ReSOURCE’s central purpose is to protect the environment, alleviate poverty, and help youth and long-term unemployed individuals develop job skills that allow them to become gainfully employed. Our ability to accomplish these tasks by finding synergies between each element of our mission is what makes the organization unique. Through this work we serve the community and the State of Vermont. Our impacts and outcomes in terms of job training, poverty relief, and environmental stewardship have continued to grow, even as public funding of our work has declined. We have managed this, mostly, by expanding our social enterprises that deliver job skills training, provide housing construction, weatherization, renewable energy installation, and resource conservation broadly through reuse and salvage services.

I say “mostly” because we have in fact not fully offset the reduction in federal grant funding; we continue to operate with a lean budget, struggling to do more with less, but with high need in our communities and calls to expand our geographic reach, reducing our services is not an option. We must instead continue to expand our social enterprises as these will both provide more funding while also further advancing these public goods. And, we must engage more individuals and businesses who share our goals and are able to support our work.

Your support for ReSOURCE makes the difference between success and failure of our programs. Because of contributions from benefactors like you, we are able to get essential goods to more people each year, able to divert more tons of material from our overflowing landfills, and able to provide important job skills to those looking to become more self-sufficient.

Thank you for your belief in ReSOURCE, our programs, and those people we serve.

“Your support for ReSOURCE makes the difference...”

PS. People sometimes ask me why we have a three part mission – Job Skills Training, Poverty Relief, and Environmental Stewardship – and not just focus on one? The answer is in the symbiosis between the three points, and the synergies created by combining them.

Come with me as I follow the path of one product – a computer – as it creates a link through all three parts of our mission....
ENIRONMENTAL STEWARDSHIP

When our YouthBuild students weatherize a home or install solar panels, they are not just learning construction skills, but grounding their academic work with real world math and science.

Our Barre YouthBuild crews installed 15 solar thermal energy panels in central Vermont in 2014.

Our YouthBuild crews weatherized 13 units of affordable housing in 2014 to save energy and cut the homeowners’ expenses.

We collected over four tons of e-waste one morning in June at an annual e-waste collection event in collaboration with Dealer.com.

Our Deconstruction Crew salvages kitchens, libraries, sheds, houses, barns, and more to keep much of that material out of dumpsters.

“Last year we distributed over 700 computers, but that represents just a fraction of computers, monitors, and other e-waste we diverted from landfills and recycled.”
In addition to YouthBuild, a high school completion, construction trades training program, ReSOURCE offers Job Skills training in our Apprentice-style, Work Experience, Career Start, and Helping Hands programs.

In 2014, ReSOURCE enrolled a record 351 people and logged a total of 55,699 training hours in all of our Job Skills Training programs. Of the 185 trainees eligible in 2014, 147, or 79%, completed their training. Of the students in YouthBuild and trainees in Apprentice-style who completed their enrollments in 2014, 60% graduated; of those graduates, 100% earned industry certifications, 92% were placed in jobs or post-secondary education, and 87% of YouthBuild students earned their high school diplomas.

ReSOURCE also offers Work Experience, a program for men and women with little, obsolete, or no work history who need to gain experience in a real work environment, and learn communication, punctuality, workplace ethics, and those soft skills that can make a person a more valuable employee. Work Experience includes Career Start and Helping Hands, our newest program helping asylees and refugees in Vermont find jobs and learn about the American work culture.

“Donated computers go through our Apprentice-style Systems Technology program, where they are evaluated, refurbished, hard drives wiped clean, and are loaded with new licensed software by skilled technicians and trainees. This hands-on experience helps our trainees to earn certifications and provides them with valuable skills, making them more employable.”

“YouthBuild does not only earn you your high school diploma, all these certifications, but YouthBuild also teaches you better life skills.”
Crystal, YouthBuild graduate now working as an office administrator in a computer services firm.

“YouthBuild is a place for second chances... a place where kids who didn’t fit in regular high school could go. The staff is awesome and support you and your goals 110%.”
Trevor – YouthBuild Burlington Graduate enrolling in Community College of Vermont.
ReSOURCE has been working with regional nonprofit partners for years in distributing our vouchers for the Essential Goods Program. We now work with 34 organizations in Chittenden, Addison, Franklin, Lamoille, and Washington counties to distribute needed goods to individuals and families who cannot afford them. In 2014, ReSOURCE gave away almost $135,000 in Essential Goods.

Through the Essential Goods Program, a 62 year-old woman in treatment for breast cancer received a voucher for the cost of a mattress and delivery to her home in St. Albans. Mattresses are often the first and most critical item necessary when starting a home, and the most-requested item on EGP vouchers. Most of our mattresses are spoken for as soon as they arrive, and we usually have a waiting list of people who need them.

“I am new here, and I have nothing.”
A refugee had written this on a voucher request. In a few words, this person summarized the barriers faced when starting over.

“The ReSOURCE voucher program has allowed us to assist families in obtaining common household goods that many of us take for granted.”
Karen Haury, Director of Addison Community Action

“Refurbished computers are then given to families in need through our Essential Goods Program, or sold in our stores in Burlington, Barre, and Morrisville, where the revenue generated supports ALL of ReSOURCE’s programs.”
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Charlie & Norah Auer
Elizabeth Bassett
Chris & Jennifer Bean
Michael & Alice Beiseigel
Tim and Susan Benoit
Marjorie Berger
Herbert & Mary Berlejung
Northfield Savings Bank staff volunteer for ReSOURCE at Art Hop

The Northfield Savings Bank Foundation has been a strong supporter of ReSOURCE for years.
RESOURCE | STATEMENT OF FINANCIAL POSITION

*This financial report has yet to be audited*

Current assets
- Cash $204,987
- Receivables $454,977
- Inventory $98,309
- Prepaid Expenses $64,069
- Other Assets $606,714
Total Current Assets $1,429,056

Property and Equipment
- $719,892
- Less accumulated depreciation $(597,297)
Total Property and Equipment $122,595

Total Assets $1,551,651

Liabilities
- Accounts payable $75,918
- Current portion of longterm debt $19,443
- Accrued wages and payroll liabilities $115,994
- Sales tax payable $6,155
- Store credits $10,617
- Contract advances $41,324
- Due to/from 28 Granite St $(55,136)
Total Liabilities $214,316

Net Assets
- Unrestricted $1,270,811
- Temporarily Restricted $66,524
Total Net Assets $1,337,335

Total Liabilities and Net Assets $1,551,651

ReSOURCE is 64% self-supported through Social Enterprise Income

REVENUE | $4,545,516

- 48% Earned Income from Reuse Sales, Services, & YouthBuild Construction
- 16% In-Kind Goods
- 7% Training Fees and Tuition
- 1% Donated Facilities
- 5% Individual and Corporate Donations
- 11% Foundation Grants
- 12% Government Grants
- 1% Other Income

EXPENSE | $4,468,993

- 57% Household Goods & Building Materials Reuse Programs
- 3% Marketing & Outreach
- 4% YouthBuild Affordable Housing Weatherization & Construction
- 14% YouthBuild Training
- 3% Poverty Relief
- 10% Apprentice-Style & Work Experience Training
- 9% Administration
I have been on the ReSOURCE Board of Directors for fourteen years, and president for the last two. In that time, I have seen wonderful growth in the organization: the incorporation of the YouthBuild program, the addition of the appliance workshop and warehouse, the start of our Waste-Not-Products shop, and expansion of ReSOURCE’s stores and services into Barre and Morrisville.

ReSOURCE is reaching greater numbers of people with more programs in a wider range of communities, and I could not be more proud! I hope that you share that pride with me, because all of this would not be possible without your support. Though we strive each year to improve our self-sustainability (64% of our funding last year was from our Social Enterprise Earned Income), we will always need the continued support of community members like you.

Also essential to the success of ReRESOURCE - our talented staff and the numerous volunteers who dedicate their time to make our programs work the way they do. Our wonderful staff are listed below, and please take a look at the next page to see some of those great volunteers in action.

Thank you to all our staff, volunteers, my fellow board members, and to you – our faithful supporters!

Board President

ReSOURCE Staff

Administration and Training
Tom Longstreth Executive Director
Bethany Johnson HR & Training Director
Curtis Ostler Development & Communications Director
Noah Fishman Operations Director
Bob Turnau Finance Director
Josh Lutz Work Experience Coordinator
Dilli Dulai Helping Hands Coordinator
Gary Myers Office Administration Trainee
Jessica Estabrooks Development Manager
Lisa Many HR Manager
Lizzy Fox Work Experience Coordinator
Mary Albee Office Manager/Essential Goods Program Coordinator
Nicholas Tuchmann Human Resources Intern
Niña Fenwick Accounts Payable Clerk
Pierre Dillon AmeriCorps Education & Outreach Coordinator
Pam Laser Employment Transition Coordinator
Tristan Sullivan-Wilson AmeriCorps*VISTA Community Partnership Coordinator
Rezwana Zafar Summer Education Intern

Appliance Repair
Peter Bickmore Appliance Manager
Chad Hammaker Assistant Appliance Manager
Chuck Hall Appliance Technician
Joey Dunbar Appliance Technician
Richard Martin Appliance Technician
Robert Chitwood Appliance Technician
Robert Oliver Loading Dock Assistant

Decon
Nick Reed Deconstruction
Abdi Dayo Deconstruction

Computers
John Benjamin IT Manager
Chris Gilmond Computer Technician
Dan Ploof Computer Assistant
Jason Opalenik AmeriCorps Computer Reuse Assistant
Naomi Trayah Computer Instructor/Technician
Shanna Waterman AmeriCorps Computer Processing Assistant

Building Material Store
Jeff Schake Building Materials and Deconstruction Manager
David St. Amour Store Lead
Pete Trombley Store Clerk

Burlington Household Goods Store
Jacob Schumann Store Manager
Jayme Jarvis Assistant Store Manager
Nick Barch Reuse Lead
Allison Kornfeind Reuse Specialist
Fran Chandler Reuse Specialist
George Krikorian Reuse Specialist
Alex Shinnick-Gordon Reuse Specialist
Diane Reynolds Reuse Specialist
Abby Freas Reuse Specialist

Barre Store
Pamela McKenna Store Manager
Tami Thygesen Assistant Manager
Ashley Hedges Store Lead
Bob Senk Reuse Specialist
Ernest Garcia Reuse Specialist
Meranda Smith Reuse Specialist
Sophie Hale Reuse Specialist
Sam Fleurrey Truck Driver

Morrisville Store
Pamela McKenna Store Manager

Small Appliances
Antoinette Bennett-Jones Small Appliance Tech
Oscar Jimenez Small Appliance Tech

Truck, Burlington
Billy Wilton Truck Supervisor/Dispatch
Kevin Ramirez Truck Lead
Jesse Cross Truck Driver

Waste-Not-Products
Abby Teel Shop Coordinator

YouthBuild Barre
Andrew Jope YouthBuild Program Director
Brian Hsiang YouthBuild Job Site Supervisor
Ariela Sturgis YouthBuild Instructor
Chris Parsons Weatherization Instructor
Hannah Bush AmeriCorps Job Site Assistant
Julie Hankins AmeriCorps Community Partnership Coordinator
Rebecca Dezan YouthBuild Education Manager

YouthBuild Burlington
Andrew Jope YouthBuild Program Director
Brian Hsiang YouthBuild Job Site Supervisor
Ariela Sturgis YouthBuild Instructor
Chris Parsons Weatherization Instructor
Hannah Bush AmeriCorps Job Site Assistant
Julie Hankins AmeriCorps Community Partnership Coordinator
Rebecca Dezan YouthBuild Education Manager
In painting parade floats, pulling nails, sanding cutting boards, designing flyers, making jewelry, stocking shelves, patching concrete, sorting LPs, handing out mini-golf putters, and everything in between, volunteers provide such a tremendous benefit to ReSOURCE and our communities. We could not succeed without them!

ReSOURCE's Waste-Not-Products repurposes salvaged materials that otherwise could not be reused, and creates new items ranging from cutting boards and picture frames to larger tables, benches, and much more.

Bill is one of our most dedicated volunteers, spending much of his time in the Waste-Not-Products woodshop.

Revenue from sales of Waste-Not-Products helps to support itself and all of ReSOURCE's Job Skills, Poverty Relief, and Environmental Stewardship programs.

In 2014, over 250 people volunteered their time and services to ReSOURCE, logging over 10,000 hours.
CHILDRESS HAD A GREAT YEAR OF EVENTS IN 2014!

January - Divas Do Good at the Flynn Space in Burlington to benefit ReSOURCE. Special thanks to the Vermont Comedy Divas - Josie, Sue, Autumn, Tracie, and Carmen!

March - The ReSOURCE float in the Magic Hat Mardi Gras Parade featured the Three Little Pigs facing down Old Man Winter. Pig in a Blanket and Energy Hog did not fare well, but Little Piggy was cozy in the house built and weatherized by YouthBuild!

April – Mayor Miro Weinberger of Burlington and Mayor Thom Lauzon of Barre both issued proclamations recognizing ReSOURCE YouthBuild during National YouthBuild Day.

June - Senator Leahy and Kat Wright & the Indomitable Soul Band joined 150 guests to celebrate the close of our Barre Capital Campaign.

September - Art Hop drew over 30,000 people to Pine Street in Burlington, and ReSOURCE welcomed them all with Upcycled Miniature Golf, four live bands, two food trucks, games, the Waste-Not-Products shop, and the Conant Metal High Striker.

October – The ReSOURCE Upcycled Miniature Golf was again a big hit at Morrisville’s Rocktoberfest.