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Part III

Statement of Program Service Accomplishments

Check if Schedule O contains a response to any question in this Part III

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1

Briefly describe the organization’s mission

CVCAC PROVIDES COMPREHENSIVE SERVICES TO HELP PEOPLE ACHIEVE ECONOMIC WELL-BEING WITH DIGNITY AND DEVELOPE PARTNERSHIPS TO STRENGTHEN VERMONT COMMUNITIES OUR COMMITMENT IS TO ALLEVIATE THE SUFFERING CAUSED BY POVERTY, TO WORK WITH INDIVIDUALS AND FAMILIES TO MOVE OUT OF POVERTY, AND TO ADVOCATE FOR ECONOMIC JUSTICE FOR ALL VERMONTERS

2

Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?

☐ Yes ☒ No

If “Yes,” describe these new services on Schedule O

3

Did the organization cease conducting, or make significant changes in how it conducts, any program services?

☐ Yes ☒ No

If “Yes,” describe these changes on Schedule O

4

Describe the organization’s program service accomplishments for each of its three largest program services, as measured by expenses Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported

4a

(Code) (Expenses \$ 3,740,029 including grants of \$) (Revenue \$ 77,653)

CVCAC HEAD START AND EARLY HEAD START PROGRAMS, THE COUNCIL'S COMPREHENSIVE CHILD AND FAMILY DEVELOPMENT ACTIVITIES, PREPARE YOUNG CHILDREN FOR FUTURE SUCCESS IN SCHOOL AND IN LIFE THROUGH THE OPERATION OF LICENSED CHILD CARE CENTERS, THROUGH PARTNERSHIPS WITH LOCAL SCHOOLS AND BY PROVIDING SERVICES TO FAMILIES IN THEIR HOMES IN ADDITION TO EARLY CHILDHOOD EDUCATION, THE COUNCIL PROVIDES PARENT EDUCATION, PARENT LEADERSHIP OPPORTUNITIES, MALE INVOLVEMENT ACTIVITIES, HEALTH, DENTAL AND NUTRITION SERIVES, DISABILITY SERVICES, MENTAL HEALTH SERVICES, AND RESOURCE AND REFERRAL FOR OTHER NEEDED SOCIAL SERVICES FEDERAL SEQUESTRATION RESULTED IN A BUDGET CUT OF APPROXIMATELY \$200,000 BETWEEN THE EARLY HEAD START AND HEAD START PROGRAMS FORCING THE LOSS OF SERVICES TO 43 EARLY HEAD START ELIGIBLE CHILDREN AND THEIR FAMILIES STAFF FURLOUGHS, COMBING OF OUTREACH OFFICES, AND CLOSURE OF HOME VISITING SERVICES FOR THE SUMMER WERE STRATEGIES USED TO BRIDGE GAPS IN FUNDING FAMILY LITERACY PROGRAMMING, PARTIALLY FUNDED THROUGH TEEN PARENT EDUCATION, HHS OFFICE OF ADOLESCENT HEALTH, AND CANADAY FAMILY CHARITABLE TRUST, IS PROVIDED IN THE HOME, ON-SITE AT THE COUNCIL'S BROOK STREET SCHOOL LEARNING TOGETHER CENTER 426 CHILDREN PARTICIPATED IN HEAD START AND EARLY HEAD START PROGRAMS THAT BENEFITTED 1,474 ADDITIONAL FAMILY MEMBERS 16 TEEN PARENTS PARTICIPATED IN OUR FAMILY LITERACY PROGRAMS

4b

(Code) (Expenses \$ 3,847,708 including grants of \$ 2,241,914) (Revenue \$ 45,582)

FAMILY AND COMMUNITY SUPPORT SERVICES (FCSS) PROVIDE IMMEDIATE ASSISTANCE TO PEOPLE IN NEED OF FOOD, HOUSING, UTILITIES, AND HOME HEATING FUEL OFFICES ARE LOCATED IN BARRE, BERLIN, BRADFORD, MORRISVILLE, AND RANDOLPH STAFF MEMBERS ARE TRAINED TO HELP PEOPLE ARTICULATE AND PRIORITIZE THEIR NEEDS, IDENTIFY OPPORTUNITIES FOR RESOURCES AND SERVICES, AND MAKE REFERRALS TO STATE AGENCIES AND OTHER COMMUNITY-BASED PROGRAMS (INCLUDING OTHER PROGRAMS WITHIN THE AGENCY) IN ADDITION TO FOOD SHELVES, LOW-INCOME HOUSING COUNSELING, AND FUEL AND UTILITY ASSISTANCE, FCSS ALSO HOUSES THE AGENCY'S TAX RESOLUTION PROGRAM, SUPERVISED VISITATION AND EXCHANGE SERVICES FOR NONCUSTODIAL PARENTS, RE-ENTRY ASSISTANCE FOR POST-INCARCERATED WOMEN, SERVICE COORDINATION FOR VERMONTERS WITH MULTIPLE NEEDS REFERRED BY THE VERMONT DEPARTMENT OF CHILDREN AND FAMILIES IN 2013 FCSS CONTINUED TO PROVIDE DISASTER CASE MANAGEMENT SERVICES THIS YEAR 5,019 HOUSEHOLDS WITH 11,542 INDIVIDUALS WERE PROVIDED WITH EMERGENCY SERVICES, INCLUDING FOOD FROM OUR FOOD SHELVES, FUEL & UTILITY ASSISTANCE, AS WELL AS REFERRALS TO OTHER COMMUNITY RESOURCES TO ADDRESS CRITICAL NEEDS 1,591 HOUSEHOLDS USED OUR FUEL AND UTILITY PROGRAMS TO KEEP HEATING THEIR HOMES AND MAINTAINING ELECTRICITY 23 HOUSEHOLDS USED OUR LOW INCOME TAXPAYER CLINIC TO RESOLVE IRS CONTROVERSIES AND LEARN MORE ABOUT THEIR RIGHTS AND RESPONSIBILITIES AS TAXPAYERS THE GREAT RECESSION'S LINGERING IMPACT ON CENTRAL VERMONT HAS BEEN FELT MOST ACCUTELY IN AREAS OF FOOD AND HOUSING WITH STAFF REPORTING MORE COMPLEX HOUSING ISSUES AMONG PARTICIPANTS AND INCREASED FOOD SHELF VISITS IN RESPONSE TO THIS TREND, CVCAC'S FAMILY COMMUNITY SUPPORT SERVICES EXPANDED ITS HOUSING ASSISTANCE PROGRAMS TO MEET THIS GROWING DEMAND BY SECURING ADDITIONAL STATE AND FEDERAL FUNDING THROUGH GRANTS AND CONTRACTS UNDER SUB CONTRACT WITH THE UNIVERSITY OF VERMONT, THE AGENCY HIRED A (VETS) FAMILY DEVELOPMENT HOUSING COUNSELOR TO FOCUS SPECIFICALLY ON THE HOUSING NEEDS OF SERVICE MEN AND WOMEN THE AGENCY WAS FORTUNATE TO FIND AN EXPERIENCED COUNSELOR WITH A MILITARY BACKGROUND WITH ADDITIONAL FUNDING FROM THE VERMONT DEPARTMNET FOR CHILDREN AND FAMILIES AND THE VERMONT DEPARTMENT OF CORRECTIONS, THE AGENCY WAS ABLE TO ADD THREE MORE HOUSING-RELATED POSITIONS 1,756 FAMILIES ACCESSED HELP TO FIND AND KEEP SAFE SECURE HOUSING THROUGH OUR HOUSING COUNSELING PROGRAMS TWO SERVICE COORDINATOR POSITIONS WERE DEVELOPED TO FOCUS ON THE NEEDS OF FORMERLY INCARCERATED VERMONTERS THE WASHINGTON COUNTY POSITION PRIMARILY SERVES WOMEN, AND THE LAMOILLE COUTY POSITION PRIMARILY SERVES MEN WITH STATE EMERGENCY SHELTER AND COMMUNITY SERVICE FUNDS THE AGENCY WAS ABLE TO ADD AN ADDITIONAL HOUSING COUNSELOR GENERALIST POSITION 34 FAMILIES USED OUR CHILDREN'S HOUR SUPERVISED VISITATION AND EXCHANGE SERVICES TO ALLOW NONCUSTODIAL PARENTS OPPORTUNITIES TO VISIT THEIR CHILDREN IN RESPONSE TO TROPICAL STORM IRENE, CVCAC SECURED A \$2.4 MILLION GRANT, IN THE PRIOR YEAR, FROM THE FEDERAL EMERGENCY MANAGEMENT AGENCY (US DEPARTMENT OF HOMELAND SECURITY) ON BEHALF OF THE STATE OF VERMONT TO PROVIDE CASE MANAGEMENT STATEWIDE FOR FLOOD IMPACTED VERMONTERS MORE THAN TWO YEARS AFTER TROPICAL STORM IRENE, STAFF CONTINUES TO UNCOVER CASES WHERE PEOPLE HAVE EXHAUSTED ALL OF THEIR RESOURCES THESE VERMONTERS ARE IN MOST NEED OF AN ADVOCATE, SOMEONE IN THEIR CORNER TO HELP THEM NAVIGATE RED TAPE, SOMEONE TO GIVE THEM HOPE CVCAC STAFF AND PARTNERS MADE A DIFFERENCE FOR 41 ADDITIONAL FAMILIES

4c

(Code) (Expenses \$ 3,353,855 including grants of \$ 1,364,797) (Revenue \$ 547,750)

THE AGENCY'S WEATHERIZATION TEAM CONDUCTS HOME ENERGY AUDITS FOR INCOME ELIGIBLE CENTRAL VERMONT HOUSEHOLDS THE TEAM AND PARTNERING CONTRACTORS FOLLOW UP WITH COST SAVINGS MEASURES SUCH AS ADDED INSULATION, DRAFT REDUCTION, HEATING SYSTEM EFFICIENCY IMPROVEMENTS, INSTALLATION OF ENERGY EFFICIENT LIGHTING, HOT WATER HEATER REPLACEMENT OR INSULATION, AND MORE IN ADDITION, THIS PROGRAM OFFERS EMERGENCY HEATING SYSTEM REPLACEMENTS OR REPAIRS TO ENSURE THE PROPER SAFETY AND FUNCTIONING OF THEIR HOME HEATING SYSTEMS 241 HOUSING UNITS WERE WEATHERIZED BENEFITTING 381 INDIVIDUALS

(Code) (Expenses \$ 3,348,785 including grants of \$ 1,075,318) (Revenue \$ 478,882)

HOUSING CENTRAL VERMONT COMMUNITY ACTION COUNCIL, INC. PROVIDES 9 AFFORDABLE HOUSING UNITS IN TWO BUILDINGS (HUD SECTION 8) IN RANDOLPH, VERMONT CALLED PROSPECT FOREST HOMES THIS GROUP OF FUNDS HOLDS THE PROPERTY, PLANT AND EQUIPMENT USED TO PROVIDE THESE HOUSING UNITS CVCAC'S MICRO BUSINESS DEVELOPMENT PROGRAM ASSISTS LOW TO MODERATE INCOME VERMONTERS INTERESTED IN IMPROVING THEIR ECONOMIC OUTLOOK THROUGH SELF-EMPLOYMENT THE COUNCIL OFFERS COMPREHENSIVE TRAININGS IN BUSINESS BASICS INDIVIDUALIZED COUNSELING IS PROVIDED TO PARTICIPANTS IN AREAS OF BUSINESS PLAN DEVELOPMENT, PRODUCT DEVELOPMENT, MARKETING, FINANCE, MANAGING EMPLOYEES, AND MUCH MORE 166 ENTREPRENEURS RECEIVED COUNSELING AND TECHNICAL ASSISTANCE ON STARTING OR EXPANDING A BUSINESS THROUGH THE MICRO BUSINESS DEVELOPMENT PROGRAM TANGIBLE ASSETS IS CVCAC'S MATCHED SAVINGS AND FINANCIAL LITERACY PROGRAM AFTER COMPLETING A COMPREHENSIVE FINANCIAL LITERACY CURRICULUM, CENTRAL VERMONTERS BEGAN ACCRUING SOME OF THEIR EARNED INCOME IN SAVINGS ACCOUNTS WHERE THEIR EFFORTS WERE MATCHED BY AS MUCH AS \$3 FOR EVERY \$1 DEPOSITED WITH ADDITIONAL FEDERAL GRANTS AND STATE OF VERMONT ALLOCATIONS, THE COUNCIL CONTINUES TO ENCOURAGE OTHER VERMONTERS TO BECOME FINANCIALLY LITERATE WHILE THEY ACCRUE ASSETS FOR POST-SECONDARY EDUCATION, BUSINESS DEVELOPMENT, OR HOME OWNERSHIP 248 PEOPLE ATTENDED FINANCIAL LITERACY WORKSHOPS OR RECEIVED ONE-TO-ONE FINANCIAL COUNSELING 72 CENTRAL VERMONTER'S SAVED TOWARDS AN ASSET THAT WILL PROVIDE LONG-TERM ECONOMIC SECURITY - A FIRST-TIME HOME, EDUCATION, OR BUSINESS THIS YEAR CVCAC PARTNERED WITH THE UNIVERSITY OF VERMONT EXTENSION TO RUN AN IDA PROGRAM FOR YOUTH SEEKING TO PURSUE CAREERS IN LOCAL AGRICULTURE THE VERMONT WOMEN'S BUSINESS CENTER (VWBC) SERVES WOMEN AROUND THE STATE THROUGH PARTNERSHIPS WITH COMMUNITY ACTION AGENCIES AND OTHER SERVICE PROVIDERS THE VWBC PROVIDES WOMEN WITH THE TRAINING, ASSISTANCE AND SUPPORT NEEDED TO START AND EXPAND SUCCESSFUL BUSINESSES, THEREBY PROMOTING ECONOMIC INDEPENDENCE AND HEALTHY COMMUNITIES 249 WOMEN STATEWIDE RECEIVED TRAINING, COUNSELING AND TECHNICAL ASSISTANCE FROM THE VERMONT WOMEN'S BUSINESS CENTER TO PURSUE DREAMS OF BUSINESS OWNERSHIP CVCAC'S CHILD CARE FOOD PROGRAM WORKED WITH 183 CHILD CARE PROVIDERS WHO PROVIDED HEALTHY, NUTRITIOUS MEALS AND SNACKS TO THE 1,819 CHILDREN IN THEIR CARE CVCAC HELPS APPROVED PROVIDERS ACCESS CCFP MEAL AND SNACK REIMBURSEMENTS THROUGH THE U.S. DEPARTMENT OF AGRICULTURE IN 2013, THE AGENCY'S TAX PREPARATION PROGRAM WAS TRANSFERRED FROM THE FCSS PROGRAM TO THE COMMUNITY ECONOMIC DEVELOPMENT PROGRAM 822 HOUSEHOLDS RECEIVED PROFESSIONAL, NO-COST HELP COMPLETING AND FILING TAXES WITH THE IRS, RECEIVING THE FULL BENEFITS OF REFUNDS, CREDITS AND REBATES DUE HOUSEHOLDS RECEIVED \$1,446,297 IN REFUNDS, CREDITS AND REBATES THE VERMONT CAR COACH PROGRAM, A STATEWIDE PARTNERSHIP WITH THE VERMONT DEPARTMENT FOR CHILDREN AND FAMILIES AND VOCATIONAL REHABILITATION, ASSISTS INDIVIDUALS IN SECURING LOANS TO PURCHASE QUALITY CARS AND MAKING CAR REPAIRS PARTICIPANTS RECEIVE EDUCATIONAL INFORMATION AND GUIDANCE ON CREDIT ISSUES, FINDING AND TEST DRIVING CARS, AND POST PURCHASE REPAIRS AND MAINTENANCE ISSUES 329 VERMONTERS FOUND AND MAINTAINED RELIABLE TRANSPORTATION WITH SUPPORT FROM THE VERMONT CAR COACH PROGRAM SUCCESSFUL COMPLETION OF A US DOL-ETA FUNDED VERMONT GREEN GRANT SOLIDIFIED THE AGENCY'S REPUTATION OF SUCCESSFULLY IMPLEMENTING AND MANAGING COMPLEX MULTI-YEAR FEDERAL JOB TRAINING-RELATED GRANTS THE WORKFORCE DEVELOPMENT PROGRAM ENTERED INTO A CONSULTING CONTRACT WITH VERMONT TECHNICAL COLLEGE (VTC) TO ADVISE ON COMPLIANCE ISSUES, PROGRAM IMPLEMENTATION, POLICY DEVELOPMENT, SYSTEMS DEVELOPMENT, LIAISON WITH THE REGIONAL OFFICE, AND REPORTING ON THEIR \$3+ MILLION US DOL TAACCCT GRANT TO DEVELOP THE INSTITUTE FOR FOOD SYSTEMS AND SUSTAINABLE AGRICULTURE THE RELATIONSHIP IS PROGRESSING WELL THUS FAR, AND DISCUSSIONS HAVE BEGUN TO PUT A NEW CONTRACT IN PLACE FOR 2014 WITH FUNDING FROM THE STATE OF VERMONT, WORKFORCE DEVELOPMENT ADMINISTERED THE REGIONAL WORKFORCE PARTNERSHIP THE FINAL ACTIVITY/DELIVERABLE OF THIS YEAR'S PROGRAM, THE CENTRAL VERMONT BUSINESS SURVEY, (CONDUCTED BY CVCAC'S PARTNER, THE CENTRAL VERMONT ECONOMIC DEVELOPMENT CORPORATION) WILL BE COMPLETED IN PROGRAM YEAR 2014 WHILE A NEW GRANT IS CURRENTLY NOT IN PLACE, WORD FROM THE VERMONT DEPARTMENT OF LABOR IS THAT FUNDINGS FOR PROGRAM YEAR 2014 IS AVAILABLE AND A COMPETITION WILL BE ANNOUNCED SOON THE LAST TRAINING IN PARTNERSHIP FOR SUCCESS (TIPS) PROGRAM YEAR ENDED ON OCTOBER 31ST AND, WHILE THE NEW GRANT HAS NOT YET LANDED, CVCAC HAS BEEN INFORMED IT IS ON THE WAY DESPITE STRONG OUTCOMES STATEWIDE AND DUE LARGELY TO BUDGET CONSTRAINTS, TIPS TOOK A 27% FUNDING CUT FOR THE YEAR AHEAD WHILE THIS IS OBVIOUSLY A SETBACK THE AGENCY INTENDS TO MAINTAIN A 20+ HOURS/WEEK COORDINATOR, WITH SUPPLEMENTAL FUNDING LINED UP BY SERVING FOLKS ELIGIBLE FOR HIGH SCHOOL COMPLETION FUNDING THROUGH THE VERMONT DEPARTMENT OF EDUCATION CVCAC IS AN ACTIVE MEMBER OF VERMONT'S COMMUNITY SERVICES BLOCK GRANT AGENCY NETWORK THAT PROVIDES FAMILY DEVELOPMENT AND EMERGENCY SERVICES THROUGHOUT THE STATE CSBG FUNDS ARE FEDERAL PASS-THROUGH RESOURCES ADMINISTERED BY THE STATE OF VERMONT OFFICE OF ECONOMIC OPPORTUNITY CSBG IS AN IMPORTANT SOURCE OF BOTH DISCRETIONARY AND PROGRAMMATIC RESOURCES THAT ARE USED TO LEVERAGE OTHER SOURCES OF FUNDING, WHICH ENABLES STAFF TO ADDRESS THE FOLLOWING GOALS 1) LOW-INCOME PEOPLE BECOME MORE SELF-SUFFICIENT, 2) CONDITIONS IN WHICH LOW-INCOME PEOPLE LIVE ARE IMPROVED, 3) LOW-INCOME PEOPLE OWN A STAKE IN THEIR COMMUNITIES, 4) PARTNERSHIP AMONG SUPPORTERS AND PROVIDERS OF SERVICES TO LOW-INCOME PEOPLE ARE ACHIEVED, 5) AGENCIES INCREASE THEIR CAPACITY TO ACHIEVE RESULTS, AND 6) LOW-INCOME PEOPLE, ESPECIALLY VULNERABLE POPULATIONS, ACHIEVE THEIR POTENTIAL BY STRENGTHENING THEIR FAMILY AND OTHER SUPPORT SYSTEMS

4d

Other program services (Describe in Schedule O)

(Expenses \$ 3,348,785 including grants of \$ 1,075,318) (Revenue \$ 478,882)

4e

Total program service expenses

14,290,377

Form 990 (2012)

Part IV

Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A 	1 Yes	
2 Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)? 	2 Yes	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3	No
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II	4	No
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III	5	No
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I 	6	No
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II 	7	No
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III 	8	No
9 Did the organization report an amount in Part X, line 21 for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV 	9	No
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V 	10	No
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI 	11a Yes	
b Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII 	11b	No
c Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII 	11c	No
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX 	11d Yes	
e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X 	11e Yes	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X 	11f Yes	
12a Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII 	12a Yes	
b Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional 	12b	No
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13	No
14a Did the organization maintain an office, employees, or agents outside of the United States?	14a	No
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV	14b	No
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? If "Yes," complete Schedule F, Parts II and IV	15	No
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? If "Yes," complete Schedule F, Parts III and IV	16	No
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions)	17	No
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18	No
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19	No
20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a	No
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b	

Part IV

Checklist of Required Schedules (continued)

21	Did the organization report more than \$5,000 of grants and other assistance to any government or organization in the United States on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	21		No
22	Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>	22	Yes	
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	23		No
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25</i>	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>	25a		No
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>	25b		No
26	Was a loan to or by a current or former officer, director, trustee, key employee, highest compensated employee, or disqualified person outstanding as of the end of the organization's tax year? <i>If "Yes," complete Schedule L, Part II</i>	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>	27		No
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
a	A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28a		No
b	A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28b		No
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>	28c		No
29	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i> . . .	29		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>	33		No
34	Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>	34		No
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		No
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	35b		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	36		No
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>	37		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O	38	Yes	

Part V

Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response to any question in this Part V

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable.	421	
1b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable.	0	
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	Yes	
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return.	250	
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions).	Yes	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	Yes	
b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O.	Yes	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		No
b	If "Yes," enter the name of the foreign country: _____ See instructions for filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		No
c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
7	Organizations that may receive deductible contributions under section 170(c).		
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?		No
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8822?		No
d	If "Yes," indicate the number of Forms 8822 filed during the year.	7d	
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e	No
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f	No
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g	No
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h	No
8	Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?	8	
9	Sponsoring organizations maintaining donor advised funds.		
a	Did the organization make any taxable distributions under section 4966?	9a	
b	Did the organization make a distribution to a donor, donor advisor, or related person?	9b	
10	Section 501(c)(7) organizations. Enter		
a	Initiation fees and capital contributions included on Part VIII, line 12.	10a	
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities.	10b	
11	Section 501(c)(12) organizations. Enter		
a	Gross income from members or shareholders.	11a	
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them).	11b	
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a	
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year.	12b	
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		
a	Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O.	13a	
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans.	13b	
c	Enter the amount of reserves on hand.	13c	
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a	No
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O.	14b	

Part VI

Governance, Management, and Disclosure

For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

Check if Schedule O contains a response to any question in this Part VI

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	14	
If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O			
b	Enter the number of voting members included in line 1a, above, who are independent	14	
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2	No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3	No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4	No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5	No
6	Did the organization have members or stockholders?	6	No
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a	No
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b	No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following		
a	The governing body?	8a	Yes
b	Each committee with authority to act on behalf of the governing body?	8b	Yes
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9	No

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	10a	No
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b	
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	Yes
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	Yes
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	12c	Yes
13	Did the organization have a written whistleblower policy?	13	Yes
14	Did the organization have a written document retention and destruction policy?	14	Yes
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
a	The organization's CEO, Executive Director, or top management official	15a	Yes
b	Other officers or key employees of the organization	15b	No
If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions)			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a	No
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b	

Section C. Disclosure

17	List the States with which a copy of this Form 990 is required to be filed	VT
18	Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply. ☐ Own website ☐ Another's website ☒ Upon request ☐ Other (explain in Schedule O)	
19	Describe in Schedule O whether (and if so, how), the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year	
20	State the name, physical address, and telephone number of the person who possesses the books and records of the organization	SHARON BERNARD 20 GABLE PLACE BARRE, VT (802) 479-1053

Part VII

Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response to any question in this Part VII

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

- 1a Complete this table for all persons required to be listed Report compensation for the calendar year ending with or within the organization's tax year
- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation Enter -0- in columns (D), (E), and (F) if no compensation was paid

List all of the organization's **current** key employees, if any See instructions for definition of "key employee "

List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations

List all of the organization's **former** officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations

List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations

List persons in the following order individual trustees or directors, institutional trustees, officers, key employees, highest compensated employees, and former such persons

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(1) HAL COHEN EXECUTIVE DIRECTOR	45 00	X						123,926	0	3,519
(2) MICHAEL SHERMAN PRESIDENT	1 00	X		X				0	0	0
(3) EILEEN BRADLEY TREASURER	1 00	X		X				0	0	0
(4) SANDRA LOVEJOY PARTICIPANT SECTOR REPRESE	1 00	X						0	0	0
(5) CAROL O'NEILL PRIVATE SECTOR REPRESENTAT	1 00	X						0	0	0
(6) RUBIN BENNETT SECRETARY	1 00	X		X				0	0	0
(7) DEB MARKOWITZ PUBLIC SECTOR REPRESENTATI	1 00	X						0	0	0
(8) LORI BELDING VICE PRESIDENT	1 00	X		X				0	0	0
(9) ADAM ROSEN PRIVATE SECTOR REPRESENTAT	1 00	X						0	0	0
(10) BOBBISUE CHAMPNEY PARTICIPANT SECTOR REPRESE	1 00	X						0	0	0
(11) MICHELE PACKARD PARTICIPANT SECTOR REPRESE	1 00	X						0	0	0
(12) JAY ISAKSON PARTICIPANT SECTOR REPRESE	1 00	X						0	0	0
(13) FAITH RYAN PARTICIPANT SECTOR ALTERNA	1 00	X						0	0	0
(14) HEATHER PAYE PARTICIPANT SECTOR ALTERNA	1 00	X						0	0	0
(15) KAREN DYER PARTICIPANT SECTOR ALTERNA	1 00	X						0	0	0

Part VII

1b	Sub-Total			
c	Total from continuation sheets to Part VII, Section A			
d	Total (add lines 1b and 1c)	123,926	0	3,519

2 Total number of individuals (including but not limited to those l
\$100,000 of reportable compensation from the organization▶1

		Yes	No
3	Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>	3	No
4	For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>	4	No
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>	5	No

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization ►0

Part VIII

Statement of Revenue

Check if Schedule O contains a response to any question in this Part VIII

				(A)	(B)	(C)	(D)	
				Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512, 513, or 514	
Contributions, Gifts, Grants and Other Similar Amounts	1a	Federated campaigns . . .	1a	45,642				
	b	Membership dues	1b					
	c	Fundraising events	1c					
	d	Related organizations	1d					
	e	Government grants (contributions)	1e	13,912,282				
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	1,306,446				
	g	Noncash contributions included in lines 1a-1f \$						
	h	Total. Add lines 1a-1f						15,264,370
Program Service Revenue			Business Code					
	2a	WEATHERIZATION	230000	547,750	99,759	447,991		
	b	HOUSING RENTALS	624200	84,385	84,385			
	c	COMMUNITY ECONOMIC DEVELOPMENT	624200	7,089	7,089			
	d							
	e							
	f	All other program service revenue		222,957	222,957			
	g	Total. Add lines 2a-2f			862,181			
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		9,897			9,897	
	4	Income from investment of tax-exempt bond proceeds . .						
	5	Royalties						
	6a	(i) Real		(ii) Personal				
	b	Less rental expenses						
	c	Rental income or (loss)						
	d	Net rental income or (loss)						
	7a	(i) Securities		(ii) Other				
		60,585		550,000				
		24,636		262,314				
		35,949		287,686				
	b	Less cost or other basis and sales expenses						
	c	Gain or (loss)						
	d	Net gain or (loss)		323,635	287,686		35,949	
	8a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18 . . .						
	a							
	b	Less direct expenses						
c	Net income or (loss) from fundraising events . .							
9a	Gross income from gaming activities See Part IV, line 19							
a								
b	Less direct expenses							
c	Net income or (loss) from gaming activities . .							
10a	Gross sales of inventory, less returns and allowances							
a								
b	Less cost of goods sold							
c	Net income or (loss) from sales of inventory . .							
Miscellaneous Revenue		Business Code						
11a								
b								
c								
d	All other revenue							
e	Total. Add lines 11a-11d							
12	Total revenue. See Instructions			16,460,083	701,876	447,991	45,846	

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns All other organizations must complete column (A)

Check if Schedule O contains a response to any question in this Part IX

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to governments and organizations in the United States See Part IV, line 21				
2 Grants and other assistance to individuals in the United States See Part IV, line 22	4,682,029	4,682,029		
3 Grants and other assistance to governments, organizations, and individuals outside the United States See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	134,735	114,021	19,953	761
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	6,073,449	5,142,232	897,180	34,037
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	63,625	53,641	9,604	380
9 Other employee benefits	1,456,446	1,227,910	219,850	8,686
10 Payroll taxes	477,243	402,357	72,040	2,846
11 Fees for services (non-employees)				
a Management				
b Legal	2,815	2,815		
c Accounting	102,151	301	101,850	
d Lobbying				
e Professional fundraising services See Part IV, line 17				
f Investment management fees				
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)				
12 Advertising and promotion				
13 Office expenses	198,700	125,744	71,653	1,303
14 Information technology				
15 Royalties				
16 Occupancy	914,335	811,054	102,405	876
17 Travel	345,933	331,118	14,082	733
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	32,537	28,409	4,128	
20 Interest	36,384	36,384		
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	122,535	121,023	1,512	
23 Insurance				
24 Other expenses Itemize expenses not covered above (List miscellaneous expenses in line 24e If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O)				
a DISASTER CASE MGMT PASS	490,160	490,160		
b CONTRACTUAL	436,082	434,918		1,164
c OTHER	284,694	265,998	18,351	345
d DUES AND SUBSCRIPTIONS	33,962	20,263	13,699	
e All other expenses				
25 Total functional expenses. Add lines 1 through 24e	15,887,815	14,290,377	1,546,307	51,131
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation Check here if following SOP 98-2 (ASC 958-720)				

Part X

Balance Sheet

Check if Schedule O contains a response to any question in this Part X

☐

				(A)		(B)
				Beginning of year		End of year
Assets	1	Cash—non-interest-bearing		18,141	1	24,918
	2	Savings and temporary cash investments		2,174,938	2	1,668,064
	3	Pledges and grants receivable, net		1,195,454	3	1,199,159
	4	Accounts receivable, net		525,006	4	575,870
	5	Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L			5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) Complete Part II of Schedule L			6	
	7	Notes and loans receivable, net			7	
	8	Inventories for sale or use		137,714	8	122,213
	9	Prepaid expenses and deferred charges		107,365	9	130,205
	10a	Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	10a7,197,594			
	b	Less accumulated depreciation	10b957,114	2,513,365	10c	6,240,480
	11	Investments—publicly traded securities		19,859	11	100
	12	Investments—other securities See Part IV, line 11			12	
	13	Investments—program-related See Part IV, line 11			13	
	14	Intangible assets			14	
	15	Other assets See Part IV, line 11		562,380	15	170,386
	16	Total assets. Add lines 1 through 15 (must equal line 34)		7,254,222	16	10,131,395
Liabilities	17	Accounts payable and accrued expenses		1,308,023	17	1,542,488
	18	Grants payable			18	
	19	Deferred revenue		739,503	19	858,750
	20	Tax-exempt bond liabilities			20	
	21	Escrow or custodial account liability Complete Part IV of Schedule D			21	
	22	Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L			22	
	23	Secured mortgages and notes payable to unrelated third parties		595,437	23	2,589,320
	24	Unsecured notes and loans payable to unrelated third parties			24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24) Complete Part X of Schedule D		268,478	25	225,788
	26	Total liabilities. Add lines 17 through 25		2,911,441	26	5,216,346
Net Assets or Fund Balances	Organizations that follow SFAS 117 (ASC 958), check here ☒ and complete lines 27 through 29, and lines 33 and 34.					
	27	Unrestricted net assets		2,938,891	27	3,966,300
	28	Temporarily restricted net assets		1,403,890	28	948,749
	29	Permanently restricted net assets			29	
	Organizations that do not follow SFAS 117 (ASC 958), check here ☐ and complete lines 30 through 34.					
	30	Capital stock or trust principal, or current funds			30	
	31	Paid-in or capital surplus, or land, building or equipment fund			31	
	32	Retained earnings, endowment, accumulated income, or other funds			32	
	33	Total net assets or fund balances		4,342,781	33	4,915,049
	34	Total liabilities and net assets/fund balances		7,254,222	34	10,131,395

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response to any question in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	16,460,083
2	Total expenses (must equal Part IX, column (A), line 25)	2	15,887,815
3	Revenue less expenses Subtract line 2 from line 1	3	572,268
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	4,342,781
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	0
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	4,915,049

Part XII Financial Statements and Reporting

Check if Schedule O contains a response to any question in this Part XII

		Yes	No
1	Accounting method used to prepare the Form 990 ☐ Cash ☒ Accrual ☐ Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis	2a	No
b	Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both ☒ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis	2b	Yes
c	If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O	2c	Yes
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	3a	Yes
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits	3b	Yes

SCHEDULE A
(Form 990 or 990EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

► Attach to Form 990 or Form 990-EZ. ► See separate instructions.

OMB No 1545-0047

2012

Open to Public Inspection

Name of the organization CENTRAL VERMONT COMMUNITY ACTION COUNCIL	Employer identification number 03-0216254
--	--

Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is (For lines 1 through 11, check only one box)

- 1

☐

A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
- 2

☐

A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E)
- 3

☐

A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4

☐

A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state _____
- 5

☐

An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II)
- 6

☐

A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7

☒

An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II)
- 8

☐

A community trust described in **section 170(b)(1)(A)(vi)** (Complete Part II)
- 9

☐

An organization that normally receives (1) more than 33¹/₃% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33¹/₃% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See **section 509(a)(2).** (Complete Part III)
- 10

☐

An organization organized and operated exclusively to test for public safety See **section 509(a)(4).**
- 11

☐

An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2) See **section 509(a)(3).** Check the box that describes the type of supporting organization and complete lines 11e through 11h

a

☐

Type I

b

☐

Type II

c

☐

Type III - Functionally integrated

d

☐

Type III - Non-functionally integrated
- e

☐

By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2)
- f

☐

If the organization received a written determination from the IRS that it is a Type I, Type II, or Type III supporting organization, check this box
- g

☐

Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?

(i) A person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the supported organization?

11g(i)

Yes

No

(ii) A family member of a person described in (i) above?

11g(ii)

Yes

No

(iii) A 35% controlled entity of a person described in (i) or (ii) above?

11g(iii)

Yes

No

h

☐

Provide the following information about the supported organization(s)

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1 - 9 above or IRC section (see instructions))	(iv) Is the organization in col (i) listed in your governing document?		(v) Did you notify the organization in col (i) of your support?		(vi) Is the organization in col (i) organized in the U S ?		(vii) Amount of monetary support
			Yes	No	Yes	No	Yes	No	
Total									

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990EZ.

Cat No 11285F

Schedule A (Form 990 or 990-EZ) 2012

Part II

Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)
(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support						
Calendar year (or fiscal year beginning in) ▶	(a) 2008	(b) 2009	(c) 2010	(d) 2011	(e) 2012	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants ")	12,160,561	14,741,029	18,249,126	20,122,870	15,264,370	80,537,956
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	12,160,561	14,741,029	18,249,126	20,122,870	15,264,370	80,537,956
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4						80,537,956

Section B. Total Support							
Calendar year (or fiscal year beginning in) ▶		(a) 2008	(b) 2009	(c) 2010	(d) 2011	(e) 2012	(f) Total
7	Amounts from line 4	12,160,561	14,741,029	18,249,126	20,122,870	15,264,370	80,537,956
8	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	24,124	27,627	8,837	5,125	9,897	75,610
9	Net income from unrelated business activities, whether or not the business is regularly carried on	84,106					84,106
10	Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)	308,325			66,144		374,469
11	Total support (Add lines 7 through 10)						81,072,141
12	Gross receipts from related activities, etc (see instructions)					12	336,625
13	First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and stop here ▶						

Section C. Computation of Public Support Percentage			
14	Public support percentage for 2012 (line 6, column (f) divided by line 11, column (f))	14	99.340 %
15	Public support percentage for 2011 Schedule A, Part II, line 14	15	98.920 %
16a	33 1/3% support test—2012. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization ☒		
b	33 1/3% support test—2011. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization ☐		
17a	10%-facts-and-circumstances test—2012. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization ☐		
b	10%-facts-and-circumstances test—2011. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization ☐		
18	Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ☐		

Part IIISupport Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 9 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support						
Calendar year (or fiscal year beginning in) ▶	(a) 2008	(b) 2009	(c) 2010	(d) 2011	(e) 2012	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support (Subtract line 7c from line 6.)						

Section B. Total Support						
Calendar year (or fiscal year beginning in) ▶	(a) 2008	(b) 2009	(c) 2010	(d) 2011	(e) 2012	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						
14 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and stop here ▶						

Section C. Computation of Public Support Percentage			
15 Public support percentage for 2012 (line 8, column (f) divided by line 13, column (f))	15		
16 Public support percentage from 2011 Schedule A, Part III, line 15	16		

Section D. Computation of Investment Income Percentage			
17 Investment income percentage for 2012 (line 10c, column (f) divided by line 13, column (f))	17		
18 Investment income percentage from 2011 Schedule A, Part III, line 17	18		
19a 33 1/3% support tests—2012. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization ▶			
b 33 1/3% support tests—2011. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization ▶			
20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions ▶			

Part IV **Supplemental Information.** Complete this part to provide the explanations required by Part II, line 10; Part II, line 17a or 17b; and Part III, line 12. Also complete this part for any additional information. (See instructions).

Facts And Circumstances Test

Explanation

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

OMB No 1545-0047

2012

Open to Public Inspection

Name of the organization
CENTRAL VERMONT COMMUNITY ACTION COUNCIL

Employer identification number
03-0216254

Part I

Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" to Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year	
2	Aggregate contributions to (during year)	
3	Aggregate grants from (during year)	
4	Aggregate value at end of year	
5	Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes☐ No	
6	Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? ☐ Yes☐ No	

Part II

Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7.

1

Purpose(s) of conservation easements held by the organization (check all that apply)

☐ Preservation of land for public use (e g , recreation or education)☐ Preservation of an historically important land area☐ Protection of natural habitat☐ Preservation of a certified historic structure☐ Preservation of open space

2

Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year

	Held at the End of the Year
a	Total number of conservation easements
b	Total acreage restricted by conservation easements
c	Number of conservation easements on a certified historic structure included in (a)
d	Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register

3

Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶_____

4

Number of states where property subject to conservation easement is located ▶_____

5

Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?

☐ Yes☐ No

6

Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easements during the year ▶_____

7

Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year ▶\$ _____

8

Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?

☐ Yes☐ No

9

In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements

Part III

Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" to Form 990, Part IV, line 8.

1a

If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items

b

If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items

(i) Revenues included in Form 990, Part VIII, line 1

▶\$ _____

(ii) Assets included in Form 990, Part X

▶\$ _____

2

If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items

a

Revenues included in Form 990, Part VIII, line 1

▶\$ _____

b

Assets included in Form 990, Part X

▶\$ _____

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Cat No 52283D

Schedule D (Form 990) 2012

Part III

Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

3

Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply)

a

☐ Public exhibition

d

☐ Loan or exchange programs

b

☐ Scholarly research

e

☐ Other

c

☐ Preservation for future generations

4

Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII

5

During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?

☐ Yes

☐ No

Part IV

Escrow and Custodial Arrangements. Complete if the organization answered "Yes" to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a

Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?

☐ Yes

☐ No

b

If "Yes," explain the arrangement in Part XIII and complete the following table

c

Beginning balance

d

Additions during the year

e

Distributions during the year

f

Ending balance

	Amount
1c	
1d	
1e	
1f	

2a

Did the organization include an amount on Form 990, Part X, line 21?

☐ Yes

☐ No

b

If "Yes," explain the arrangement in Part XIII Check here if the explanation has been provided in Part XIII

☐

Part V

Endowment Funds. Complete if the organization answered "Yes" to Form 990, Part IV, line 10.

	(a)Current year	(b)Prior year	b (c)Two years back	(d)Three years back	(e)Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

2

Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as

a

Board designated or quasi-endowment

b

Permanent endowment

c

Temporarily restricted endowment

The percentages in lines 2a, 2b, and 2c should equal 100%

3a

Are there endowment funds not in the possession of the organization that are held and administered for the organization by

(i) unrelated organizations

3a(i)

Yes

No

(ii) related organizations

3a(ii)

Yes

No

b

If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?

3b

Yes

No

4

Describe in Part XIII the intended uses of the organization's endowment funds

Part VI

Land, Buildings, and Equipment. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		209,818		209,818
b Buildings		6,516,995	716,995	5,800,000
c Leasehold improvements		59,755	43,404	16,351
d Equipment		411,026	196,715	214,311
e Other				
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c).)				6,240,480

Schedule D (Form 990) 2012

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return					
1	Total revenue, gains, and other support per audited financial statements			1	16,172,397
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12				
a	Net unrealized gains on investments	2a			
b	Donated services and use of facilities	2b			
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIII)	2d			
e	Add lines 2a through 2d			2e	0
3	Subtract line 2e from line 1			3	16,172,397
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIII)	4b	287,686		
c	Add lines 4a and 4b		4c		
5	Total revenue Add lines 3 and 4c . (This must equal Form 990, Part I, line 12)			5	16,460,083
Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return					
1	Total expenses and losses per audited financial statements			1	15,887,815
2	Amounts included on line 1 but not on Form 990, Part IX, line 25				
a	Donated services and use of facilities	2a			
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIII)	2d			
e	Add lines 2a through 2d			2e	0
3	Subtract line 2e from line 1			3	15,887,815
4	Amounts included on Form 990, Part IX, line 25, but not on line 1 :				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIII)	4b			
c	Add lines 4a and 4b		4c		
5	Total expenses Add lines 3 and 4c . (This must equal Form 990, Part I, line 18)			5	15,887,815

Part XIII Supplemental Information

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part IV, lines 1b and 2b, Part V, line 4, Part X, line 2, Part XI, lines 2d and 4b, and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

Identifier	Return Reference	Explanation
DESCRIPTION OF UNCERTAIN TAX POSITIONS UNDER FIN 48	PART X, LINE 2	ACCOUNTING STANDARD CODIFICATION NO. 740, "ACCOUNTING FOR INCOME TAXES," ESTABLISHED THE MINIMUM THRESHOLD FOR RECOGNIZING, AND A SYSTEM FOR MEASURING, THE BENEFITS OF TAX RETURN POSITIONS IN FINANCIAL STATEMENTS. THE COUNCIL HAS ANALYZED THE ORGANIZATION'S TAX POSITION TAKEN ON ITS INCOME TAX RETURNS FOR THE YEARS (2009 THROUGH 2012), FOR THE PURPOSES OF IMPLEMENTATION, AND HAS CONCLUDED THAT NO ADDITIONAL PROVISION FOR INCOME TAXES IS NECESSARY IN THE COUNCIL'S FINANCIAL STATEMENTS.
PART XI, LINE 4B - OTHER ADJUSTMENTS		GAIN ON DISPOSAL OF PROPERTY

Schedule I
(Form 990)

Department of the Treasury
Internal Revenue Service

Grants and Other Assistance to Organizations,
Governments and Individuals in the United States

Complete if the organization answered "Yes," to Form 990, Part IV, line 21 or 22.
▶ Attach to Form 990

OMB No 1545-0047

2012

Open to Public
Inspection

Name of the organization
CENTRAL VERMONT COMMUNITY ACTION COUNCIL

Employer identification number
03-0216254

Part I

General Information on Grants and Assistance

- 1

Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?

☒ Yes ☐ No
- 2

Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States

Part II

Grants and Other Assistance to Governments and Organizations in the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance

2

Enter total number of section 501(c)(3) and government organizations listed in the line 1 table

▶

3

Enter total number of other organizations listed in the line 1 table

▶

Part III

Grants and Other Assistance to Individuals in the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 22.
Part III can be duplicated if additional space is needed.

(a)Type of grant or assistance	(b)Number of recipients	(c)Amount of cash grant	(d)Amount of non-cash assistance	(e)Method of valuation (book, FMV, appraisal, other)	(f)Description of non-cash assistance
(1) FOOD FOR CHILDREN IN DAYCARE HOME	1819	882,949			
(2) EMERGENCY SERVICES FOR INDIVIDUALS	11542	1,278,403			
(3) WEATHERIZATION AND EMERGENCY HEATING SYSTEM REPLACEMENTS AND REPAIRS FOR HOUSEHOLDS	381	1,364,797			
(4) CAR COACH	329	1,534			
(5) ASSETS FOR INDEPENENCE MATCH FOR SAVERS	72	146,224			
(6) FLOOD RELIEF FOR BUSINESS	40	1,008,122			

Part IV

Supplemental Information.

Complete this part to provide the information required in Part I, line 2, Part III, column (b), and any other additional information

Identifier	Return Reference	Explanation
		THE COUNCIL MAINTAINS CASE MANAGEMENT FILES TO TRACK THE GRANT ASSISTANCE TO INDIVIDUALS AND FAMILIES

SCHEDULE O

(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or to provide any additional information.
▶ Attach to Form 990 or 990-EZ.

OMB No 1545-0047

2012

Open to Public
Inspection

Name of the organization CENTRAL VERMONT COMMUNITY ACTION COUNCIL	Employer identification number 03-0216254
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Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION B, LINE 11	A COPY OF THE ANNUAL FORM FORM 990 WILL BE GIVEN TO EACH BOARD MEMBER PRIOR TO FILING
	FORM 990, PART VI, SECTION B, LINE 12C	A CONFLICT OF INTEREST POLICY IS UPDATED AND SIGNED BY EACH BOARD MEMBER ON AN ANNUAL BASIS
	FORM 990, PART VI, SECTION B, LINE 15A	THE COMPENSATION OF THE EXECUTIVE DIRECTOR IS DELIBERATED AND APPROVED BY THE BOARD
	FORM 990, PART VI, SECTION C, LINE 19	GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND FINANCIAL STATEMENTS ARE AVAILABLE TO THE PUBLIC UPON REQUEST