



IDEAS *into* ACTION

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MESSAGE FROM THE EXECUTIVE DIRECTOR & THE PRESIDENT OF THE BOARD

Ideas have the power to change the world, and there is much that needs changing today. Looking locally, housing affordability and availability is a significant challenge in Vermont. Many of our fellow Vermonters and communities continue to struggle with housing insecurities that impact their lives and potential growth on a daily basis. We believe Vermont's housing challenges can be eased through the power of bold concepts and inspired action.

At Downstreet, ideas are fueled by our passion and drive to affect positive change in the lives of our friends and neighbors throughout Central Vermont. We pride ourselves on taking an inventive approach to our work by developing solutions that address the housing affordability gap, providing individuals and families with access to resources and services, and building strong, invested communities and neighborhoods. Transforming these intentions into impact plays an essential role in fulfilling our mission. As time evolves, so do the needs of our communities, and we know that we must always be in search of new and innovative ways to ensure Vermont's people and communities thrive.

In this annual report we will explore the journey our ideas take on their way to becoming meaningful action. We will walk you through our core values and methodology for identifying, selecting, and executing initiatives to strengthen Central Vermont, from real estate development projects, to mastering our existing services and expanding them for an even greater impact. You will get a look back at our successes of 2018, as we celebrate and reflect on our outcomes. And finally, we will give you a peek at our future plans to turn new thinking into bold action by building on our past successes and leveraging the knowledge, expertise, and partnerships we have developed throughout our 30+ years of work.

In peace & purpose,



Eileen Peltier

Executive Director



Tom Stevens

President, Board of Trustees



THE BASICS

The 'Why' & 'How' of Our Mission-Based Work



OUR MISSION

Downstreet strengthens the communities of Central Vermont by engaging with people, providing affordable homes, and connecting people to the resources and services they need to thrive.



OUR PURPOSE

Everyone deserves a home, but for many, an affordable and healthy place to live remains far out of reach. Downstreet exists to address this injustice. We make healthy homes and related resources accessible for our most income-insecure Vermonters.

Home is the foundation upon which we build our relationships, goals, and lifetime activities; it provides us with what we need in order to pursue a fulfilling life, and we believe that everyone deserves an opportunity to do so. Our vision is bold and our goals challenging, but we know we can succeed through the power of community and an unwavering commitment to our core values.

Together we can strengthen our neighborhoods and communities to achieve a Central Vermont that understands and supports the value of home for all.

OUR ROOTS & VALUES

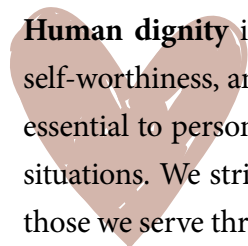
Founded in 1987, Downstreet was originally known as the Central Vermont Community Land Trust. Despite the name change in 2015, our roots as a community land trust have grown with our continued dedication to the success of our Central Vermont communities. Today we are responsible for over 50 rental properties, 165 single-family homes, and a range of services that provide more than 2,200 Vermonters with access to high-quality, safe places to live that are also financially viable. We cherish the role of being Central Vermont's mission-driven affordable housing provider.

Our organization is guided by a set of core principles that serve as a common thread through all aspects of our work.

We value **quality**, seizing every opportunity to maximize the impact and sustainability of our housing programs and services through the thoughtful creation of beautiful and healthy homes for the benefit of the individuals and communities we serve.



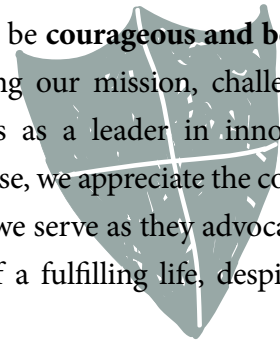
Human dignity is important to us. A strong sense of pride, self-worthiness, and belonging are tremendously powerful and essential to personal success, especially for those in vulnerable situations. We strive to do our best to impart these feelings to those we serve through our every intent and action.



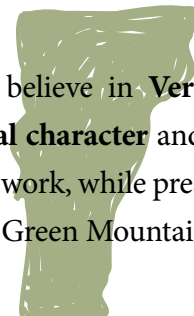
We understand the need to protect our environment and to promote a **healthy planet**. We are committed to environmentally-friendly and sustainable practices throughout all of our lines of business.



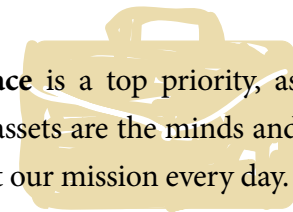
We embrace the need to be **courageous and bold** in our approach to fulfilling our mission, challenging assumptions and norms as a leader in innovative housing solutions; likewise, we appreciate the courage exhibited by the people we serve as they advocate for themselves in pursuit of a fulfilling life, despite the challenges they face.



We believe in **Vermont's small communities and rural character** and aim to strengthen both through our work, while preserving the beauty and charm that our Green Mountain State embodies.



Cultivating a **great workplace** is a top priority, as we believe that our greatest assets are the minds and hearts of those who carry out our mission every day.



METHODOLOGY

With all of the competing needs associated with our work, we are often asked about our method for determining what projects to take on and how to prioritize our efforts. Simply put, **we listen, research, and collaborate.**

LISTEN

No one understands the needs of a particular community better than those who live in it. The voices of residents, wellness providers, educators, elected officials, business owners, faith-based groups, and social service organizations act as a finger on the pulse of our communities. Whether we're renovating an existing property in our portfolio, developing an entirely new building, or adjusting current programs to better serve our customers, we encourage extensive community engagement in order to direct and focus our attention where it is needed most.

RESEARCH

Next, we dive into a deeper exploration of the challenges presented, and we carefully consider and research solutions. This is accomplished through continued engagement with the community, as well as commissioned assessments and market research, most often when planning real estate development projects. These efforts provide a more comprehensive understanding of the current situation and the most viable approaches to affecting positive change.

COLLABORATE

Part of our success can be attributed to our understanding that there is power in community, and this includes our collaborations with other service organizations and providers, municipalities, and community groups. We are fortunate to have access to Vermont's network of dedicated and talented individuals and organizations, and we believe that combining our respective strengths is the best way to serve our communities. Collaborations and partnerships are key ingredients to successful projects that provide real progress.

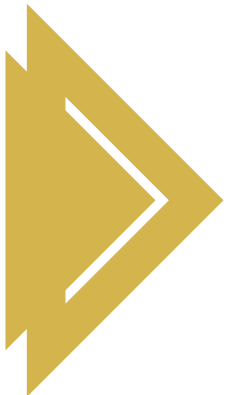
As a mission-based organization, we aspire to provide solutions for every problem and need in our communities. In reality, many of our projects can take years or even decades from conception to completion, and we need to be strategic in choosing where to focus our energy and resources. Understanding and appreciating what is possible within our capacity has allowed us to hone our skills in managing long-term horizons while staying mindful of our focus on community infrastructure, community partnership, and our organizational resiliency.



A LOOK BACK Celebrating 2018



As we look ahead on our path to fulfilling our mission, celebrating our successes and learning from our challenges is crucial. It is with this spirit that we dedicate these pages to reflecting upon our organizational developments throughout 2018.



Downstreet's Property and Asset Management team restructured their department and streamlined processes in order to provide a better customer service experience for residents. Among the resulting successes were faster response times to resident issues, a procedure for increasing preventative maintenance measures in order to reduce the number of emergency calls from residents, and reducing the number of evictions down to just one in 2018.

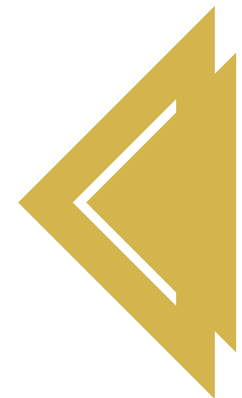


Above: Downstreet's Property & Asset Management Team.

Below: SASH Coordinator Maxine leads a wellness class for SASH participants in Lamoille county.



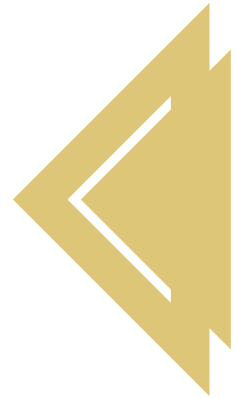
In our SASH Program, we added a ½ time SASH Program Manager position to oversee and facilitate the collaboration among all the SASH staff in the region, which includes staff at Barre Housing Authority, Randolph Area Community Development Corporation and Vermont State Housing Authority.





Above: Cheryl, Kira and Pattie from our HomeOwnership Center.

In our HomeOwnership Center, dedication to improve customer service meant changing to a new client management system that is more efficient and intuitive to use, making it easier to manager, track, and maintain relationships with clients. Due in part to these improvements, we were able to facilitate four times more home purchases over the past two years.



We are part of several collaborations that address the issue of homelessness in Vermont, including one with the Family Center of Washington County to place families experiencing homelessness in our rental properties. This collaboration was the result of a Continuum of Care initiative through the State of Vermont and is just one example of the many ways we address homelessness through our organization.



An annual resident satisfaction survey showed a 90% satisfaction rate with the professionalism and level of customer service they experienced and an 87% satisfaction rate with staff availability.



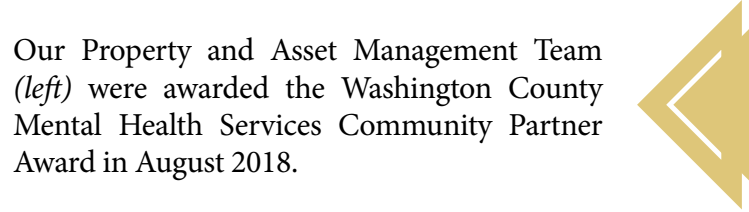
“Downstreet is more than just a housing provider...
THEY GO ABOVE AND BEYOND TO HELP PEOPLE.”

Abby
Downstreet Apartments

ACCOMPLISHMENTS & ACCOLADES



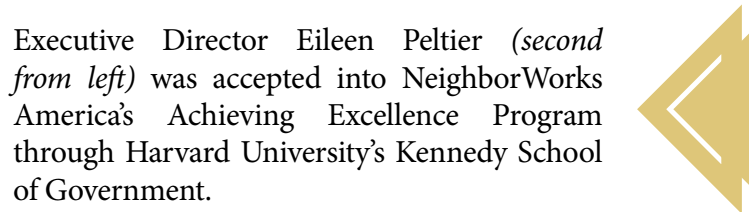
Our Senior Maintenance Technician Jack Leonard (*right*) was recognized by the Preservation Trust of Vermont for the stewardship of Green Mountain Seminary in Waterbury Center.



Our Property and Asset Management Team (*left*) were awarded the Washington County Mental Health Services Community Partner Award in August 2018.



Real Estate Development Project Manager Nicola Anderson (*right*) completed her NeighborWorks America Project Management Certificate.



Executive Director Eileen Peltier (*second from left*) was accepted into NeighborWorks America's Achieving Excellence Program through Harvard University's Kennedy School of Government.



Our Downstreet Apartments building in downtown Barre City received the Governor's Award for Environmental Excellence from the Vermont Agency of Community Development. This project was a partnership with Housing Vermont.



REAL ESTATE DEVELOPMENT PROJECTS

One of our distinguishing qualities as a mission-based organization is our real estate development expertise. Known for our long history of success in this area, we can influence the diversity of housing opportunities in our rural communities. The process for developing these complex housing projects requires years of work in planning, development, and funding before the design and build phase is even a possibility. Below is a timeline of three projects that saw major milestones in 2018.

TAYLOR STREET APARTMENTS

In 1998, the Montpelier Conservation Commission decided to transform an existing scrap yard in the city's downtown area into a multi-modal transit center. After two decades of obstacles related to environmental and site issues, budget challenges, and regulatory processes, we were approached to join the project as the housing developer, and we broke ground in the summer of 2018. With construction well underway, the resulting four-story building will create 30 new mixed-income apartments stationed above the City's first ever transit center, all conveniently located in the heart of our Capitol city. *(Follow the lifecycle of this project by looking at the green circles below)*



A Timeline of These Real Estate Development Projects

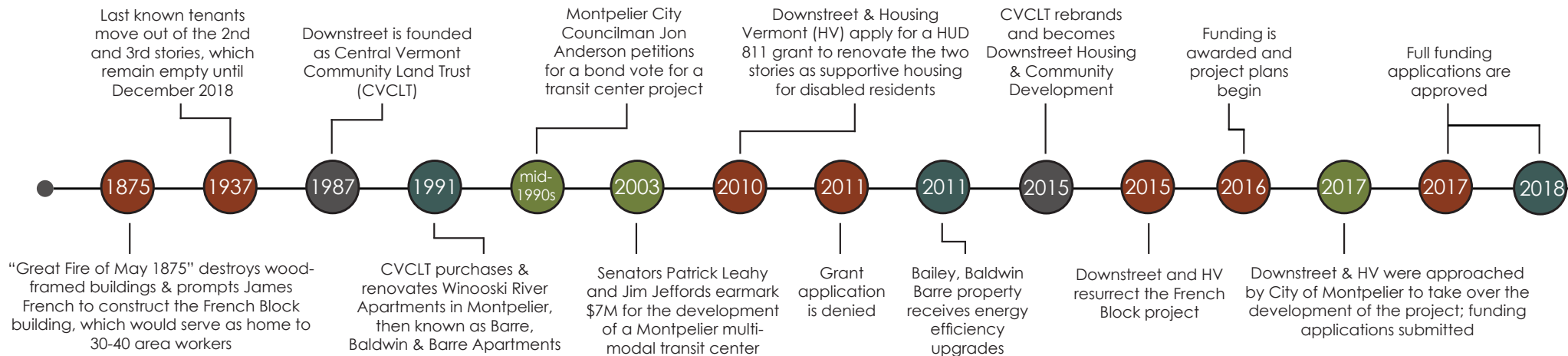




Photo credit: Sally McCay.

WINOOSKI RIVER APARTMENTS

The Winooski River Apartments, comprised of 15 apartments across three separate historic buildings in Montpelier, located on Bailey Avenue, Baldwin Street, and Barre Street, have been in our portfolio since the early 1990s. In 2018 each building underwent extensive renovations to ensure their ongoing operational affordability, to extend the useful life of the buildings by at least 20 years, and to increase energy efficiency. *(Follow the lifecycle of this project by looking at the blue circles below)*

FRENCH BLOCK APARTMENTS

Constructed in 1875, the historic French Block stands as the longest commercial block in downtown Montpelier. The two stories above the ground floor commercial space were originally used as housing for workers in the area. After sitting vacant for 75 years, we successfully brought the residential floors of this historic beauty back to life. The project encompassed new floor plans, creating 18 newly-constructed, energy-efficient apartments for low- and moderate-income households, while retaining the building's original historic characteristics. Our collaboration with Housing Vermont to develop these apartments was complimented by support from the City of Montpelier and Aubuchon Hardware, personifying the true spirit of cooperation for the greater good of the community. *(Follow the lifecycle of this project by looking at the red circles below)*

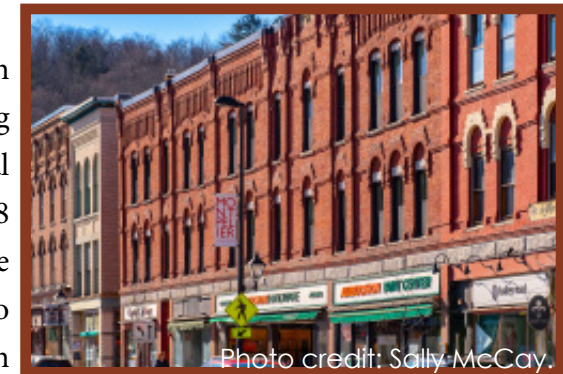
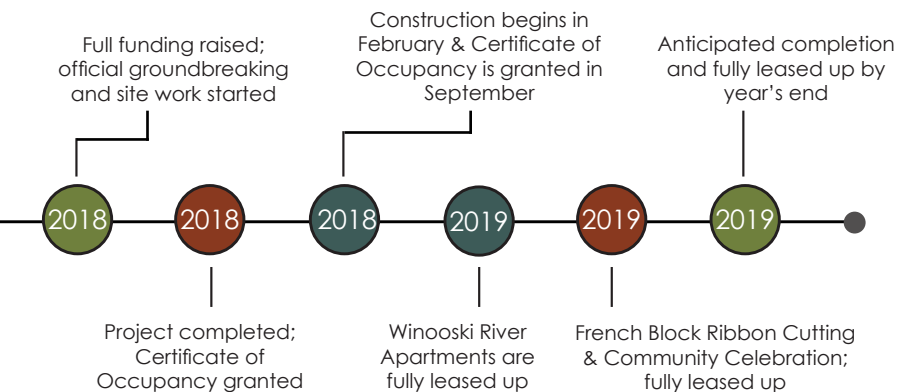


Photo credit: Sally McCay.



I am so grateful for the work that Downstreet has done in Montpelier. Their work to provide affordable housing has made Montpelier a more vibrant and diverse community.

MONTPELIER MAYOR
ANN WATSON



FINANCIAL STATEMENT

Balance Sheet

ASSETS

Cash

Operating	\$ 1,584,091
Restricted	\$ 404,633
Subtotal	<u>\$ 1,988,724</u>

Accounts Receivable

Revolving Loan Fund	\$ 4,101,171
Other	\$ 316,299
Subtotal	<u>\$ 4,417,470</u>

Construction in Process

\$ 69,952

Property & Equipment

Office Equipment	\$ 267,997
Leasehold	\$ 176,711
Improvements	
Land	\$ 1,772,135
Buildings & Appliances	\$ 11,982,905
Vehicles	\$ 66,687
Accumulated Depreciation	\$ (5,163,532)
Accumulated Amortization	
Other	\$ 849,670
Subtotal	<u>\$ 10,022,525</u>

TOTAL ASSETS

\$ 16,428,718

Liabilities

Accounts Payable	\$ 48,839
Accrued Other	\$ 96,900
Notes & Mortgages Payable	\$ 5,390,671

TOTAL LIABILITIES

\$ 5,536,410

Net Assets

\$ 10,370,824

TOTAL LIABILITIES & NET ASSETS

\$ 16,428,718

Income Statement

REVENUE

Asset & Property Mangement	\$ 1,000,664
Rental Property	\$ 998,091
Development Fees Income	\$ 555,459
Donations	\$ 199,273
Grant income - operating	\$ 273,124
Grant income - program	\$ 720,421
Grant income - RLF	\$ 78,113
Contract Revenue	\$ 23,291
HOC & Homeland Programs	\$ 41,317
Interest	\$ 15,139
RLF Fees	
Total Revenue	<u>\$ 3,904,891</u>

EXPENSES

Salaries	\$ 1,354,061
Fringe & Benefits	\$ 428,996
Management & General Admin	\$ 110,193
Rental Property	\$ 1,878,467
Resource Development	\$ 6,969
Real Estate Development	\$ 73,942
RLF Program	\$ -
HOC Program	\$ 79,978
Total Expenses	<u>\$ 3,932,605</u>

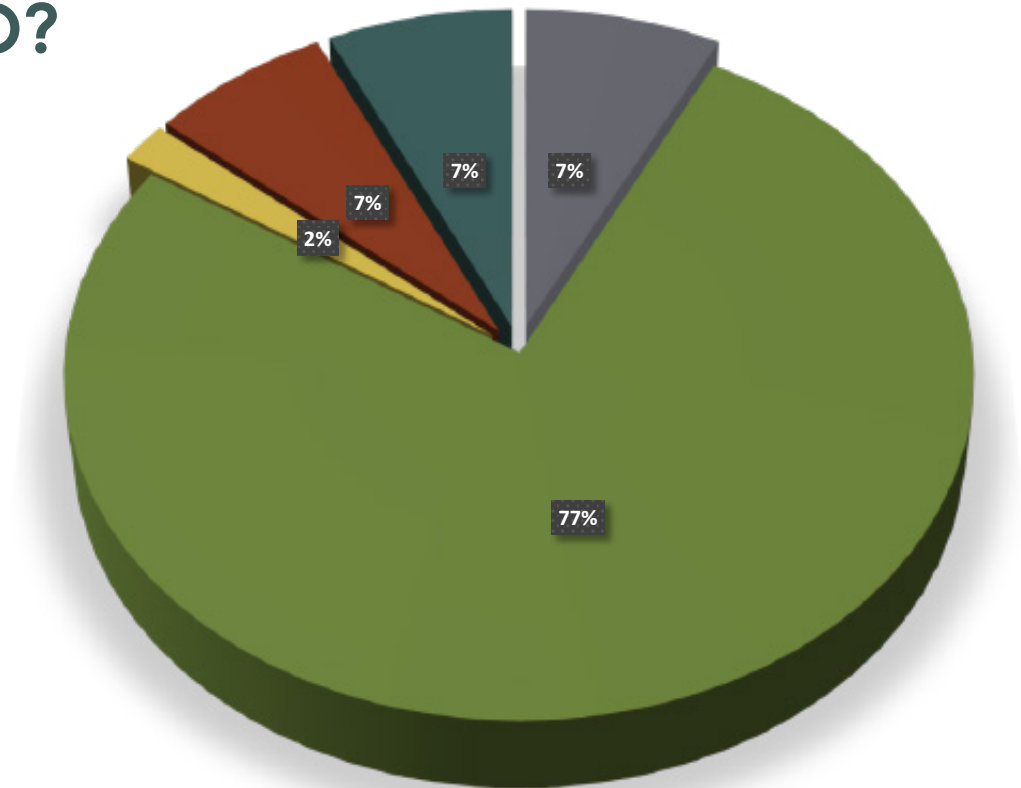
NET INCOME

\$ (27,714)

Depreciation	\$ 469,886
Deferred Interest Expense	\$ 36,498
Net income W/O Deprec & Deferred In	\$ 478,670

DRAFT FINANCIALS— DATA INCLUDES DOWNSTREET PROGRAMS
AND WHOLLY OWNED PROPERTIES, NOT PARTNERSHIP DATA.

WHERE DOES THE MONEY GO?



OUR BOARD OF TRUSTEES

Downstreet is guided by a Board of 12 volunteer members. The Board is structured in such a way as to represent the general population ("general" members); professionals holding prominent community positions, such as legislators, lobbyists, and leaders of the faith community ("public" representatives); and beneficiaries of Downstreet's programs and services ("resident" representatives).

Tom Stevens
President
Public Representative

Jamie Spector
Vice President
General Representative

Kevin Lunn
Treasurer
General Representative

Daniel Barlow
Secretary
Public Representative

Kevin Ellis
General Representative

Deborah Kahn
Resident Representative

Jeanne Richardson
Resident Representative

Auburn Watersong
Resident Representative

Carl Hilton VanOsdall
Public Representative

Charlie Merriman
General Representative

Michael Simmons
Resident Representative

Gwynn Zakov
Resident Representative



WHAT'S NEXT

Navigating the Future



OUR ROLE & STRENGTHS

“

To create a community means to create a place of belonging where all feel welcomed and valued. Downstreet continues to be the model in how this is best achieved through building not just homes, but partnerships and trust that create the foundations to support the well being of all people.

GREEN MOUNTAIN UNITED WAY
EXECUTIVE DIRECTOR
TAWNIA KRISTEN

”

Everything starts at home, and that is why we see housing as an influential platform for the delivery of vital programs and services that can benefit our communities. Our 30+ years of experience in the areas of community building, real estate development, home ownership building, cultivating partnerships for innovative collaboration, and pioneering solutions has provided us with a depth of knowledge and a collection of resources that we feel have a place in many of the difficult challenges our state faces. No matter the challenge, home is always a part of the solution, and we are ready to do our part, no matter how big or small, toward a brighter, better future for all.

“

Every Vermonter should have the peace of mind that comes with safe and affordable housing. I am inspired by Downstreet's work toward this important goal, and by the genuine collaboration of diverse partnerships the organization has built. Thank you for all you do for our state.

CONGRESSMAN
PETER WELCH

”

The following pages provide a brief look at some conceptual early-stage ideas as well as some newfound efforts that we are currently navigating for the greater good.

RESIDENCES 4 RECOVERY

Building Community for Recovery Through Housing

Across our Green Mountain State and our country, we have seen Substance Use Disorder (SUD) grow at an alarming rate in recent years, predominately with respect to opioids. The speed with which this disease has spread has overwhelmed our communities, with many of those suffering from SUD lacking the proper networks of care and support they require for successful recovery. Initiatives to slow the growth of this multi-generational crisis have seen progress; however, sufficient resources to assist those on the journey to recovery continues to be an area in critical need of improvement, particularly in terms of housing and community support.

In early 2018, the Governor's Opioid Coordination Council of VT identified Recovery Residences, a sober and supportive group housing model, as a critical link to recovery for thousands of Vermonters. To date, only a small number of these exist, with the majority located in Chittenden County, despite widespread cases of SUD throughout the state.

Today, we are proud to lead a statewide collaborative initiative of affordable housing and community partners with a unified goal to support Vermonters in recovery through the power of community and housing. As the leading organizer, we act as a catalyst by providing strategies and resources for



Downstreet hosted Congressman Peter Welch for the second Central Vermont Substance Misuse Roundtable Discussion.

the development and implementation of Recovery Residences throughout Vermont. We are perfectly positioned to bridge relations between affordable housing and SUD service providers and communities in order to maximize collaborative efforts to battle this epidemic and to secure the funding necessary to ensure permanent solutions.

Equally vital to our success is the establishment of a community of support for those struggling with SUD. Recovery Residences intentionally leave stigma at the door in order to enhance the powerfully healing effects of inclusion and belonging, and we



are hopeful that the same can be achieved in our local neighborhoods through continued education and engagement.

In 2017, it is estimated that 1,200 individuals, 14% of Vermonters, in treatment for SUD would have benefited from access to a Recovery Residence (Development Cycles (2019). *Housing: A Critical Link to Recovery: An Assessment of the Need for Recovery Residences in Vermont.*). The task is great and the need is urgent, but together we can overcome this crisis.

Residences 4 RECOVERY

Visit rr.downstreet.org/residences4recovery to learn more and get involved.

PARTNERS

Involved actors cover a wide range of fields, including affordable housing providers, private landlords, SUD Hub & Spoke members, existing Recovery Residences, municipalities and communities, legislators, healthcare providers, and all community members. Key partners include but are not limited to: The Governor's Opioid Coordination Council, Vermont Alliance of Recovery Residences, Vermont Housing & Conservation Board, The Hoehl Family Foundation, and NeighborWorks America.

OUR ROLE

- Act as the lead Residences 4 Recovery Initiative organizer
- Develop a toolkit of development strategies for Recovery Residences, to be shared statewide with non-profit housing providers
- Formulate strategies and resources to accelerate the successful adoption of Recovery Residences by initiative partners, municipalities, and the general public
- Unify and strengthen partnerships between housing groups and SUD service providers in order to support resident retention



Downstreet Executive Director Eileen Peltier speaks at Congressman Welch's roundtable discussion.

GOALS

- Development of at least 12 new Recovery Residences across Vermont
- A Vermont that offers a safe, inclusive, and understanding home to individuals in recovery
- Improve resident retention in affordable housing portfolio

NEIGHBORHOOD HOUSING PROGRAM

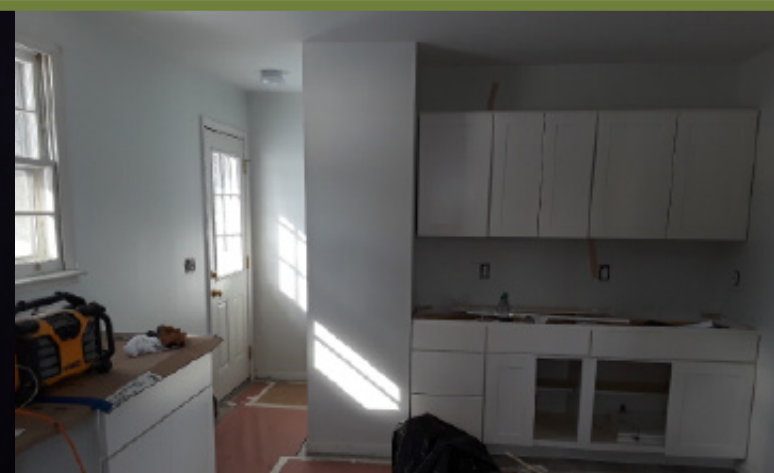
MAKING THE TOTAL-COST OF HOME OWNERSHIP VISIBLE

Home ownership can be a beautiful thing. Yet, when unexpected problems arise that call for repairs and investments to the home's structure and systems, unplanned expenses can really add up.

For our fellow Vermonters living on low-to-moderate incomes, these unforeseen costs can easily leave a family having to choose between necessities: do we replace our furnace or put food on the table? Moreover, these situations can wipe clean an individual's or a family's savings, dismantling years of financial planning for other important expenditures, such as education or medical expenses. The whole family feels this kind of impact, and now the home is no longer a beautiful thing. We have watched so many work incredibly hard to reach their goals, only to be thrown off course as a result of unanticipated costs.

Home ownership can be a powerful tool to a more balanced life, and we believe that everyone deserves the chance to access that tool. **Cue the Neighborhood Housing Program.** Currently in the pilot phase, this program is an effort to build a portfolio of completely renovated, energy efficient, lower total-cost homes for low-to-moderate income home buyers, while simultaneously improving the housing stock of Central Vermont.

Our involvement in this effort was born from our long-time, mutually beneficial working relationship with Housing Vermont, who approached us to pilot the program. Our HomeOwnership Center, consisting of a team of dedicated staff who help individuals and families achieve financial stability and realize their dreams of home ownership, will be administering the program from Downstreet's perspective. As a result of this initiative, low- and





moderate-income households will be provided the best opportunity to flourish with the peace of mind that comes with a solid, well-maintained house. Moreover, our communities will feel the benefits as well, as homes that would have otherwise continued to fall into disrepair will be given new life. And of course, our neighborhoods will thrive as they always do when we invest in the people who live in them.

PARTNERS

We were chosen to pilot this program by Housing Vermont, who will manage all renovation activities for the purchased homes. The financial needs for the purchase, renovation, and subsequent down-payment assistance grant is possible thanks to the Vermont Housing & Conservation Board and TD Bank.

OUR ROLE

- Select communities and properties with an emphasis on those in robust housing markets that are convenient to services and have access to jobs
- Market properties to match home owners to homes that work for them
- Provide financial education and support to home owners
- Act as a partner to home owners in sustaining environmentally and financially healthy homes
- Support home owners through the re-selling process

GOALS

- Push total cost of ownership below 40% of household budget (including mortgage, insurance, property taxes, maintenance, and utilities) for participants
- Create real opportunities for sustained home ownership for low- to moderate-income home buyers by setting them up for success
- Beautify and add residential diversity in neighborhoods overwhelmed by blighted properties

SMALL RESILIENT HOMES

A COST-FRIENDLY HOUSING OPTION FOR OUR RURAL ECONOMY

We are always looking to leverage our strategic partnerships in order to address Vermont's unique housing challenges through a collaborative approach, and our Small Resilient Homes project does just that. The pastoral nature of our beautiful state requires the constant need to balance the demand for housing market expansion against the cost of doing business in a rural economy. To help with this issue, we have joined forces with Norwich University in a pilot, the first in the state, to reduce the financial cost associated with developing new housing while continuing to make safe, healthy, and rewarding homes possible for our most vulnerable Vermonters, through the creation of tiny homes. Two new, custom-designed, energy-efficient small home (~400 sq. ft.) rentals will soon be nestled upon a vacant lot once inhabited by blighted, deteriorating housing in downtown Barre City. In our first application using these beautiful and efficient homes, designed by Norwich University's School of Architecture and Art, and in partnership with Washington County Mental Health Services, housing vouchers will be paired with the dwellings in order to serve individuals who have mental illness and/or are at high risk of becoming homeless or are currently experiencing homeless. With a Washington County Mental Health Services clinical office less than one mile away, this initiative is well-positioned to address a real and growing need in our community while reducing preventable instances of homelessness, all with a financial approach that makes sense.



OUR ROLE

- Project development and property management
- Maintain and ensure home environments meet the needs of our residents
- Work with our colleagues and partners to maximize wrap-around services required of our residents for a thriving living experience

GOALS

- Provide safe, stable, efficient homes for those who thrive in an individual home, versus community living situations (such as large apartment buildings)
- Offer affordable homes in a tight rental market
- Generate confidence in a new, modernized approach to cost-effective, environmentally sustainable affordable housing development in Vermont's rural settings



FAMILY SASH

A FAMILY-ORIENTED SUPPORT & SERVICES AT HOME PROGRAM DEDICATED TO FAMILY HEALTH & WELLBEING

Vermont families have a lot to manage, especially families with young children. Doctor appointments, homework assignments, extra-curricular activities, and social engagements need to be balanced with rent payments, childcare arrangements, and household essentials like groceries and utilities. For our low- and moderate-income families, this balancing act becomes even more challenging. Many families who live in affordable housing fall behind on rent and face eviction simply because their household budget cannot support the costly demands that are inherent of life in a rural state.



While many programs and services exist to help these families, navigating the complex network of available assistance is a challenge all its own. One of the best examples of how we use housing as a platform for connecting people to the resources and services they need to thrive is the Support and Services at Home (SASH) program. Since its inception in 2010, our existing SASH Program has been successfully utilizing residences as a delivery system for a continuum of care to elderly and disabled Vermonters. Now, we hope to build on that success by designing a statewide SASH-like model with partners Cathedral Square and Housing Vermont, to include families living in affordable housing.

Currently in the design phase, the new Family SASH Program will build on the same core tenants of SASH: housing is a platform for services, a patient-centered approach is best, and population health works. Through this program, affordable housing families will have a better opportunity to make it all work, reducing eviction rates and improving present and future outcomes for themselves and their children.

OUR ROLE

- Co-orchestrate pilot design, identify outcomes and gather funding and public/private support
- Host and operate the two-year pilot in Central Vermont
- Provide program administration throughout Central Vermont
- Recruit, train, and employ qualified staff

GOALS

- Create social connectedness within our residences
- Improve social determinants of health for families
- Alleviate food insecurity for low-income families and children
- Improve access to reliable child care for all families
- Improve long-term health outcomes of residents



Back row, left to right: Mike Rama, Director of Advancement; Kathy Adams, Junior Accountant; David Nelson, Financial Controller; Cara Hansen, Communications Manager; Pattie Dupuis, Director of HomeOwnership; Phil Paquet, Maintenance Technician; Megan Lovely, Property Manager; Jen LaPan, SASH Coordinator; Louisa Olson, Property Manager; Cheryl Moyer, HomeOwnership Services Coordinator; Neil Smith, Property Manager; Liz Genge, Director of Property & Asset Management; Jack Leonard, Senior Maintenance Technican.
Front row, left to right: Nate Quinn, Maintenance Technician; Katharine Slie, Maintenance Manager; Wendy Quadros, SASH Coordinator; Amy Dupuis, Occupancy Manager; Charlotte Broe, Office Coordinator; Shelby Parette, Junior Accountant; Nicola Anderson, Real Estate Development Project Manager; Eileen Peltier, Executive Director; Ryan Carpenter, Maintenance Technician; Alison Friedkin, Director of Real Estate Development; Rachel Sahtney, Associate Director of Property & Asset Management.
Not pictured here: Maxine Adams, SASH Coordinator; Kira Charissakis, Education Coordinator; Cody Cone, Maintenance Technician; Rhor Foster, Maintenance Technician; Kenneth Russell, SASH Program Manager & Coordinator.

A Great Place to Work

At the core of our organization are the 29 people who put their hearts and souls into their work, day after day. We know that our staff is vital to the successful fulfillment of our mission, and that we have a responsibility to ensure the stability of our programs and services by attracting and retaining the best talent Vermont has to offer. This understanding has lead us to devote a significant effort toward the continual improvement of our workplace with the ultimate goal of becoming a known and preferred employer in Vermont. We offer competitive salaries and a robust benefits package in addition to a workplace that appreciates and understands the value of a healthy work-life balance. But what really sets us apart from other places of employment is the genuine dedication our entire staff has to working together in service to our communities. We continually work to create opportunities for our staff so that they can pursue a fulfilling career carrying out meaningful work at our mission-driven organization.

Environmental Mindset

It is our view that we all are neighbors who share the common thread of vulnerability to the powerfully detrimental effects of climate change, pollution, and diminishing natural resources. We must be cognizant of how we use our natural resources and be proactive in implementing energy efficient and sustainable practices in order to protect our most vital and irreplaceable asset: our planet.

In this area, we lead by example. We are proudly committed to environmentally sustainable principles and practices, a pledge that influences all areas of our work. From the construction and maintenance of residential homes to education for staff, residents, and members about how to minimize their personal carbon footprint, we exercise, plan, and promote the responsible use of natural resources and the protection of our natural environment through conservation and sustainable practices. We know that this is not a temporary effort but one that must persist and grow in the interest of protecting our Earth for future generations to come.



Left to right: River Station Apartments in Montpelier is heated with a wood pellet boiler; solar panels on the building's roof provide the energy needed to heat the hot water for the building; hot water tanks hold located in the basement of River Station; bike racks at South Main Apartments in Waterbury encourage our residents to travel "green".

“

I am enormously grateful for Downstreet's excellent work building and renovating safe and affordable housing in Central Vermont for low and moderate-income Vermonters, as well as its efforts to connect the people they serve with vital programs and services to help them get ahead.

VERMONT SENATOR
BERNIE SANDERS

”

GRATITUDE AND APPRECIATION

STRENGTHENING MISSION CAPACITY

The following list includes some of the most passionate, dedicated and committed people and organizations we know...and they also happen to be our supporters! As advocates and believers in the importance of home, they made a financial contribution to Downstreet's Capacity Fund in the calendar year of 2018.

The Capacity Fund fuels our vision quest for Vermont's housing future – a future that works for all. Contributions to the Capacity Fund strengthen ongoing programs and services, support new, cutting-edge housing and service projects, and provide us with further means to research and develop innovative opportunities to strengthen the lives and communities of Central Vermont.

Individual Donors

Anonymous (7)

Maxine Adams

Elinor Bacon

Mike & Deborah Bard

Dan Barlow & Phayvanh Luekhamhan

Barry Bernstein

J. Mark Billian

Scott & Sharon Blakeslee

Darby & Liisa Bradley

Kira & John Charissakis

Nancy Chickering & Kristopher Hammer

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Kevin Lunn

Steven & Claudia Mackenzie

Denise & David MacMartin

Beth Ann Maier & Robert Finucane

Anthony Mennona

Charlie Merriman

All donors are recognized alphabetically by last name. Please accept our sincere apologies for any omissions or errors.

Individual Donors (continued...)

Christy & Marc Mihaly
Thomas O. Mineo
Elizabeth Moore & Mia Joiner-Moore
Nancy Mosher
Ben & Dorothy Naylor
Polly Nichol & W. Cyrus Jordan
Avram Patt & Amy Darley
Eileen Peltier
Shelby A. Perry
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Jeanne Richardson
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Gerald & Frances Tucker
Richard & Kate Vanden Bergh
Carl & Gina Vanosdall
Ava Whitcomb
Nathaniel & Martha Winthrop
Peter Young & Lauren Geiger ★
Gwynn Zakov

★ *An emphasized 'thank you' to these supporters as they have made a multi-year commitment through our Expanding Horizons Campaign. By making a multi-year pledge, they have amplified their support by bestowing us with greater insight into our long-term financial position, adding tremendous value to our ability to carry out our mission. Contact Mike Rama to learn how you can amplify your support today.*

Community Businesses, Partners, & Municipalities

AmazonSmile Foundation
Aubuchon Realty Company, Inc.
Community National Bank
Engineering Ventures
Fecteau Residential, Inc
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Green Light Real Estate
Housing Vermont
HP Cummings
Northfield Savings Bank

Pride Development, LLC
Stowe Street Cafe
The Alchemist
The Gym for Women
Three Penny Taproom
Town of Waitsfield
Town of Warren
Town of Waterbury
Vermont Mutual Insurance Group
Vermont State Employees Credit Union

“ Every aspect of Vermont's economy depends on our state devoting tireless energy to create more safe, quality, and affordable housing. Housing is the foundational building block upon which every person, community, and economy is built. ”

VERMONT DEPARTMENT
OF HOUSING
& COMMUNITY
DEVELOPMENT
DEPUTY COMMISSIONER
TED BRADY ”



Here's What Some of Our Donors Have to Say About Why They Give

A Gift to Downstreet is an Investment in Vermont's Housing Future

The probability that you know someone locally who is/has been hampered by their housing situation is almost certain. Perhaps you have even experienced such a scenario in terms of affordability, lack of access, or an unhealthy home condition. Too many Vermonters have their home environment working against them.

We believe this can change and you can play an important role. A gift to our Capacity Fund allows us to bring ideas to life and support our ongoing efforts to eliminate the housing gaps experienced by most and make home possible for all in Central Vermont.

We understand that maximizing your community impact is important and we value your commitment to do so – we would be delighted to discuss your interests and our mission work to ensure there is a compatible match.

Contact Mike Rama, Director of Advancement any time: mrama@downstreet.org, (802) 477-1424.



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