

20 Annual
23 Report

Dear Friends,

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Director of Kingdom
Childcare Connection

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Thank you for all you have done to support the mission of Umbrella in 2023. This year was a milestone year for us — we purchased our first-ever property, launched a new innovative program working with people who have caused harm in relationships, and concluded our three-year strategic plan (2020–2023). It has been through the strong leadership from our Board of Directors, committed work by our staff and the depth of your support as donors and community members that has made our success possible.

This year saw more growth in our impact in the community, as we have served more people in 2023 than in recent memory. We have supported approximately 750 survivors of domestic and/or sexual violence and have provided educational workshops to 2613 young people and 387 adults. Our Kingdom Childcare Connection program served over 800 families in the NEK this year and the Family room served 70 children with safe, supervised visits with family members. Finally, our Economic Empowerment program, Cornucopia, served nearly 40,000 meals to homebound seniors.

We hope you enjoy this report which provides more detail on the impact we have made in our shared community this year.

With great appreciation,



Amanda Cochrane, Executive Director



Becca Balint Visit

In the spring, Umbrella had the pleasure to host Vermont's U.S Representative Becca Balint. Staff shared details about their work and had great conversations with the Representative and her staff about persisting community needs.

Highlights and Accomplishments from 2023

In the 2020–2023 Strategic Plan, Umbrella's vision was to become an organization whose work and impact would be elevated by high-quality and cared-for staff and volunteers, an inspirational communication strategy, a diverse and healthy funding pipeline, a commitment to learning and improving, and an inclusive and open environment for all. During the three-year plan, despite challenges presented by the COVID-19 pandemic, Umbrella was able to meet or surpass its targets.

Some of the milestones achieved include:

Check out the back cover for details on the 2023–2026 Strategic Plan.

- Establishing health care insurance benefits for all employees.
- Realizing significant pay increases for all staff members through a series of pay adjustments, cost of living increases, bonuses, hours adjustments, and pay scale changes.
- Addition of new wellness and professional development programs as well as the addition of four weeks of paid family/medical leave.
- Brand refresh and new website.
- Launch of Umbrella's first-ever capital campaign which coincided with the purchase of Umbrella's first property.
- The establishment of new programming based on two community-wide needs assessments.
- The addition of new funding streams to support diversification and an overall increase of the budget by \$1M.
- The development of Umbrella's internal Equity Team and Social Justice Learning Community



Participants in our Social Change program

Umbrella's Core Programs

SOCIAL CHANGE work focuses on education and initiatives in schools and in the community that aim to prevent gender-based violence from happening. Most recently this also includes introducing programming for people who have caused harm in intimate relationships.

IN 2023 we served **2,613 youth** within **18 schools** in the Northeast Kingdom.

We engaged **387 adults** with over **20 different educational workshops**.

Eight youth ages 16-19 were hired as part of our Youth In Power program.



You matter more than you think... I learned that I actually really like myself.

MIDDLE-SCHOOL PROGRAM PARTICIPANT

ADVOCACY for survivors of domestic and sexual violence, stalking, teen dating violence, as well as violence related to gender or sexual orientation. In our human-centered work, the survivor leads and we support them in any way they need us, including legal advocacy, housing advocacy, support with parenting after trauma, and more.

IN 2023 we served **750 individuals**.

We housed **81 people** in our emergency shelter program and **15 people** in our Transitional Housing program.

\$113,517 was given to survivors for housing and other essential needs.

FAMILY BASED SERVICES that focus on child-care and strengthening family relationships. Kingdom Child Care Connection assists families in the Northeast Kingdom to receive subsidized childcare, appropriate childcare referrals, and specialized childcare placement support. The Family Room offers supervised visitation for families throughout the region.

IN 2023 we served **63 families** with supervised visitation.

225 families were connected to Children's Integrated Services through our Specialized Child Care Coordinators.

507 households received support with Child Care Financial Assistance

69 families were provided with child care referrals.

ECONOMIC EMPOWERMENT for women with significant barriers to employment. Our Cornucopia program wraps around women to support them in building job readiness skills while helping them to address challenges in their lives, so that they are able to move towards financial self-sufficiency. Our program also supports seniors in Orleans County by providing them with free delicious and healthy meals. This support enables them to use their incomes on other necessities.

IN 2023 Umbrella staff and program participants served **39,509 meals** to homebound seniors in Orleans County.



Umbrella staff and volunteers at this year's Spring Gala

Umbrella Acquires First Property

Non-Profit Purchases Zuccaro & Willis Building

BY DANA GRAY
Staff Writer



ST. JOHNSBURY — With its recent purchase of the Main Street Zuccaro & Willis law office building, Umbrella is a property owner for the first time in its 46-year history. Beginning in January, the organization that supports survivors of domestic and sexual violence will occupy the stately building at 1330 Main St. Umbrella has offices in St. Johnsbury and Newburyport, and until now all of its spaces have been

A new home. Healing spaces.

This year Umbrella was able to purchase its first property. The beautiful historic property located at 1330 Main St. in St. Johnsbury has become the home of Umbrella's Advocacy, and Family-Based Programs serving Caledonia and Southern Essex Counties as well as the organization's headquarters. The building has a rich history, including being home to the pastors of the North Congregational Church until the 1980s. In 1984, the building was purchased by Ed Zuccaro and David Willis as their local law office.

Cultivating Healing Spaces

With the purchase of the new building, Umbrella has launched its first ever capital campaign, "Cultivating Healing Spaces: Root, Nurture, Grow." The goal of the campaign is to raise \$600,000 to support our enduring community-based support for years to come. Umbrella makes this exciting step forward with the knowledge that to effectively create a NEK where all people thrive free from abuse and oppression we need to:



Root sturdily into our community so that our influence is resilient and informed by the real challenges individuals face every day;



Nurture and tend to our relationships with community members and partners by creating spaces that facilitate connection and healing, and;



Grow and adapt our programs in order to be responsive to the complex and changing needs of our community.

Thanks to early leadership gifts, Umbrella is now significantly on its way to meeting its fundraising goal. We look forward to sharing our progress with you in the coming year as well as inviting you to participate in our final push. In the meantime, we hope you will come by and see the progress we are making inside the building.

New Social Change Programs Focus on Accountability

With the guidance, vision, and experience of NEK community members, organizational partners, and national leaders, Umbrella has officially launched **The Spark Warmline** and **Ignite Change**, domestic violence accountability classes. Both offer approaches to interrupting and preventing domestic violence that are novel in nature, implement evidence-based approaches, and operate in collaboration with two of the nation's leaders in domestic violence prevention work.



Umbrella staff and community members attended a 3-day Healing Focused Care training.

formed and healing-focused approaches with those who have harmed an intimate partner, to help launch the domestic violence accountability classes. Their curriculum was selected by a group of invested community partners. In April of 2023 the Alma Center traveled to Vermont from Wisconsin to host a 3-day training in their Healing Focused Care methodology and prepare Umbrella to go live using their accountability curriculum. In addition to multiple Umbrella employees, we were also joined for the training by over ten NEK community members, domestic violence accountability program providers, restorative justice practitioners, and others, totaling twenty participants.

Moving to Action

In spring of 2023, twenty-one individuals came together to review and certify Umbrella's domestic violence accountability program, Ignite Change. As of August 2023, Ignite Change has launched two classes across the NEK, one in Newport and one in St Johnsbury using The Alma Center's dynamic curriculum. The classes are currently at capacity, serving 30 men. Multiple participants have expressed to facilitators their surprise at how supported they feel when they walk into class and that the program seems different than any they've experienced before.

Throughout the winter and spring of 2023 and while conceptualizing what would be called The Spark Warmline, it was critical that the input of those with lived experience was centered. During a conversation with a community member who has caused harm and is currently active in a process of accountability, he ended up sharing his story. In retelling



I actually look forward to coming to class.

IGNITE CHANGE PROGRAM PARTICIPANT

the moment when the need and possibility to seriously make a change in his life clicked, he described the moment as "a spark". This became the inspiration for the name of our new offering. The Spark has been up and running since the spring of 2023. It is a confidential and anonymous phone-based resource now live and available to anyone impacted by intimate, family, or community violence, but particularly those who have or could cause harm. While it is not intended to offer crisis response, it is staffed by trained responders from 10am to 10pm 365 days of the year.

A quote from a participant in one of our Social Change programs highlights the importance of these new offerings. During one of our 4-day workshops at a local high school we shared some information about Ignite Change and The Spark Warmline. A young man shared with our prevention educator that he was so excited about these new programs, "Thank you so much for being here and having these conversations with us. I didn't know what it meant to be unhealthy or abusive in a relationship until it was too late and I hurt someone. I wish I had had these conversations sooner... and I'm really glad you are here having them."



Preparing to Launch

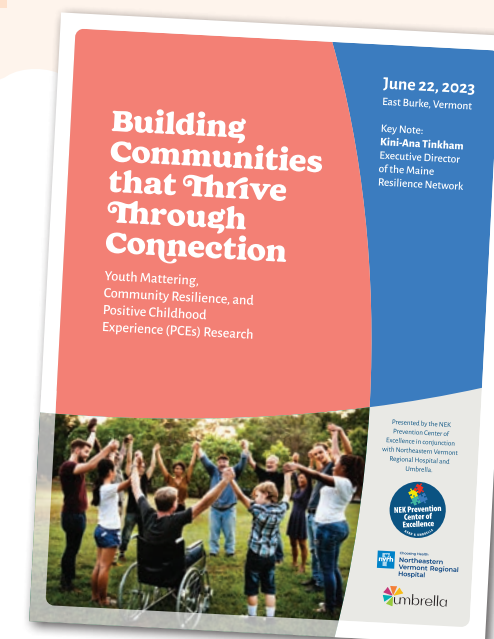
In the fall of 2022, Umbrella closely collaborated with *A Call for Change*, the nation's leader in non-criminalizing violence prevention support for those who have caused harm to an intimate partner. Their training and development arm, *Growing a New Heart*, hosted a 40-hour, virtual training for Umbrella. The training familiarized participants with their violence prevention approach and warm line responder toolkit. Eight fully trained, Vermont responders graduated at the end of the 40-hour commitment and over twenty other individuals from across the state participated in a portion of it including individuals from other local organizations such as Northeast Kingdom Human Services, the St Johnsbury Community Restorative Justice Center and the Orleans County Restorative Justice Center.

After extensive research and exploration, Umbrella brought in The Alma Center, a national leader in the use of trauma-in-

Prevention Conference

Umbrella and Northeastern Vermont Regional Hospital hosted a "Building Communities that Thrive Through Connection" conference June 22, 2023.

Approximately 150 people attended the all-day learning and networking event held at the Burke Mountain Hotel.



Thank You!

Umbrella is honored to recognize those individuals, families, corporations, and foundations whose generous donations help to make our work possible. The following lists reflect all gifts and pledges received between July 1, 2022 and June 30, 2023.

Note: Capital Campaign gifts and pledges are not included. They will be gratefully recognized separately.

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Real Estate for
donating these Super
Hero Bags.

They were full of
essentials needed by
our shelter guests.

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DOMESTIC VIOLENCE AWARENESS MONTH

Thank you to our DVAM sponsors.
Your continued support is so appreciated.

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In Honor of

Lisa MacDowell
Mandy and your entire organization
and the good you are doing for women
Susan Parker
Olivia Plunkett
Dale and Ron Steen
Henekis Stoddard
State of Vermont Drinking Water and
Groundwater Protection Division
Victims of sexual abuse by
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In Memory of

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Claudia Graves
Michelle Renee Goodwin
William Gordon Stowe
Marilyn Jewett
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Bart Savage
Mary Scheidet
Mildred Werchow

Umbrella would
like to thank all
in-kind donors who
gave their talents
and resources to help
us meet our mission
this year.

This included local
artists, businesses
and individuals.

Thank you!

We regret any errors
on our recognition list.

Financial Statements

Umbrella's Statement of Activities

FOR YEARS ENDED JUNE 30, 2023 AND 2022

SUPPORT AND REVENUE	2023	2022
Program Revenue and Grant Income	\$ 1,965,751	\$ 1,687,869
Fundraising	271,460	335,766
Interest and Misc.	13,130	9,116
Subtotal Support and Revenue	\$ 2,250,341	\$ 2,032,751
Net Assets Released from Restrictions	145,314	179,946
Total Support and Revenue	\$ 2,395,655	\$ 2,212,697
EXPENSES		
Programs	\$ 2,062,974	\$ 1,871,437
Administration and General	283,819	141,725
Fundraising	77,985	35,579
Total Expenses	\$ 2,424,788	\$ 2,048,741
Change in Net Assets Without Donor Restrictions	\$ 25,467	\$ 163,956
Change in Net Assets With Donor Restrictions	251,096	(46,174)
Total Change in Net Assets	\$ 276,563	\$ 117,782

Revenue by Source

Government	\$ 1,487,863
Program Income	477,888
Private Fundraising	271,460
Miscellaneous	13,130
Total	\$ 2,250,341

Operating Expenses

Programs	\$ 2,062,974
Administration and Fundraising	361,804
Total	\$ 2,424,778



Thanks to Tim Scott
Real Estate for
donating these Super
Hero Bags.
They were full of
essentials needed by
our shelter guests.

Spring Gala 2023

Umbrella's 2023
Spring Gala raised a
record \$72,000.

Thank you to our amaz-
ing sponsors and donors
for helping us to surpass
our fundraising goal!

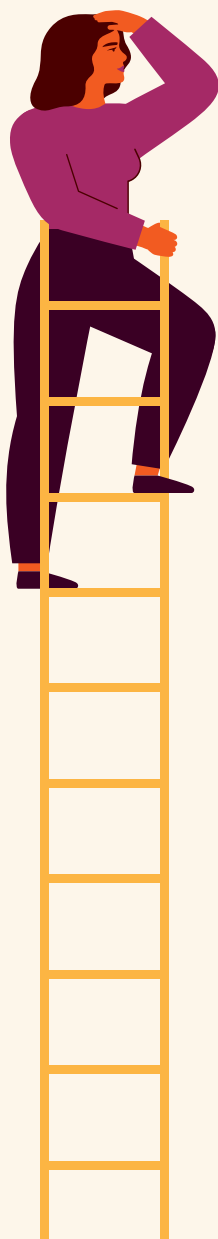
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Umbrella's 2023–2026 Strategic Plan

Our Vision

In the coming three years, Umbrella will continue to be an effective and impactful organization. We will lean deeply into our mission and further evolve our work so that we can be optimally responsive to our community. Umbrella's vision is to be an organization whose transformative work is realized through prepared and supported staff, trauma-informed and healing-focused practices, collaborative community leadership addressing the needs of the most marginalized people in our region, and innovative programming enabled through internal financial strength.

Our updated Values include:

Integrity

We act courageously in accordance with our values, honoring the inherent wholeness of ourselves and all community members.

Healing

We believe that everyone is capable of healing through authentic connection.

Transformation

We intentionally work toward the transformation of systems and societal norms in order to realize social justice for all.

Cultivating a Northeast Kingdom where all people thrive free from abuse and oppression.