Champlain Community Services provides essential supports to people with intellectual disabilities and autism, building a community where everyone participates and belongs.

**CCS PROVIDES ESSENTIAL ONE-TO-ONE SUPPORTS**

**At Work:** Way2Work named top supported employment program in Vermont for 8th consecutive year.

**At School:** 14 students from five area high schools completed last year’s academic year program.

**At Home:** CCS secured home and shared living support for 36 people

**For Life:** CCS provided essential services to 110 consumers and their families.
HELLO, AND WELCOME TO CCS

Champlain Community Services (CCS) is a growing developmental services and health care provider offering a broad array of services—at work, at home, at school, in the community, for life—to Vermonters with intellectual disabilities and autism, or who are in need of long term supports. And we do it our way—with person-centered, consumer-driven approaches and carefully coordinated services.

A true grassroots success story, CCS was founded by families of people with intellectual disabilities and has since emerged as a nationally-recognized leader in our field. And we continue to grow. That combination—a solid foundation and willingness to be bold—defines us and helps focus our work.

This year’s Annual Lunch honored several important people, from our founding to our present, while celebrating the history and ongoing promise of our work as an organization. It reminded us of what makes CCS special.

It’s the model of mutual responsibility and care that we’ve crafted and nurtured; it puts people first and insists upon the dignity of every individual. It’s our history, and our people. This report provides a snapshot of each.
"Way2Work helped me find my job. I worked at quite a few grocery stores and wanted to try something different."

**WHITNEY, WAY2WORK PARTICIPANT**

"Making sure everybody belongs – it’s not just a mission statement; I just think it’s a better community"

**MIKE, CCS DEVELOPMENT COORDINATOR**

“It’s like having the best of both worlds and I couldn’t be happier. Marie found me my perfect match.”

**JOAN, HOMEWARD PARTICIPANT**

“Employment is really the foundation of most people’s lives. Employment is what really connects everybody to everybody.”

**MICHELLE PAYA, DIRECTOR OF SUPPORTED EMPLOYMENT**

After two decades of successful work and advancement at a global manufacturing company, Greg still loves his job. “I want to stay forever.”

**GREG, WAY2WORK PARTICIPANT**

“I am now retired, living in my own apartment. I volunteer on many nonprofit boards. I feel good about my life.”

**KEN, CCS CONSUMER, AND CCS BOARD MEMBER**
Brittany says since being introduced to CCS by her father seven years ago, she feels she can open up and get involved in the community in ways she couldn’t before. Through Way2Work, she found a job she loves with the local store of a national retailer.

“And with the help of CCS, I do more; taking exercise classes at the gym, selling tickets for the CCS Holiday raffle and going bowling,” Brittany said.

Brittany feels a deep connection with CCS. “Coming here makes her happier than anything else,” she said. “Even on my worst days, seeing everyone always brings a smile to my face. CCS brings joy to my heart. If I wasn't here, I wouldn't know what to do.”
“I’m really interested in supporting people being their best selves,” says Emily Anderson, co-facilitator of Champlain Voices and Coordinator of Bridging at CCS. “I believe that advocacy and finding one's voice is an invaluable tool for growth. People with intellectual disabilities and autism are really saying, ‘We want to take control of our lives, we need the skills needed to develop them so that we can really speak up about what we want our lives to be.’”

Emily says her passion for the work, “was instilled in me by my grandparents who were strong members of the Empire State Association of the Deaf, and then going to Antioch College, whose fundamental value was social justice.”

Emily joined the staff at CCS in 2015. She is also an accomplished artist and entrepreneur – and happens to play a mean accordion.
THE BRIDGING PROGRAM

CCS coordinates Bridging, in partnership with five Chittenden County High Schools (Burlington, Colchester, Mt. Mansfield Union, South Burlington, and Winooski). Bridging is an academic year program with a mission to assist school-aged youth with disabilities to step confidently into their adult years by introducing them to meaningful community opportunities, exploring topics connected to healthy adult living and building healthy relationships. Bridging is particularly strong in providing career exploration and community engagement opportunities. The most recent year-end Bridging Gala, held at Vermont Public Radio, celebrated the accomplishments of the 14 program participants.
This year CCS launched a new spring event we expect to become a longstanding tradition. Our first Annual Lunch and Awards Presentation packed the ballroom at the DoubleTree Burlington. Melinda Moulton, CEO of Main Street Landing Company, offered an inspiring keynote address that included her reading poems by her grandson.

Melinda’s address captured the essence of the Annual Lunch and Awards event: a focus on what we do as an agency, and why we do it. A reminder that, at a time of growth and international recognition, we look forward with confidence because we can look back on a strong foundation bravely laid by pioneers in our field.

In that spirit, CCS officially dedicated four community impact awards, each named to honor a trailblazer in our organization’s history and development: Dottie Fullem, Joyce Lawrence, Pauline O’Brien and the late Theresa Villemaire. The program culminated with the presentation of the inaugural winners of each award, people CCS recognized as building upon that foundation.
COMMUNITY IMPACT AWARDS

Dottie Fullem Award for Advocacy  Winner: Hasan Ko
Joyce Lawrence Award for Belonging  Winner: Eva Griffin
Pauline O’Brien Award for Essential Supports  Winner: Meghan Kearns
Theresa Villemaire Award for Participating  Winner: Aung Htet

FROM LEFT, TOP ROW: AUNG HTET, DONALD VILLEMAIRE, VANESSA ZERRILLO, PAULINE O’BRIEN, JOYCE LAWRENCE
BOTTOM ROW: DOTTIE FULLEM, EVA GRIFFIN, HASAN KO. NOT PICTURED: MEGHAN KEARNS
MEET APRIL

“I’ve worked at August First for 8 years. Longer than anyone else!

I love my job of putting stickers on the baguette bags. I like working with the other staff and with the customers.”

“I love my job and feel so supported by everyone.”

“April is a star employee at August First. Her dedication to her job is outstanding. She’s always on time, ready to work, and committed to doing the best she can, every single day.

We’re all so grateful to have her on our team. She’s a very important key to our success!”

Jodi Whalen
Owner
MEET EVA

I come from a small town on top of Tennessee’s Cumberland Plateau. Though beautiful, it’s a pretty underserved community, and like many folks there, the odds were largely stacked against my success. But “community” was the relevant part of the equation; I owe my survival to support from countless people, many of whom barely knew me and had no reason to trust that their investment would ever pay off. My intention ever since has been to ensure that it will.

I am certain from my experiences that we are accountable to each other, and that we have tremendous power to encourage each other’s personal growth. As a DSP, my goal is to build a relationship where clients can directly and successfully confront their thorniest challenges and work towards their highest sense of purpose. It takes both the boldness to tell people what they might not want to hear, and the humility to accept that their wisdom and self-awareness often surpasses my own. Every single human being on this earth has the right, the need, and the ability to pursue their own destiny.

EVA GRIFFIN
DIRECT SUPPORT PROFESSIONAL
Champlain Voices is an active self-advocates group hosted at and co-facilitated by CCS. It is one of 23 local chapters of the statewide Green Mountain Self-Advocates (GMSA) network. Champlain Voices currently includes 12 members and meets three to four times per month. Last year the group achieved four member-developed goals and hosted a community-wide event celebrating CCS’ Intentional Garden. CCS encourages consumers to take leadership roles within the organization (two consumers serve on the Board of Directors) and in the community.

Senior Management

Beth Sightler
Executive Director
14 Years

Brent Hewey
Associate Director
21 Years

Karen Ciechanowicz
Director of Operations
15 Years

Mike Reilly
Development Coordinator
12 Years

Michelle Paya
Director of Education and Employment Services
12 Years
At the height of the Cuban Missile Crisis, October 1962, I immigrated to the United States from Hungary; I was seven. Not speaking English, I had to adapt and learn – quickly. Thus began my autodidactic journey, with a wake of rich experiences, lifelong loves and friendships. I believe in the goodness, value and dignity of all people, and that the purpose of life is to make others’ life-journeys easier and happier. These core beliefs led to me to CCS. During these eight years, my goal has been to lead CCS towards continued stellar services, in spite of challenging budget constraints, and to fight for better pay for our staff. And I’ve learned a great deal from the beauty, intelligence and wisdom that lies within the people with whom I’ve worked.
**FINANCIAL HIGHLIGHTS**

### SUPPORT AND REVENUE

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<tr>
<th>Source</th>
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<td>Medicaid Waiver</td>
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<td>Other Contracts</td>
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<td>Fundraising</td>
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<td>Interest</td>
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<td>Gain/(Loss) on sale of assets</td>
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<td><strong>TOTAL SUPPORT AND REVENUE</strong></td>
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### EXPENSES

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<td>Operating Expenses</td>
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<td>Program Expenses</td>
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<td>Travel &amp; Transportation</td>
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<td>Building Expenses</td>
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<tr>
<td>Miscellaneous</td>
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### CHANGE IN NET ASSETS

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<td><strong>Change in Net Assets</strong></td>
<td><strong>83,658</strong></td>
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### NET ASSETS, Beginning of Year

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### NET ASSETS, End of Year

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<th>Description</th>
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<td><strong>Net Assets, End of Year</strong></td>
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**NOTE:** The financial report above represents the agency’s unaudited internal financial statement intended solely for the use of management of the agency and should not be used for any other purpose.
DONORS & PROGRAM GRANTS

CCS sincerely thanks those who offered donations, sponsorships, and in-kind support.

Sue Mowerer Adamson
Gail & Ken Albert
American Flatbread
Anonymous
Marcia Ashline
AstenJohnson
August First Bakery & Cafe
Anne, Paul & Jen Bakeman
Ben & Jerry’s Foundation
Bluebird Tavern
Burlington City Arts
Cap ’N Cork
City Market & Onion River Co-op
Colchester Knights of Columbus
COSTCO
Dakin Farm
Danforth Pewter
Peggy & John Day
ECHO Lake Aquarium
& Leathy Science Center
eSightler Designs
Farmhouse Group
The Felis Family
Five Guys
Francis Favreau
Flying Pig Bookstore
Flynn Center for the Performing Arts
Freeman French Freeman, Inc.
Dottie Fullem
Beth Giard
Great Harvest Bread
Green Mountain Support Services
Green Mountain Transit
Dean Haller
Hannaford
Randy Henson
Heritage Automotive Group
Homeport
IBM Employee Service Center
Katharine Montstream Studio
Kinney Drugs Foundation
Kinney Pike Insurance
Kiss the Cook
Leonardo’s Pizza
Leunig’s Bistro
Main Street Landing Company
MBF Bioscience
Mosaic Learning Center
My Little Cupcake
O’Brien Electric, LLC
Kevin O’Brien
Pauline O’Brien
Sean O’Brien
Paul Frank + Collins
People’s United Bank Foundation
Physician’s Computer Company
Price Chopper
McKenzie Country Classics
Charles Miceli
Myers Containers
My Little Cupcake
Network for Good
NorthCountry Federal Credit Union
Opportunities Credit Union
Linda Parent
Penny Cluse
Mike Reilly
Thomas Reilly
Lucy Rogate
Shaw’s
Sheehy Furlong & Behm, PC
Shelburne Country Store
Shelburne Farms
Shelburne Market
Shelburne Museum
Shelburne Vineyard
Randy Sightler
Silver Maple Lodge
Skinny Pancake
The Slusser Family
Sneakers Bistro
Spirit of Ethan Allen
SymQuest
Trader Joe’s
Tradewinds
United Way of Northwest Vermont
University of Vermont
University of Vermont Medical Center
Vermont Lake Monsters
Vermont PBS
Vermont Pub & Brewery
Vermont Public Radio
Vermont Systems
Vermont Teddy Bear
Patricia Waite
Carol & Bruce Weimer
Jodi Whalen
Giles Willey
Robert Willey
William Wright
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(802) 655-0511

www.ccs-vt.org

Champlain Community Services (CCS) is a not-for-profit 501 (c) (3) corporation, in its 53rd year of service to our community. CCS offers support to individuals with intellectual disabilities and autism throughout Northern Vermont.