years, Youth Services' twenty programs in Windham County have worked with individuals to help find their voice, to develop as leaders, to connect them to caring adults, education and employment, and to build more equitable communities.

*At the youth-led screen printing business, Demo-Graphix, participants are supported to help find what they need so they can become who they want to be.*

**Equity: We work to identify, witness, and acknowledge systemic harm done to all marginalized communities.**

*A Core Value of Youth Services*



# Have a Positive Impact on Future Generations



*“If you can keep on giving after you’re gone, why not help the one aspect of a society that can ensure it has a positive future — its youth?”*

*~ Jesse Corum IV, a founding member of the Legacy Club*



## BECOME A LEGACY CLUB MEMBER TODAY!

The agency’s Legacy Club is a special group of supporters who have included Youth Services in their estate plans or have arranged to make a deferred gift. The club’s name symbolizes the eternal promise of the human family and the responsibility we all have to future generations. A planned gift in the form of a trust, life insurance, gift annuity, or bequest strengthens Youth Services’ future. It may also provide substantial tax benefits to the donors.

Youth Services gratefully acknowledges the generosity and foresight of the Legacy Club’s founding members listed. We hope their contributions will inspire you to include Youth Services in your estate plans. By doing so, you will make a contribution that has a positive impact on our community for generations to come.

*For more information about Youth Services’ planned giving options or about contributing to the Endowment Campaign, please contact Nanci Leitch, Development Director at 802-257-0361 ext. 147 or visit us on-line at [www.youthservicesinc.org/giving](http://www.youthservicesinc.org/giving)*

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Allyson Villars & John Nirenberg  
Cheryl Wilfong & Bill McKim  
Muriel Wolf

### *Below are Legacy Club members we hold in special memory.*

Jesse Corum, IV  
Frances Aquadro  
Thomas S. Cowles  
Helen Durant  
Harriet & Roland Fisher  
Robert Gannett

Ken Heile  
Etta J. Mattison  
Evelena S. Oakes  
Dorothy E. Robbins  
Robert M. Stebbins  
Ben Underhill

## BEQUEST LANGUAGE

**To include Youth Services in your will,  
please use the suggested language that follows:**

“I give and bequeath to Youth Services, Inc, a not-for-profit corporation located at 32 Walnut Street, PO Box 6008, Brattleboro, Vermont, the sum of [dollars or percentage of estate], to be used for the agency’s general purposes.”





# The Youth Services Endowment Fund

## CONTRIBUTE TO OUR 50<sup>TH</sup> ANNIVERSARY ENDOWMENT CAMPAIGN

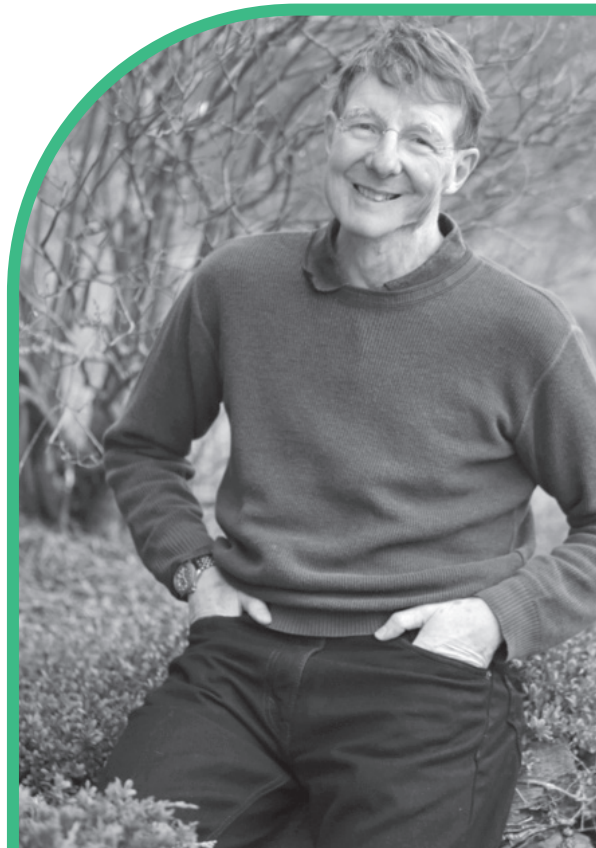
A contribution to Youth Service's Endowment Fund is an investment in the future of both the organization and local young people and families. Bequests to the Endowment Fund and gifts of cash and securities will help ensure the agency can continue to provide high-quality services that meet the needs of Windham County area residents for years to come.

While the principal from gifts to the Fund grows untouched, income from the Fund will help Youth Services fulfill its mission of providing transformative programs and being a catalyst for change in Windham County communities.

Gifts to the general endowment can always be given *in honor of* or *in memory of* a loved one. Two long-time board members emeritus have been honored by the establishment of named funds which are accepting contributions: Larry Cassidy and the late Jesse Corum IV. This year, a named fund for the late Thomas (Tim) S. Cowles, a dedicated Court Diversion panelist, has also been established.

Donors to the Endowment during our 50th Anniversary Endowment Campaign to date are listed. The campaign is still underway and all donors received by April 2023 will be matched by funds from The Thompson Trust or Edward Jones, in essence doubling your gift.

*The late Thomas (Tim) S. Cowles, a dedicated Court Diversion panelist for three decades has been celebrated with a named fund in the Youth Services Endowment.*



# 50th Anniversary Endowment Campaign Contributors



Nancy Alexander  
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Wendy O'Connell & David Blistein *LCF*  
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Marilyn & Larry Cassidy  
Cathy Cooke



*“The measure of  
any community is how  
well it provides for its  
young people.”*

*~Larry Cassidy,  
Board Emeritus*



Former & current staff, board, clients and donors gathered in the fall  
(during Brattleboro's Gallery Walk) to celebrate Youth Services' past and future.

Cathy Coonan & Rick Mason  
Crispe & Crispe  
Sujin & Lloyd Dakin *TCF*  
Judy & Jack Davidson *LCF*  
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Ursula Nadolny & Timm Harris  
Cal Heile

## **Donations specified for named fund**

*LCF= Larry Cassidy Fund*

*JCF=Jesse Corum IV Fund*

*TCF= Thomas S. Cowles Fund*



## 50th Anniversary Endowment Campaign Contributors

Lynn & Georges Herzog  
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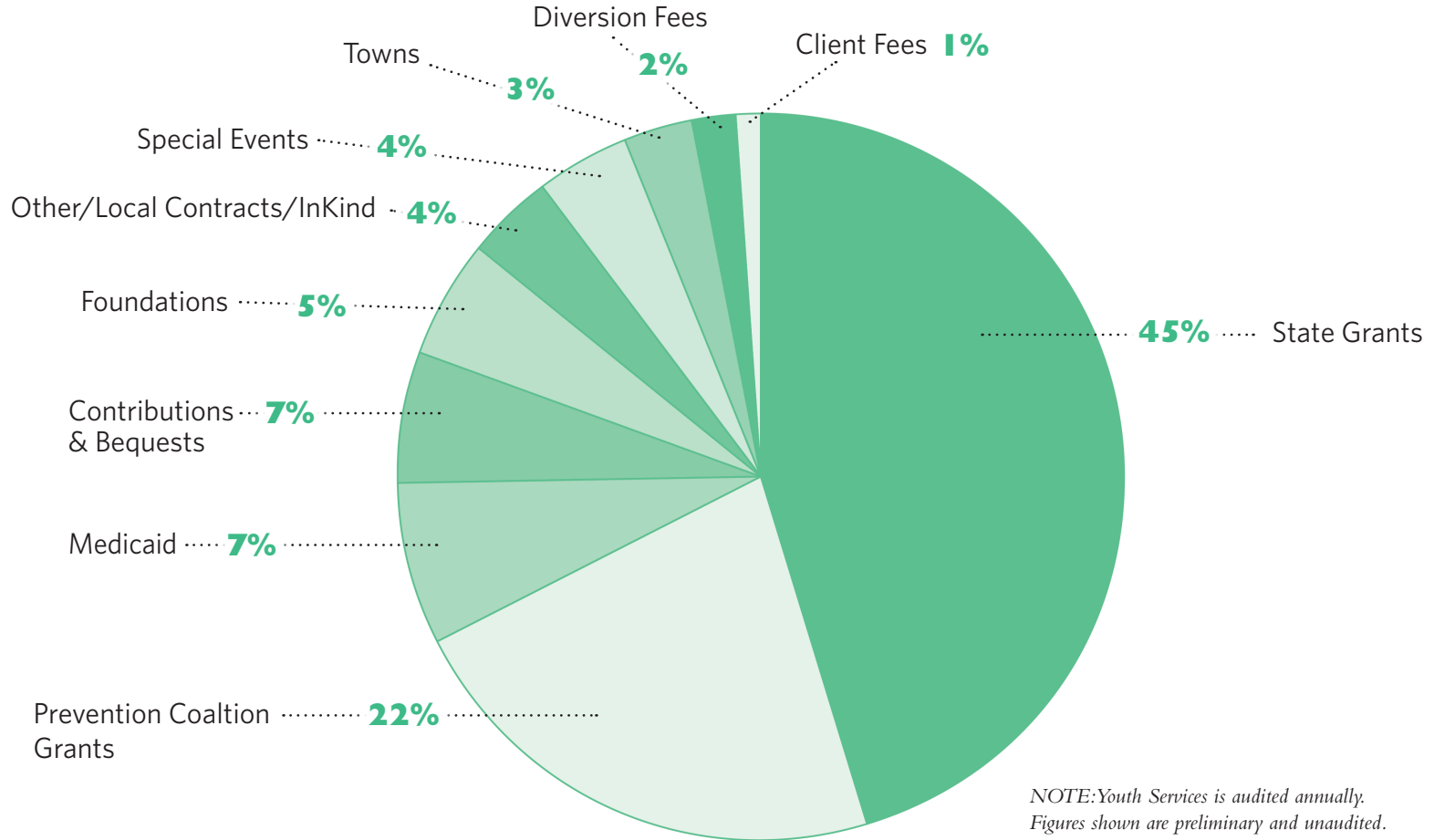
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Joanie Thorndike *LCF*  
Janet Wallstein & Jane Dewey  
Julie Peterson & John Wesley *TCF*  
Tonia & Whit Wheeler

*Former board member Liz Richards and David Brown  
board emeritus, are honorary co-chairs of Youth Services  
50th Anniversary Endowment Campaign.*



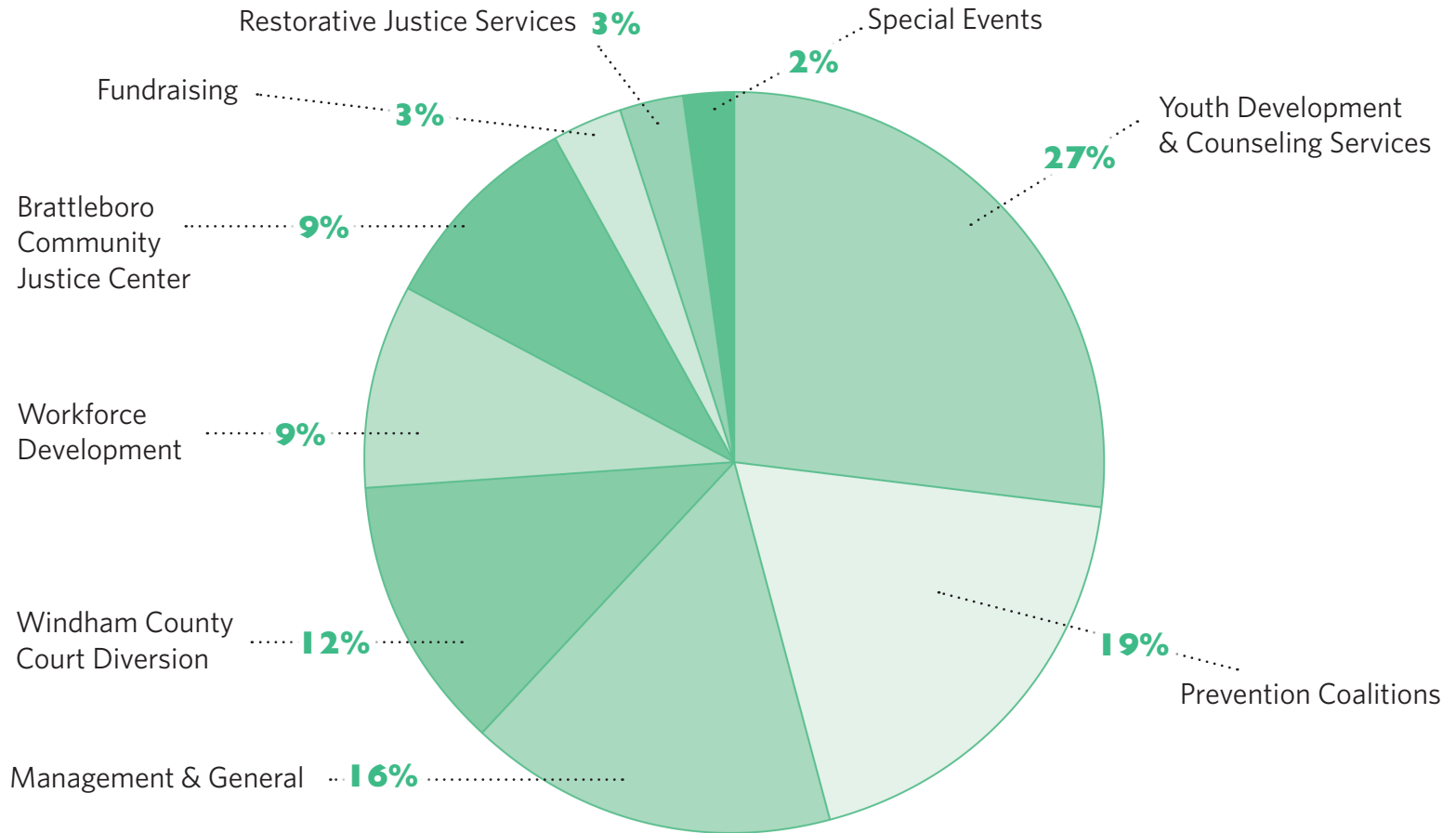


# Total Income \$1,965,470



*NOTE: Youth Services is audited annually.  
Figures shown are preliminary and unaudited.  
A copy of the completed audit will be available upon request.*

# Total Expenses \$2,153,520



# Youth Services Programs FY 2022



*A well-attended community conversation on Windham County homelessness was organized by Advocacy 4 the Unfortunate (A4U), a Brattleboro homeless self-advocacy group supported by Youth Services. The event included a life-size Candyland game, for the audience to play and engage with, as a visualization of the obstacles group members face as individuals without a permanent address or roof over their heads. A4U members were past participants in Youth Services' successful low-barrier day labor pilot program, Work Today, which ended last year due to lack of funding.*



## Youth Development Programs

- Therapeutic Case Management
- Crisis Services
- Transitional Living/Shelter Housing
- Transitioning from Foster Care
- Life Skills and Health Education
- Friends For Change, Bellows Falls
- Youth-led Business: Demo-Graphix
- Work Today Advocacy

## Clinical Services

- Mental Health Counseling
- Substance Use Services

## Restorative Justice Programs

- Juvenile and Adult Court Diversion
- Youth Substance Awareness Safety
- Balanced and Restorative Justice
- Pretrial Services
- Driver's License Suspension
- Circles of Support & Accountability
- Justice Alternatives
- Peer-Led Circles of Support  
& Accountability
- Project Connecting Works
- Reparative Boards





## Donors 2022

We wish to acknowledge the strong, ongoing support of the following Annual Appeal donors. They contributed to Youth Services between July 1, 2021 and June 30, 2022.

### **PRESIDENT'S CIRCLE** **\$5000 AND ABOVE**

Anonymous (3)  
Marilyn & Larry Cassidy  
Kathy Cooke  
Marcia & Philip Steckler

### **BENEFACTORS** **\$2,000–\$4,999**

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# Donors 2022



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*Friends for Change participants get support from adult mentors and their peers.*



## Donors 2022

### CONTRIBUTORS *(continued)*

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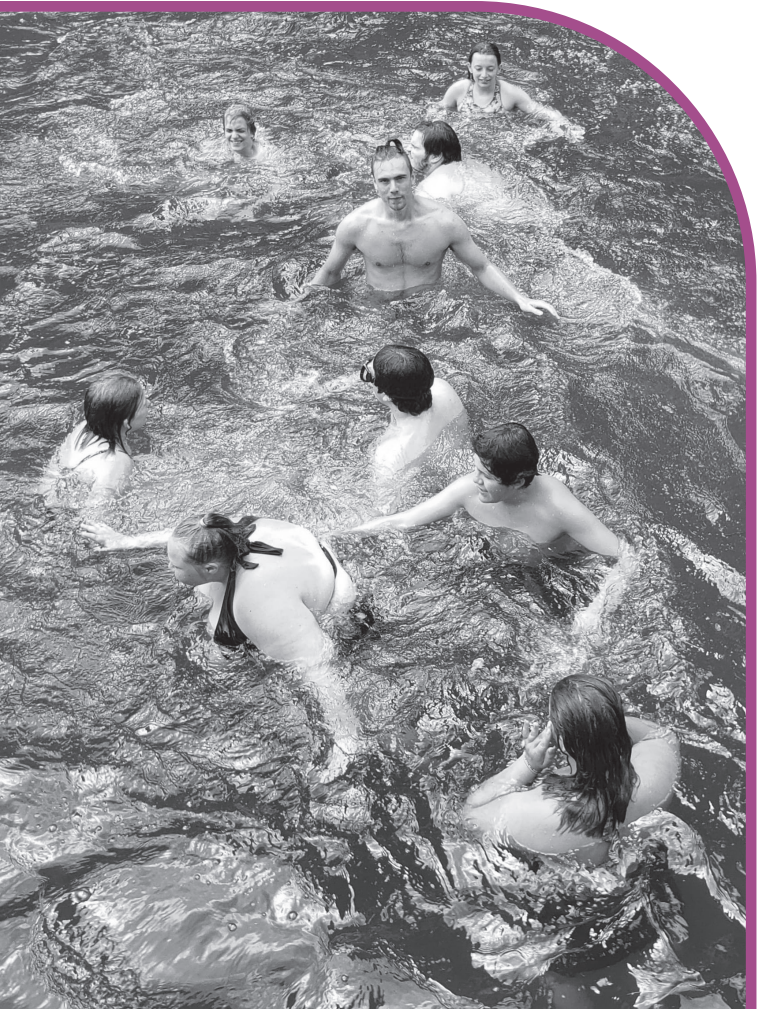
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Jacqueline Zeiher  
Laura Zindel Design

*Youth Services' famed Annual Helicopter Golf  
Ball Drop is possible thanks to pilot Michael  
Renaud of Renaud Bros., here assisted by ball  
dropper Shirley Renaud.*





## **SPECIAL GIFTS TO YOUTH SERVICES**

### **In Honor of James & Susan AuBuchon**

David & Pat Brown

### **In Memory of Victor A. Blaufox** Judith Ritz

### **In Honor of Annabel Brennan** Nancy Alexander

### **In Honor of Susan Buhlmann** Lynn & Georges Herzog

### **In Memory of Lianne Carlin** Andrea Carlin

### **In Honor of her four granddaughters** Iedje Hornsby

### **In Memory of Anthony Church** Frances Church

### **In Honor of Cathy Coonan** David Anderson Edward & Terry Druke

### **In Memory of Jesse Corum IV** Robert Tortolani

### **In Memory of Tim Cowles** Julie Peterson & Jack Wesley

### **In Honor of Vera Cyr** David Cyr

### **In Honor of Barbara Gentry's 80th** Vickie Case

### **In Memory of Jason Gentry** Barbara Gentry Mara Williams

### **In Honor of Jane R. Gill** Dorcas Gray

### **In Memory of Ed Hurley** Jane Hurley

### **In Honor of Sarah E. Krause** Susan Ford

### **In Honor of Nanci Leitch** Kathleen White

### **In Honor of Patricia Licciardi** Peter Licciardi

### **In Honor of Rachael** Sandra Lynn

### **In Honor of Cathy Sprague** Dwight Sprague

### **In Memory of Ben Underhill** David Brown Linda & David Underhill

### **In Memory of Barry Waxman** Elsa Waxman

*Seven fun-filled weeks of play-based, restorative, trauma-informed, no-cost day camp for youth ages 11-20 gave the Bellows Falls area young people a chance to try new activities and be with peers and mentors after months of isolation during the pandemic.*

## FOUNDATIONS

Ben & Jerry's Foundation  
Fanny Holt Ames and Edna Louise Holt Fund  
New Hampshire Community Foundation  
People's United Community Foundation  
Tarrant Foundation  
Thompson Trust  
Vermont Community Foundation

*Editor's Note: If we have inadvertently left you off the list, please accept our apologies and let us know so we can correct our records.*

*The heart of Youth Services' work is in supporting young people to develop their resilience. This can be done in the context of life skills counseling, providing transitional housing or through connecting them to other community resources.*

**Relationships: Inclusion in community lead to resilience. Relationships are the intervention.**

A Core Value of Youth Services





# Corporate Sponsors



Youth Services appreciates the steadfast financial support of the organizations and businesses that follow (donations of \$350 and more):

## CORPORATE SUSTAINERS

Berkley & Veller Greenwood Country  
Realtors  
Brattleboro Savings & Loan  
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Edward Jones Investments  
Holiday Inn Express  
802 Credit Union  
Silver Forest of Vermont  
Swiss Precision Turning  
Vermont Country Deli

## CORPORATE PATRONS

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RetroMusic  
Trust Company of Vermont  
Stevens & Associates

## CORPORATE ASSOCIATES

Cota & Cota Oil Co.  
Shoe Tree  
True North Granola  
W.W. Building Supply

## PRINTING & DESIGN

Howard Printing, Inc.  
Lotus Graphics

## IN-KIND DONORS

We can't say thanks enough to the many individuals and businesses that contributed thousands of dollars of goods and services the agency would otherwise have been unable to afford.

Many others, too many to list, provided items and gift certificates for event prizes and Youth Services' silent auction.

## Pacesetters



## CORNSTOCK Presenter



## BRATTROCK Presenter



## Golf Tournament Presenters







# Volunteers 2022

Youth Services pays tribute to the volunteers who assist us with our programs. Our volunteers make a tremendous difference one-on-one in the lives of area individuals who are helped through participation in our programs. The following individuals on committees also played an invaluable role in supporting the agency's delivery of services during the past fiscal year.

## NON-BOARD MEMBERS WHO SERVE ON COMMITTEES

Heide Brendfeldt, Public Relations  
Vickie Case, Public Relations  
Melissa Gullotti, Public Relations  
Samantha French, Cornstock  
Hannah Lane, Cornstock

## JUVENILE AND ADULT COURT DIVERSION COMMITTEE MEMBERS

### Brattleboro, Meets on 2nd Monday

Barbara Charkey  
Cal Heile  
Annie Richards  
Ray Stevens  
Judy Abascal

### Brattleboro, Meets on 3rd Thursday

David Brown  
Anne Chipperfield  
Hannah Woodring  
Adriana Hazelton  
Emma Ethier  
Joe Little

### Brattleboro, Meets on 3rd Wednesday

Deb Burns  
Robbie Paley  
John Shaw  
Ann Macdonald  
Suki Andrea Rauh

### Brattleboro, Meets on 2nd Wednesday

Suki Andrea Rauh  
Ann Macdonald  
Deb Burns  
F David Levenbach  
Eileen Glover  
Guy Wood

### Brattleboro, Meets on Last Wednesday

Willow O'Feral  
Rhonda Aither  
Gina Pattison  
Barbara Charkey  
Rachael Trill  
Gary Swindler

*Please note: If your name has been inadvertently misspelled or omitted from these lists, please accept our apologies and let us know so we can correct our records.*

# Circle of Support & Accountability (COSA) volunteers



Rhonda Aither  
Bob Aldrich  
Cara Benedetto

Karen Blanchard  
Michelle Bos-Lun  
Sharon Couturier

Charlie Curry-Smithson  
Jonathan Elwell  
Thomas Ely

Emily Falta  
Jude Fitzgerald  
Suzanne Germain Ruse  
Annaliese Griffin  
Katie Hughes  
Scott Kaltenbaugh  
Hunter Kirschner  
Lauren MacArthur  
Matt Miller  
Meg Mott  
Tom Redden  
Sally Struble  
Anne Louise Wagner  
Eric Wefald  
Nat Wood



*Youth Services' new fundraiser, CORNSTOCK: Cornhole for a Cause! was successfully launched last May at Retreat Farm in Brattleboro. Presented by Chroma Technology, the inaugural event featured teams of four or more, totaling 125 individuals with names like The Hole Denominators, Creamed Corn, Yellow-Bellied Sapsuckers and the Senior Holy-corn-molies who raised donations on-line and off, from more than 100 acquaintances near and far.*

*Everything was donated, from the flying corn bags to the 24 cornhole boards built by the Windham Regional Career Center students from materials donated by W.W. Building Supply.*



## Reparative Boards Volunteers

Susan Ahl  
Susan Buhlmann  
Carolyn Conrad  
Judy Coven  
Julie Dolan  
Miriam Dror  
Catherine Findlay-Stewart  
Conor Floyd  
Julie Forsythe  
Mary Grove  
Claire Halverson  
Martha Healey-Nelson  
Ray Huessy  
Charlie Hutchison  
Kimberly James  
Roger Jasaitis  
Kathryn Karmen  
Kiera King  
Tim Kipp  
Kay Kloppenburg  
Nancy Lang  
Anne Latchis  
Charlie Laurel  
Ben Madow  
Meg McCarthy

Robbie Paley  
Judy Palmer  
Kathryn Parlin  
Lies Pasterkamp  
Dan Ridgway  
Shiva Shankaran  
Nancy Shepherd  
Kristen Vawter  
Margaret Wimberger  
Nat Wood

*A client of Youth Services  
showcases her leadership skills  
advocating for systems change.*





# Our Staff



Youth Services is fortunate to have highly professional staff who are dedicated to transforming lives and inspiring the futures of local young people and families.



Rhonda Aither, *YSASP Coordinator, DLS Case Manager*  
Biz Austin, *Youth Homelessness Resource Coordinator*  
Sarah Ballou, *Balanced and Restorative Justice Coordinator*  
Janice Berube, *Greater Falls Case Manager*  
Kim Bonnette, *Administrative & HR Coordinator*  
Gail Bourque, *Administrative Services Director*  
Russell Bradbury-Carlin, *Executive Director*  
Sarah Croitoru, *Youth Development Coordinator*  
Patrick Fleming, *Diversion Program Caseworker*  
Hailee Galandak-Cochran, *Friends For Change Co-Coordinator*  
Kiernon Galandak-Cochran, *Play-Based Peer Support Staff*  
Megan Grove, *Director of Youth Development*  
Nanci Leitch, *Development & Communications Director*  
Meghan Licciardi, *Friends For Change Co-Coordinator*  
John Moore, *Data & Quality Assurance Coordinator*  
Mel Motel, *Co-Director of Restorative Justice Programs*  
Marie-Pierre Py, *Re-entry/COSA Coordinator*  
Heather Smith, *Director of Clinical Services*  
Michaela Stockwell, *Workforce Connections Coordinator*  
Sally Struble, *Co-Director of Restorative Justice Programs*  
Mack Mackin, *Intake & Groups Coordinator*  
Jackie Trepanier, *Program Coordinator*  
Rachael Trill, *Pretrial Services Coordinator*  
Kaci Viado, *Reparative Board & Pre-charge Coordinator*  
Lucy Webb, *Youth and Young Adult Clinician*  
Sarah Wood, *Family Support Specialist Case Manager*





## Board of Directors

The agency's Board of Directors is committed to raising the funds necessary to enable Youth Services to build a stronger community. In addition to contributing time, talent, and financial resources to the organization, the board oversees the agency's long-term planning.

### OFFICERS

Ana Saavedra, *President*  
Rick Holloway, *Vice President*  
Debbie Taggard, *Treasurer*  
Michael Silberman, *Secretary*

### MEMBERS

Ricky Adams  
Susan Buhlmann  
Cathy Coonan  
Spencer Crispe  
Barbara Gentry  
Annaliese Griffin  
Craig Miskovich  
Bill Morlock III  
Tom Nunziata  
Suzie Wagner

### DIRECTORS EMERITUS

David Brown  
Larry Cassidy



# How You Can Help



- Tell your friends, colleagues, and school administrators about our programs and services.
- Contribute to our Annual Appeal, Endowment Fund, or Corporate Sponsorship Campaign.
- Donate art, crafts or getaways for auction; diapers, furniture or food for programs.
- Volunteer to help with or participate in our fundraisers: Annual Golf Tournament and BrattRock Festivals.
- Serve on a Court Diversion or Restorative Justice panel or in a Circle of Support & Accountability.
- Give us the names and addresses of people who might be interested in Youth Services and its programs.
- Include Youth Services in your will or make it a partial beneficiary of an IRA, retirement or life insurance policy.

*For more information on how to get involved, please contact Youth Services at 802-257-0361.*



*The youth rock festival BRATTROCK showcased a dynamic line-up of five youth bands twice in 2022 at Stone Church, presented by sponsor Guilford Sound. Featured were bands Big Destiny (pictured here), Color Killer, Ezra Holloway, Granite Danes, and Under the Overpass.*



## Youth Services Core Values

### Celebrate 50 Years

by contributing to the  
Anniversary Campaign.



*Take a picture  
with your  
mobile phone.*

**RELATIONSHIP** Relationships and inclusion in community lead to resilience. Relationships are the intervention.

**RESPECT** People are the experts on their own lives; people know what they need.

**JUSTICE** Each one of us deserves to have our needs met.

**WISDOM** We all have wisdom to give and receive, and that exchange nurtures growth.

**AWARENESS** We can't understand the world if we don't understand ourselves, and we can't understand ourselves if we don't understand the world.

**EFFICACY** Everyone has a right to power.

**RESPONSIBILITY** Power in a hierarchy is shared through transparency.

**EQUITY** We work to identify, witness, and acknowledge systemic harm done to all marginalized communities. We strive to further awareness, ally-ship, and advocacy to reduce institutional violence.

**INTEGRITY** We respond with intention.



DESIGN:  
Howard Printing, Inc.

PHOTOGRAPHY:  
Michelle Frehsee  
Nanci Leitch



*Building Community*

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