



CHAMBER & ECONOMIC DEVELOPMENT
of the Rutland Region

ANNUAL REPORT 2022-2023

**MAKING RUTLAND COUNTY
THE BEST PLACE TO LIVE, WORK,
PLAY AND GROW A BUSINESS**

**67 MERCHANTS ROW, SUITE #104, RUTLAND, VT
802-773-2747
WWW.RUTLANDVERMONT.COM**

Greetings, Rutland County!

The Chamber & Economic Development of the Rutland Region exists to serve you. We are Rutland County's Chamber of Commerce and Economic Development Corporation all wrapped into one location with one common mission.

Our mission is to use collaboration, creativity, and ingenuity to create a regional economic climate conducive to business growth by recruiting talent and businesses of all kinds, growing and retaining employers, while creating a bridge to community and cultural organizations which promote healthy and vibrant neighborhoods and enhance the quality of life in Rutland County.



Lyle Jepson
Executive Director



Shana Louiselle
President

We are pleased to present to you the 2022-2023 Annual Report for Chamber & Economic Development of the Rutland Region. Navigating the pandemic journey has proven to all of us that Rutland County is a large collection of neighbors, all of whom stand ready to support one another. As we move to the next stage in our journey together, we encourage you to reflect on all of the positive things that are found within this annual report.

Working together we are moving forward in positive ways. Our communities and businesses are resilient and proactive in their

thinking. A small sample of the momentum currently underway includes but is in no way limited to the following.

With determination and collaborative partnerships, the Town of Killington has been approved for Tax Increment Financing District status, which brings with it the ability to begin the history changing work of redeveloping the infrastructure of the town, the result being incredible economic growth for the region. The MINT, Rutland's Makerspace has expanded offerings and space, attracting makers and innovators. Activity is underway to increase commercial development at the Airport Industrial Park. The Farmers Food Center and the Pittsford Village Farm projects are reimagining agricultural and town center ecosystems, creating destination locations and economic vitality. StartUp Rutland Tech Startup Incubator, located in the newly renovated Hub CoWorks, has entered into a partnership with gener8tor, the nation's third

largest business incubator. Wonderfeet Kids' Museum has expanded their space and programming with a move to the former Energy Innovation Center on Merchants Row in Rutland. Rutland Area Robotics proved their world-class status by participating in a global competition in April and have now partnered with the MINT to create competition space. A housing working group is developing a plan to meet the spectrum of need. And look forward to the Third Annual Whoopie Pie Festival in September of 2024!

This is just a small sampling of the positive energy that has taken over our region. You are invited to celebrate Rutland County with us at our Annual Meeting scheduled for Tuesday, November 14th. It will take place from 5:00-7:00pm at the MINT, Rutland's Makerspace with tours from 5:00-6:00pm and special presentations and awards at 6:00pm.

We would like to thank our dedicated Board of Directors, committee members, our member organizations, and sponsors of our work, events, and activities. We look forward to continuing to serve you – our colleagues, friends, organizations, and businesses – as we focus on supporting this special place we call home.

Again, a special thank you to all of our volunteers past and present, members and friends for your continued support and encouragement.

Shana Louiselle, President
Lyle Jepson, Executive Director

Markowski Excavating, Inc.

Over 60 years of service to the community.

P.O. Box 69, Florence, VT 05744

Phone: 802-483-6469

Fax: 802-483-6978

E-mail: markexc@comcast.net

Web: www.markowskiex.com



THE FUTURE OF HEALTHCARE IS HOME CARE

LOCAL STAFF.
AWARD-WINNING
HOME HEALTH SERVICES.
TRUSTED COMMUNITY PARTNER.

VNA & HOSPICE
of the Southwest Region
Serving Bennington and Rutland Counties

1.800.244.0568

www.vermontvisitingnurses.org

Staff Members



Cooper Babbitt

Operations Director



Mose Cassaro

StartUp Rutland Director
of Venture Capital



Joel Desota

StartUp Rutland
Technical Specialist



Karly Haven

Concierge Coordinator



Lyle Jepson

Executive Director



Olivia Lyons

Communications and
Marketing Manager



Shasta Mattino

Finance & Compliance Manager



Sarah Nadler

StartUp Rutland Community
Development Specialist



Lori Pinkowski

Office Manager



Chrispin White

Member Services &
Events Manager

Welcoming New Staff Members



Cooper Babbitt Operations Director

Cooper Babbitt recently joined the CEDRR staff as Operations Director. Cooper, a native of Rutland and Middlebury College graduate, has returned from New York City where he most recently worked as a Litigation Paralegal for more than three years. He worked previously in marketing, as an economic development researcher and as an intern for then Congressman Peter Welch. Cooper supports the overall operations of CEDRR and will work directly in support of businesses, connecting them with state and local level services, loan funding and regional development opportunities.



Mose Cassaro StartUp Rutland Director of Venture Capital

Mose Cassaro has joined the CEDRR StartUp Rutland team as Director of Venture Capital. Mose, originally from New York City, is a graduate of Hofstra University and Harvard Business School's Entrepreneurship Essentials Program. Mose most recently worked as a fundraising consultant for Viggo, a Denmark based company and as an Investment & Investor Relations Analyst for World Business Leaders based in Jersey City, NJ. He directs programming and fund development for StartUp Rutland's Tech StartUp Incubator.



Joel Desota StartUp Rutland Technical Specialist

Joel Desota works as the CEDRR StartUp Rutland team Technical Specialist. Joel, originally from Leicester MA, brings skills in customer-oriented approaches to providing maximum value to organizational structures and business relationship building. With great attention to detail, he has had experience in sales, as well as drafting & design.



Shasta Mattino Finance & Compliance Manager

Shasta Mattino has joined CEDRR in the role of Finance & Compliance Manager. With degrees in Accounting and Business Management, Shasta oversees financial operations, working closely with the Finance Committee. She brings a wealth of experience from previous roles in business operations, systems management, accounting, EDI specialist and inventory control.



Sarah Nadler StartUp Rutland Community Development Specialist

Sarah brings her skills to the role of StartUp Rutland Community Development Specialist. Sarah most recently worked as PEGTV's Marketing & Communications Coordinator. Her marketing degree from Castleton University and experience will benefit the growth of the Hub CoWorks and will support outreach and communications for StartUp Rutland Tech StartUp Incubator.

Chamber & Economic Development of the Rutland Region Board of Directors

President

Shana Louiselle
VELCO

Vice President

Russ Marsan
Carpenter & Costin

Treasurer

Karen Garrow
Heritage Family Credit Union

Secretary

Nicole Kesselring
Enman Kesselring
Consulting Engineers

Immediate Past President

John Casella, II
Casella Construction

Jess Anderson

UBS

Sue Bishop

Sotheby's Four
Seasons Real Estate

Mary Cohen

Housing Trust of
Rutland County

Raven Crispino

Allstate Insurance

Mary Ann Goulette

West Rutland
Town Manager

Alex Hilliard

VT AthletaFit

Rolf Hirschmann

H. Hirschmann, Ltd.

Amy Laramie

Killington Ski Resort

Daniel Mora

Vista Senior Living

Greg McClallen

Stratabond Co.

Bill Moore

Town of Brandon

Traci Moore

Rutland Regional
Medical Center

Kelley Robinson

Casella Waste Systems

John Russell III

Russell Corporation

Cameron Schaefer

GE Aviation

Mark Werle

Ryan Smith & Carbine

Mike Mitrano

Ex Officio RYP
Dark Shadows
Entertainment

Devon Neary

Ex Officio RRPC
Rutland Regional
Planning Commission

Ed Bove

Ex Officio RRA
Rutland Redevelopment
Authority

CEDRR Membership

Rutland County is recognized as one of the most collaborative, innovative, and friendly places in Vermont to live, work, play, and grow a business. At the Chamber & Economic Development of the Rutland Region (CEDRR), we create a relationship with local businesses and non-profits to offer increased awareness, local and statewide support and valuable networking opportunities to assist with increased vibrancy and visibility. Specific member benefits include:

- Networking opportunities such as mixers and special events
- Direct referrals by CEDRR staff to members of the public seeking information
- Opportunities to participate in VACEplus insurance plans for Vision and Dental
- Visibility in social media posts and inclusion in our exclusive membership directory on rutlandvt.com
- Sponsorship opportunities for our many community

- events to increase visibility and awareness
- Ribbon cutting events for new or relocating businesses
- PERK Card member-to-member discount program
- Optional participation in the organization's governance, including service on the Board of Directors and Committees (Finance, Marketing, Business Development, Events, Policy, Real Estate and Diversity, Equity & Inclusion)
- Revolving Loan opportunities
- Legislative Advocacy
- Free Notary services by appointment
- And many, many more!

If you would like to discuss your membership, receive a new, updated membership packet and identify ways CEDRR can continue to provide additional support, please contact Chrispin White at chrispin@rutlandeconomy.com to schedule a meeting.

CEDRR Celebrates a Successful Year of Mixers

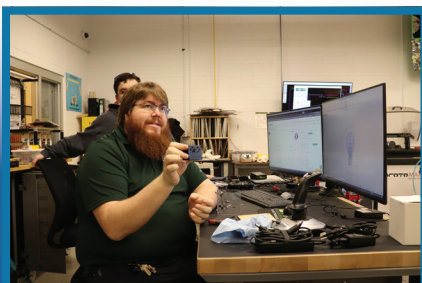


One of the Chamber & Economic Development of the Rutland Region's (CEDRR) most valued member benefits is the opportunity to connect with fellow CEDRR members, community residents and town officials at one of our monthly mixers. CEDRR mixers are held on the second Tuesday of each month from 5:00–7:00 p.m.

Our monthly mixers feature a new location each month and attendees are welcome to drop in during the two-hour event to learn about the host business

or non-profit and make new community connections. Attendees also enjoy food and beverages from a local caterer and can win fun door prizes and purchase tickets for our 50/50 drawing.

With the success of the mixers and the increased awareness it brings for our members, the mixer schedule is full for 2024, and there are only 4 spots available in 2025. For more information about our mixers or to schedule one for 2025, please contact Chrispin White at chrispin@rutlandeconomy.com.



Whoopie for the Second Annual Whoopie Pie Festival!



In September, The Chamber & Economic Development of the Rutland Region (CEDRR) hosted the Second Annual Whoopie Pie Festival. The event attracted around 5,000 people and 12 whoopie pie vendors from across the East to Rutland's historic downtown.

The winner of the "People's Choice Award" was a pumpkin spice cake with maple cream. A repeat winner from last year, The Gettin' Place in Whitehall, New York. The panel of judges determined the "Most Creative" and the "Overall Best" whoopie

pies were inspired cookies' vegan chocolate whoopie pie filled with an Oreo buttercream frosting, and topped with Oreo crumbles.

Dream Maker Bakers, in Killington, Vermont, returned to this year's festival to create Vermont's largest whoopie pie. The final product weighed in at 770 pounds, surpassing last year's 554 pounds! The cake was cut up and given to festival goers. The rest was portioned out and delivered to food shelves and other community organizations for further distribution. There was zero waste!

Sugar wasn't the only thing consumed. There were two food trucks, The Rollin' Rooster and Hangry Hogg, and many local restaurants were open. When not playing on the green street or eating, there were caricature artists, face painters, a photo booth, a bike rodeo where kids learn how to ride bikes on a road, and stations with information and fun activities!

If it were not for our community partners and premiere sponsor, Heritage Family Credit Union, the festival would not have been as successful.





Career Hub

The Chamber & Economic Development of the Rutland Region's Career Hub features full-time jobs across Rutland County that provide a salary higher than the Vermont living wage.

rutlandvermont.com/career-hub



CASELLA CONSTRUCTION



AGGREGATE



CIVIL CONSTRUCTION



LAND CLEARING



TRANSPORTATION

TWO AGGREGATE PICKUP LOCATIONS:

1058 Vermont 133
Clarendon, VT 05763

25 Industrial Lane
Mendon, VT 05701

CONTACT US:

casellainc.com

info@casellainc.com

802-773-0052



**Love where you work
Love where you live**

(802)773-7886
AnnClark.com

Ann Clark Ltd
453 Quality Lane
Rutland, Vermont 05701



PEG TV

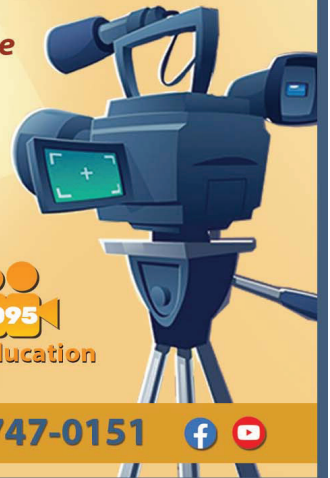
30th ANNIVERSARY

Celebrating 30 years of serving Rutland County

Create your own TV show, cooking show, or learn how to use our cameras to record an event.

There's something for everyone on PEGTV

- ~ Talk Shows
- ~ Cooking Shows
- ~ Municipal Meetings
- ~ School Board Meetings
- ~ Political Forums and Debates
- ~ Sporting Events
- ~ Parades
- ~ Camera Training
- ~ Live Election Coverage
- ~ Local Weather Map
- ~ and so much more...



1075
Public

1085
Government

1095
Education

pegtv.com 802-747-0151



Past Annual Meeting Honorees

The Chamber & Economic Development of the Rutland Region (CEDRR) held its 2022 Annual Meeting at the newly opened Hub CoWorks in Downtown Rutland. During the public meeting, four community members were honored. The winners are as follows.



Innovator of the Year

Jeff DeJarnette, the founder of Tacitly LLC, a virtual reality startup focusing on the healthcare industry. This award is in recognition of his work leading the Rutland Region toward a more innovative, creative and inspired future. DeJarnette's virtual reality lab is based out of The Hub CoWorks in Downtown Rutland.



Volunteer of the Year

Rick Gile, who spent hundreds of hours helping shape and develop The Hub CoWorks and StartUp Rutland. Over the years, Gile has fondly dubbed the Rutland Region, "The Land of Oz," and the City of Rutland, "The Emerald City."



Business Leader of the Year

The Team at Dream Maker Bakers in Killington, Vermont. Dream Maker Bakers achieved this honor due to their commitment to the community, specifically during the Whoopie Pie Festival.

Community Leader of the Year

John Casella II, Co-President of Casella Construction Inc. in Pittsford, Vermont. Casella is the Immediate Past President of CEDRR's Board of Directors and a current board member. He was a driving force as Rutland Economic Development Corporation (REDC) and the Rutland Region Chamber of Commerce (RRCC) merged to create CEDRR in 2020 and continues to provide promise for the Rutland Region.



Ribbon cutting of The Hub CoWorks

ANNUAL MEETING 2022-2023

TUESDAY
NOV 14
5:00-7:00 PM



at The
MINT

RUTLAND'S MAKERSPACE
112 Quality Lane, Rutland

Agenda:

- Meeting called to order and welcome – Shana Louiselle, President
- Introduction of CEDRR Officers for 2022-2023 – Russ Marsan
- President Shana Louiselle – Communications and Policy Advocate at VELCO
- Vice-President Russ Marsan – Owner of Carpenter & Costin
- Treasurer Karen Garrow – Vice President and Senior Commercial Lender at HFCU
- Secretary Daniel Mora – Resident Liaison at Vista Senior Living
- Introduction of new members of the CEDRR Board – Shana Louiselle
- Introduction of CEDRR Staff – Chrispin White, Membership and Events Manager
- Awards Ceremony – Lyle Jepson, Executive Director
- Introduction of guest speakers – Lyle Jepson, Executive Director
- Adjourn to Ceremonial Unveiling

Welcome!



CHRISTOPHER GOMEZ

Heritage Family Credit Union is pleased to welcome a new President/CEO.

Please join us as we introduce Chris and his family to the Rutland Region and to the 50,000 members of HFCU. We'd love to have you join us. Learn more about how you can become an HFCU member by visiting hfcuvt.com.



**HERITAGE
FAMILY
CREDIT UNION**

YOUR COMMUNITY...YOUR CREDIT UNION
WWW.HFCUVT.COM | 888.252.8932

CEDRR Committee Updates

Diversity Equity and Inclusion Committee Report

The CEDRR DEI Committee has actively engaged in diversity, equity and inclusion strategic planning and plan implementation. The Committee continues to build relationships with regional organizations that work to increase diversity, equity and inclusion, and is exploring ways that CEDRR can support their work. The goal is to create an overall welcoming and inclusive culture for the Rutland region, one that will help grow our population and help the economy thrive. Current work includes developing a collection of resources to support businesses with employee attraction and retention.

Research continues to highlight that successful businesses and organizations have found value in creating an environment based upon diversity, equity and inclusion, specifically creating cultures of workplace happiness and belonging. As a result, in collaboration with the work underway at Social Tinkering, CEDRR is in the process of collecting survey results from businesses relating to resources they believe they would take advantage of to support a diverse and well-trained workforce. The survey results will populate a website designed to help businesses build cultures of inclusion and belonging that help retain and attract skilled and dedicated employees.

Statement of Inclusion:

The CEDRR Board recognizes that cultural diversity plays a key role in economic growth, as people from diverse backgrounds bring language skills, unique experiences, new ways of thinking, innovative ideas and creative solutions to difficult problems. Therefore, the CEDRR Board condemns racism and welcomes all persons, regardless of race, color, religion, national origin, sex, gender identity or expression, age, or disability, and supports the protection of these classes. As an organization, we condemn discrimination in all of its forms and commit to fair and equal treatment of everyone in the communities we serve.

CEDRR Events

Connecting your Business with the Rutland County Community

The Chamber & Economic Development of the Rutland Region (CEDRR) supports and promotes the interests of its members. One way we accomplish this is by creating events to keep our business community members connected to one another and to the greater Rutland County community. The events are a great way to learn, network and celebrate with other CEDRR members and the residents of Rutland County. Some of our 2023 events included:

Legislative Breakfasts – Rutland County’s opportunity to meet with state and local legislators to learn what changes are happening that will impact Rutland County businesses.

CEDRR Mixers – CEDRR Mixers create an opportunity for members and non-members to mingle and build business

relationships in an informal, relaxed setting. The mixers are held on the 2nd Tuesday of each month, in partnership with other local business organizations and attract professionals from many industries.

Open Houses/Ribbon Cuttings – A great way to designate a business as open for business or spread awareness about your business and gain the attention of new customers.



Real Rutland Feud – The Real Rutland Feud, held on February 25th, 2023, is based on the popular TV game show “Family Feud”. The event this year featured ten teams from local businesses and organizations that went head-to-head to see who will take home the winning trophy. This year’s winner was Rutland Regional Medical Center – Team Med Zeplin.

Whoopie Pie Festival - This community event featured a green street challenge, magicians, jugglers, face painters and caricature artists, The Red Trousers Show, food trucks, a youth bike Traffic Garden and resource tables from our non-profit community partners. The largest whoopie pie in New England was created by Dream Maker Bakers of Killington and weighed in at 770 pounds.

Upcoming events for 2024:

- Real Rutland Feud – February 24, 2024
- CEDRR Business Show – April 9, 2024
- CEDRR Mixers – Second Tuesday of the month
- Whoopie Pie Festival – September 14, 2024

For more information on upcoming events, event sponsorship opportunities or to join our Events Committee (we meet on the first Tuesday of the month at 8am), please contact Chrispin White at chrispin@rutlandeconomy.com.

Business Development Committee

The Business Development Committee focuses on entrepreneurship and other business growth and development initiatives. The Committee looks for innovative ways to support and develop businesses and industry in the region.

The expertise of the Committee has been vital this year in the continual development of The HUB Co-Works and StartUp Rutland through program development and hiring of personnel. This Committee has provided guidance as we helped to lead the Rutland City TIF exploratory process and aid Killington in successfully achieving its TIF designation. And this Committee has provided guidance this year on programs we’ve written grants for and provided guidance as The MINT explored expanding its footprint at 112 Quality Lane in a partnership with Rutland Area Robotics.

Finance Committee

The Finance Committee is the decision-making body for our loan fund and approves action items that impact the organization financially. Our Treasurer chairs the Committee and provides guidance and



oversight to staff in the preparation of our financial statements, audits, and asset management.

This year, the Committee had the responsibility of overseeing the asset management of an organization quickly expanding. Three years into the merger of the Rutland Economic Development Corporation and the Rutland Region Chamber of Commerce, CEDRR has maximized the combined strength of the organizations while leveraging significant Local, State, and Federal dollars to implement a variety of initiatives.

For projects supporting the expansion of the Vermont Farmers Food Center, the Rutland Airport Business Park, and The HUB CoWorks, CEDRR has connected \$4.2 million in funding for Rutland County this year. Going into the new year, we will rely on the expertise of the Finance Committee as we deploy these dollars.

Marketing Committee

Over the last year, the Chamber & Economic Development of the Rutland Region (CEDRR) Marketing Committee has been working to further promote all that we do in the community and the Regional Marketing Initiative, Real Rutland. One focus has been on various Real Rutland campaigns to reach more people nationwide. This includes advertising for two separate Real Rutland Weekend Getaways on social media and Google, general Real Rutland social media advertisements, and ads in local publications like The Mountain Times and Explore Magazines. Analytics prove when CEDRR is running a campaign the hits on our website drastically increase and more people enter the Real Rutland Concierge Program.

We also increased our advertising

presence for the Real Rutland Feud and the Whoopie Pie Festival. Both events saw drastically more attendees than the previous year.

Edits continue to be made on our CEDRR and Real Rutland webpages to update information and make the sites more user-friendly.

The committee continues to work with the state of Vermont's Department of Tourism and Marketing to reach more people interested in relocating here via the state's Think Vermont Program.

Policy Committee

The Policy Committee monitors and weighs in on legislation that could impact the business community, with the belief that our Vermont families and citizens will benefit from the growth and broadening of the tax base. We believe that population growth and business growth are co-dependent. We must attract new neighbors and we must create an environment that retains those who are already our neighbors. This can occur because of specific actions that include supporting business growth and development, as well as actions that support families and the members of those families who bring with them the skill and energy powering our businesses.

Building upon our prior years' work, the Policy Committee continued to monitor an unusual budgeting process that saw the allocation of significant and historic federal dollars into our state. This allowed us to advocate for transformative programs for our region while keeping our business community informed. We have been working closely with Downs Rachlin Martin, who contracts through the statewide Regional

Development Corporations to provide lobbying services, and the Vermont Chamber of Commerce to help us monitor legislation that is important and impactful to the business community. These partnerships help us to be better advocates for our region.

This past year we saw the continuation of the Legislative Breakfast Series, a series of forums that are intended to be informative and timely regarding current and future legislative activity. We are grateful for the continuous support of our dedicated regional delegation.

Real Estate Committee

The Real Estate Committee manages CEDRR's current real estate holdings such as the Quality Lane building. It also evaluates potential acquisitions to help grow the business community and provides basic guidance to developers.

This year, the Committee provided significant guidance to Staff as we experienced some tenant transitions within our building and worked through needed repairs and maintenance projects. The Committee provided guidance to Staff as we helped to lead an area ad hoc housing committee. Policy issues affecting commercial property continue to be monitored, including changes to Act 250 and the 3-acre stormwater rule, so that we can help our area businesses stay on top of legislation impacting property.

This Committee has provided guidance as we helped to lead the Rutland City TIF exploratory process and aid Killington in successfully achieving its TIF designation. This Committee has provided guidance this year as The MINT explored expanding its footprint at 112 Quality Lane in a partnership with Rutland Area Robotics.



CEDRR and Stafford Technical Center Continued Partnership

CHAMBER & ECONOMIC DEVELOPMENT
of the Rutland Region

YOUR SUCCESS



STARTS HERE

The Vermont Department of Labor (VDOL) supports up-skilling and re-skilling opportunities for Vermont workers through workforce development activities aimed at strengthening and expanding the labor force in Vermont. The VDOL Internship Program promotes internships by providing grants to organizations who support or connect Vermont employers with student-interns from regional career technical education centers or postsecondary educational institutions. CEDRR and Stafford Technical Center (STC) applied for and received \$33,600 to support student stipends.

Students from technical centers trend toward working locally, especially if early career connections are made with

employers that are of high interest and high skill, leading to high-paying jobs. The STC Work-Based Learning Coordinator is aware of a large base of students with specific skill sets. CEDRR has a membership base of 350 employers. The CEDRR/STC partnership will match the occupation-specific needs of employers with the skill sets of the students.

This is the third year of this local internship opportunity. Up to 15 students will participate in economic sectors including healthcare, manufacturing, hospitality, childcare, and high-skill trades (i.e., plumbing, electrical, and construction.)

For more information email Lyle@rutlandeconomy.com.

CEDRR Partners with VTSU to Identify Interns to Support Local Businesses



CHAMBER & ECONOMIC DEVELOPMENT
of the Rutland Region



Vermont State University

Chamber and Economic Development of the Rutland Region (CEDRR) and Vermont State University (VTSU) have entered into a partnership to expand career development opportunities for VTSU student interns for the 2023-2024 academic year. CEDRR will work with VTSU to support the cultivation of professional settings and/or networking options for students who wish to be involved in an internship or early career opportunities throughout Rutland County.

The goal of this innovative partnership is to encourage local businesses and non-profits to foster a professional environment where employers offer mentoring and best business practices in establishments that students otherwise would not have been exposed to. VTSU students bring knowledge, creativity, and a strong work ethic to any business/non-profit and they become an integral part of the Rutland County community.

During hours of operation, if a local business/non-profit does not have space to house and intern, The Hub CoWorks will support interns with hot desks and meeting

space. Interns will be expected to gain approval from the Office of Career Development and will sign a Hub CoWorks membership agreement to utilize the space.

Working closely with VTSU Director of Career Development and Innovation, the Assistant Director of Applied Learning Opportunities, and the Assistant Director of Community Partnerships, the CEDRR Member & Events Manager will provide oversight and support at the Hub CoWorks, and on site-based locations as needed, to those students for which connections to regional businesses have been made through CEDRR. Rutland Young Professionals (RYP), Rutland South Rotary and other local networking organizations utilize the Hub CoWorks, which will provide additional networking opportunities to VTSU students.

When visiting area businesses, the Member & Events Manager will share marketing materials to promote VTSU internship opportunities. For more information about VTSU's internship program, please contact Chrispin White at chrispin@rutlandeconomy.com.

StartUp Rutland Partnership Begins with gener8tor

Partnership Announcement:



StartUp Rutland – an initiative launched by Chamber & Economic Development of Rutland Region (CEDRR), serves as both an early-stage venture capital fund, and an accelerator and incubator. StartUp Rutland’s goal is to attract and retain high-growth startups and founders in Rutland, Vermont, and empower local entrepreneurs with a hands-on approach through an acceleration and incubation program.

StartUp Rutland has forged and announced a strategic partnership with gener8tor, one of the largest startup accelerators and venture capital funds in the US. This partnership with gener8tor significantly enhances our

capacity to attract top talent, secure investments, and provide mentorship, making our offerings the first of its kind in Vermont.

The StartUp Rutland Accelerator powered by gener8tor will recruit startups nationally in an effort to support startups based in or interested in relocating to Rutland. All participating startups chosen for the accelerator program will undergo evaluation for eligibility to gain access to follow-on resources, including up to \$100,000 investment each in exchange for an equity stake, incubation space and subsidized housing, amongst a host of additional perks. Applications for our Spring 2024 cohort are now open!

CEDRR Revolving Loan Fund

To help fulfill CEDRR’s mission to encourage and enhance business success in Rutland County, we provide businesses with fixed-rate loans through our Revolving Loan Fund program.

Loans through CEDRR’s Revolving Loan Fund are now available in amounts between \$5,000 and \$250,000. Interest rates can start at 5%, and members of CEDRR receive a 1% discount on the rate. Interest rates vary depending on the Wall Street Journal prime rate on the day the application is received, as well as the type of financing and the

credit quality of the borrower. Terms will vary depending on the type of financing and typically range from three to ten years.

The CEDRR loan program is made possible through a partnership with the United States Department of Agriculture Rural Development and funds are available to finance up to 75% of project costs. CEDRR typically works with other lending and business development partners to get to “YES” on projects that might otherwise be stalled due to a lack of traditional funding.

KIDS WILL BE KIDS *from* HEAD TO TOE



Kids Grow Up Healthy At Community Health



**COMMUNITY
HEALTH**

MEDICAL • DENTAL • BEHAVIORAL HEALTH

802-779-9169 | CHCRR.org

Brandon, Castleton, Rutland, Shoreham & West Pawlet



Four Seasons
Sotheby's
INTERNATIONAL REALTY

The Leader in Rutland County Real Estate

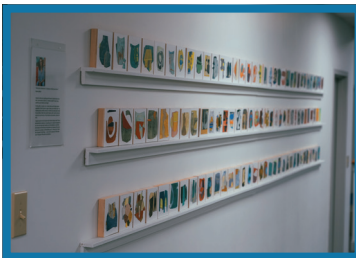


- | | | | | |
|----------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|
| 
Laurie
Mecier-Brochu | 
Nathan
Mastroeni | 
Sandi
Reiber | 
Freddie Ann
Bohlig | 
Susan
Bishop |
| 
Peggy
Steves | 
Lisa Bora
Hughes | 
Karen
Heath | 
Jean
Chamberlain | |
| 
Kathryn
Zambón | 
Kristina
Doty | 
Claire
Thompson | 
Merisa
Sherman | |
| 
Mandolyn
McIntyre | 
Wendy
Pallotta Heald | 
Kerry
Dismuke | 
KC
Gandec | |

116 WEST STREET | RUTLAND | 802.774.7007 • 133 EAST MOUNTAIN ROAD | KILLINGTON | 802.746.4203 | FourSeasonsSIR.com

Each Office is Independently Owned and Operated.

An Update from The Hub CoWorks



The Hub CoWorks exists to empower Rutland's professionals, entrepreneurs, and students with a flexible, high-quality workspace designed to nurture collaboration, creativity, and productivity.

Our vision is to establish The Hub as Rutland's go-to co-working community, setting unparalleled standards in service and innovation, all while fueling the growth and success of our members and the community at large.



- The Hub CoWorks offers 12 private offices all of which are currently rented out.
- We have 13 monthly hot desk members utilizing the co-working space.
- Meeting spaces are rented out at an average of 62 hours per month, and 111.5 hours were booked in October.
- The Hub CoWorks has a fully equipped and rentable podcasting room with six microphones, four Datavideo 4K cameras for video podcasting, and Rode audio engineering software. All equipment is user-friendly but look out for upcoming opportunities to get hands-on experience.
- The Hub CoWorks features a large variety of artwork curated by local artist, Bill Ramage.
- The space is also home to two lounges and a self-serve café.





HOT TUBS • ENDLESS POOLS • SAUNAS
802-775-5952

1901 US ROUTE 4 EAST MENDON, VT 05701



"I really like working at Casella. I'm part of a great team that encourages each other every day. Above all, there are many opportunities to learn, grow and build a career."

- Jessica P., Rutland, VT



JOIN OUR GREAT TEAM

Excellent Benefits • Career Path Training
A Fun, Values-Driven Culture

To apply text **CASELLA** to 97211
or visit casella.com/careers >>



Equal Opportunity & Affirmative Action Employer

Baking with the Bank!

"Local means everything to our family-run, wood-fired bakery and gristmill. It's why we've partnered with The Bank of Bennington for 28 years... And counting!"

- Doug Freilich & Julie Sperling
Naga Bakehouse
Middletown Springs



Support local. Switch today!

Rutland 802-774-5085 Manchester 802-362-4760 Bennington 802-442-1640 Arlington 802-375-2319

TheBankofBennington.com



The Bank of Bennington™

Your Money Stays Here, Works Here,
and that Makes a Difference.™



The Real Rutland Concierge Program



RU VT Real Rutland

The Real Rutland Concierge Program has made noteworthy progress to becoming a technological and data driven program. In the last year we have been able to catalog all our leads into a central location and gain insight from the data. This has significantly streamlined our efficiency and created thoughtful reporting.

As of October 15, we have welcomed 22 families, totaling 54 people, to Rutland County in 2023. (This brings us to a total of 232 people who have moved to Rutland County since the Real Rutland Concierge Program began in 2016.) We anticipate another 11 people will move to Rutland County by the end of 2023, surpassing the 2022 total of 39 people. This shows that Rutland County is a desirable place to relocate. Many people who speak to us about why they want to relocate here cite a more attractive climate, a welcoming community, and a less crowded city as motivators. We truly are living in a special place.



Real Rutland Weekend Getaways



After the success of last year's Real Rutland Weekend Getaway, our Regional Marketing Initiative, Real Rutland, hosted two Weekend Getaways this year.

In the spring, we ran a campaign on social media to attract two pairs of people for a weekend of mountain biking in Killington, Pine Hill Park, and the Slate Valley Trails. Two people from New York and Maine traveled to the area. This social media campaign reached about 300,000 people across the country, specifically in mountain biking areas.

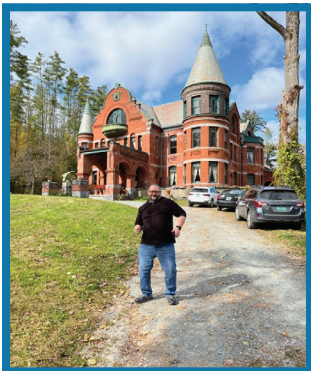
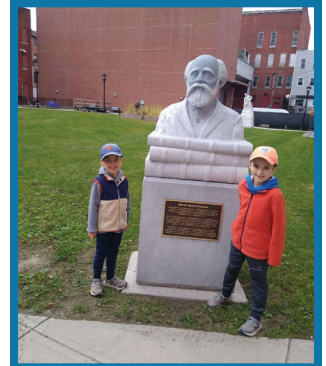
In the fall, we hosted a Weekend Getaway for four families who are seriously interested in moving here. The families traveled here from Texas, Ohio, and Connecticut. This social media campaign reached over 555,000 people in almost all fifty states. About 700

households signed up for their chance to spend a long weekend in Rutland County with planned and paid-for activities. Households were required to connect with a CEDRR employee via zoom to explain why they are thinking about moving to Vermont and how this weekend getaway could help them make that final relocation decision. CEDRR randomly selected the households to host in the beginning of October. The main aim was to introduce people contemplating moving to the area to locals and help them narrow down which town they see themselves fitting into.

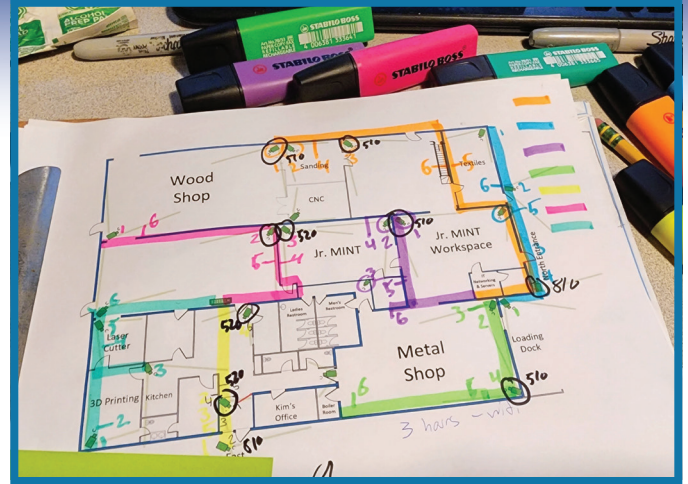
One household met with a local realtor, all met members of the community and took part in a county-wide scavenger hunt, which encouraged everyone to explore all towns, familiarizing themselves with the area.

Overall, the families had a won-

derful time hiking, riding the gondola to the top of Killington, attending the Sweater Weather Soiree hosted by Come Alive Outside and Real Rutland, and eating at many local restaurants. This experience would not have been possible without the funding for the Real Rutland Marketing Initiative, provided by Rutland County residents, individual town budgets, and the business community. In 2016, the Real Rutland Regional Marketing Campaign was launched after identifying the need to increase our workforce and overall population in Rutland County to support business sustainability and growth. Since then, over 200 people have moved to the area by way of our Real Rutland Concierge Program. We hope to continue hosting the Weekend Getaway in the future.



Update from The MINT - Rutland's Makerspace



I had the honor of writing this update for the first time in 2022. At that time, I was stepping into an organization that had a solid foundation with an eye to the future. It is a pleasure to look back at the last 12 months and provide you all with the 2023 annual

update! Since the fall of 2022, The MINT has grown both as an organization, and a physical space.

- Cortney Allard was hired in December of 2022, as our Youth Education Coordinator.
- We hosted our first full-day, week-

long youth Camp during the December School Break.

- We partnered with Rutland Area Christian School to double our capacity for youth camp enrollment in February and April.
- We offered five full-day week-long summer camps at no cost to families



NEED A PLACE TO WORK?

CO-WORKING SPACE



- ✓ Flexible Workspaces
- ✓ Meeting Spaces
- ✓ Business Services

LIMITED TIME!

\$40 / month
for first 3 months

ENTER CODE **SIGNMEUP**
AT CHECKOUT:
bit.ly/thcmembers

rutlandvermont.com/thehubcoworks
67 MERCHANTS ROW, SUITE 201, RUTLAND, VERMONT

Support local news

GET YOUR DIGITAL SUBSCRIPTION TODAY

www.rutlandherald.com



ASK ABOUT THE
NEW CUSTOMER
DISCOUNT!*

CALL
802-747-6121

VISIT
www.rutlandherald.com/subscribe

EMAIL
customerservices@rutlandherald.com



77 Grove Street, Suite 102, Rutland
www.rutlandherald.com

* Limited time offer for new customers only — have not subscribed in the last 60 days. At the end of the introductory period, service will continue at our regular rate. Visit website for details.



thanks to funding from the Agency of Education. Two of the camps, “Rosie’s Girls,” were in collaboration with Vermont Works for Women. The program provides Middle School women and gender-expansive youth an opportunity to learn trade skills, develop social skills, and build community.

- Morgan Over rejoined The MINT Team in the fall of 2022 as Physical Plant Manager and resumed an educational role with some of our adult classes. In May of 2023, our Board of Directors supported hiring Morgan as Director of Operations.
- We are transitioning out of a single-person shop leadership model and into a multi-person guild model to support our volunteer shop leads, their expert knowledge, and growth.
- We now offer Stained Glass, Mosaics, and Fused Glass arts. Jewelry has also expanded with Torch-Fired Enamel arts.
- The MINT began with 8,000 sq ft and grew to 14,000 sq ft in 2021. In

April of this year, The MINT board and OPS Team, CEDRR leadership, Bodycote representatives, and Ben Clark’s team discussed further expansion. We now share the 22,000 sq ft space with long-time partner and collaborator, Rutland Area Robotics.

- We designed The Junior MINT, a makerspace for kids and families located at Wonderfeet Kids’ Museum’s new location, offering monthly programming.
- Depot Park in Downtown Rutland features a fabulous MINT-made xylophone!
- Our MINTacular, annual open house and “birthday” celebration was held in conjunction with Vermont Craft Council’s Open Studio Weekend. We were the only makerspace on the state-wide tour!
- We expanded entrepreneur incubation last holiday season by taking retail residence on Merchants Row for November and December. Two dozen of our makers stocked the shop which saw more than 150 individual sales in

just 6 weeks. We are poised and excited to revisit this endeavor again this year.

As we turn the corner on the final months of 2023, I am incredibly grateful for all of our accomplishments. I am equally grateful for the network and relationships that made such accomplishments possible. The MINT is a community of creative, passionate, and dedicated individuals. Most of those individuals are employed outside of our walls, bringing with them connections and far-reaching relationships that serve to support our mission and our work. Many of those business relationships are directly associated with CEDRR’s own work and mission. Thank you to each and every one of you reading this update, serving on local boards, supporting local organizations, and MAKING great things happen in the Rutland region and beyond.

– Kim Griffin, Executive Director of The MINT Makerspace





Rooted in Community

Put Down Roots in a Place Where Caring for our Community is Second Nature



Grow Your Career in Rutland.

- » Employee-focused culture
- » Professional Development Opportunities
- » Team Environment
- » Employee Support and Benefits

*Equal Opportunity Employer

Search Job Openings
at **RRMCCareers.org**



Rutland Regional Medical Center

www.RRMC.org | 160 Allen Street, Rutland, VT | 802.775.7111

Healthy You. Healthy Together.