



CHAMBER & ECONOMIC DEVELOPMENT
of the Rutland Region

ANNUAL REPORT 2023-2024



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

Staff Members



Cooper Babbitt
Operations Director



Olivia Bucksbaum
Communications and
Marketing Manager



Mose Cassaro
StartUp Rutland
Director of Venture Capital



Karly Haven
Concierge Coordinator



Lyle Jepson
Executive Director



William "Bill" Lucci
Program Director of
The Hub CoWorks



Shasta Mattino
Finance & Compliance Manager



Lori Pinkowski
Office Manager



Liam Rodgers
Marketing & Operations Manager
of The Hub CoWorks



Chrispin White
Member Services &
Events Manager



Your Health. Your Choice.

*Our family caring for
your family since 1946.*

We are your local, non-profit VNA and Hospice agency. We bring advanced care to our patients where they're most comfortable and can heal the fastest—in their home.

**Call us at
802.244.0568**



VNA & HOSPICE
of the Southwest Region

Serving Bennington, Franklin, & Rutland Counties

www.vermontvisitingnurses.org

Celebrating Rutland County!

We are pleased to present to you the 2023-2024 Annual Report for the Chamber & Economic Development of the Rutland Region. Working together, we are moving forward in positive ways. Our communities and businesses are resilient and proactive in their thinking. We know that data is important. Let's look at the past two years of success and growth in our region "by the numbers." We have been involved in or are leading each of the projects below. More details are available later in this report for several items listed.

Economic Development

- \$143,000 – Department of Labor Grant in collaboration with Stafford Technical Center, supporting student internships.
- \$83 million infrastructure investment in the Town of Killington via Tax Increment Financing District approval. Master Plan Act 250 approval for Great Gulf including 2,300 residential units and 108,542sq/ft of commercial construction. Also, the potential for 250 units of workforce housing.
- 22,000 sq/ft Hub CoWorks/StartUp Rutland, located in the renovated Opera House in Downtown Rutland, in partnership with gener8tor, the nation's third largest business incubator.
 - \$1,492,687 - Economic Development Administration and match for StartUp Rutland.
 - \$500,000 – Congressionally Directed spending for StartUp Rutland.
 - \$33,000 - Vermont Community Foundation for StartUp Rutland.
 - \$50,000 - USDA grant for StartUp Rutland.
 - \$450,000 – Vermont Community Foundation for StartUp Rutland Venture Capital Fund.
- \$489,000 – Northern Borders Regional Commission grant to construct a water line for Phase II of commercial development at the Airport Industrial Park in Clarendon.
- RIDP (Rural Industrial Development Program Grants) \$150,000 for the Airport Industrial Park.
- \$343,474 - Incentives provided to 22 businesses in partnership with Efficiency Vermont.
- \$52,204 - Buildings & General Services Regional Economic Development Grants for six businesses.
- \$120,000 – Small Business Technical Assistance Grants for 30 businesses.
- CEDRR Loan Fund – Currently booked loans \$352K. Available to loan \$342K.

Community Building

- Whoopie Pie Festival
 - 2022 3,000+/- attendees 542 lb. Whoopie Pie
 - 2023 5,000+/- attendees 770 lb. Whoopie Pie



Lyle Jepson
Executive Director



Shana Louiselle
President

The Chamber & Economic Development of the Rutland Region exists to serve you. We are Rutland County's Chamber of Commerce and Economic Development Corporation with one important 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.

2024 7,500+/- attendees Largest Whoopie Pie in the World 1,187 lbs.!

- Real Rutland Feud at the Paramount Theatre to support Regional Marketing
 - 2022 400 attendees
 - 2023 550 attendees
- 26 Business/Community Networking Mixers
- 4 Legislative Events

Marketing

- 2,000,000+ www.RealRutland.com and social media views over three Weekend Getaway campaigns, which resulted in hosting families from California, Texas, New York, Maine, Connecticut, Ohio and North Carolina.
- \$150,000 Grow Grant 2024
- The Regional Marketing Initiative is currently tracking and following up on 1,484 potential new neighbors.
- 600+ social media posts.
- 104 newsletters and announcements of special events.
- 31 local concierge volunteers.
- 24 monthly informational blogs.

Welcoming New Staff Members

This is just a 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 Wednesday, October 23rd. It will take place from 5:00-7:00pm at the Paramount Theatre. Food, beverages, awards, and a main event showcase pitch competition will highlight the evening. The pitches will be presented by members of StartUp Rutland's 2024 Cohort. Take part in the Audience Choice Award for best business presentation, with a \$5,000 check being awarded to the winner.

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 our volunteers past and present, members and friends for your continued support and encouragement.

*Shana Louiselle, President
Lyle Jepson, Executive Director*

William "Bill" Lucci Program Director of The Hub CoWorks

Bill brings with him a diverse background of professional experiences having worked in higher education administration at both Xavier University and the University of Cincinnati for eight years. Since returning to New England, he has taught a number of business communication and leadership courses for professional programs offered through Vermont State University (Castleton and Randolph) while serving for over fifteen years as the Assistant Director for Adult Technical Education at Stafford Technical Center where he developed education and training programs for many Rutland-based employers in allied health, manufacturing, beauty care services, and commercial transportation. Lucci is the father of three children and lives in Poultney with his wife Kim.

Liam Rodgers Marketing & Operations Manager of The Hub CoWorks

Liam moved to Vermont from Pennsylvania to attend Castleton University (now Vermont State University), where he finished earning his degree in Business Marketing. After graduating, Liam worked in various roles, from preschool paraeducator to ski gear fitter, before transitioning into marketing for a few startups remotely. He now applies his diverse experiences and marketing skills at The Hub CoWorks, while continuously working to improve his expertise. Outside of work, Liam enjoys reading, snowboarding, capturing moments through photography, and spending quality time with family, friends, and pets.



Celebrating Vermont Staying In Vermont

As a Vermont-based mutual bank,
we can't be bought, we work
for customers, and we focus on
community, as we have for
more than 100 years.

Put your money to work here. Switch today!

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

TheBankofBennington.com



The Bank of Bennington™
*Your Money Stays Here, Works Here,
and that Makes a Difference.™*



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

Daniel Mora
Vista Senior Living

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

Sarah Furman

Heritage Family Credit
Union

Mary Ann Goulette

West Rutland Town
Manager

Gina Grove

VNA & Hospice of the
Southwest Region

Rolf Hirschmann

H. Hirschmann, Ltd.

Chris Keyser

CSK Consulting LLC

Amy Laramie

Killington Ski Resort

Greg McClallen

Stratabond Co.

Bill Moore

Town of Brandon

Traci Moore

Rutland Regional Medical
Center

Carly Perry

Belden Property
Management

Micheal Ramsey

State of Vermont

Kelley Robinson

Casella Waste Systems

Cameron Schaefer

GE Aviation

Mark Werle

Ryan Smith & Carbine

Mike Mitrano

Ex Officio RYP
Dark Shadows Entertainment

Devon Neary

Ex Officio, Rutland Regional
Planning Commission

Ed Bove

Ex Officio, 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

relationships 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 rutlandvermont.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
- New Member Portal
- 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. 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. While there, enjoy food and beverages from a local caterer, win fun door prizes, and purchase tickets for our 50/50 drawing.

With the success of our mixers and the increased awareness it brings for our members, our mixer schedule is full for 2024 and 2025 and there are only 4 spots available for a mixer in 2026. For more information about our mixers or to schedule one for 2026, please contact Chrispin White at chrispin@rutlandeconomy.com.



A Record-Breaking Whoopie Pie Festival!



This September, The Chamber & Economic Development of the Rutland Region (CEDRR) hosted the Third Annual Whoopie Pie Festival. The event attracted over 7,500 people and 16 whoopie pie vendors from across the East to Rutland's historic downtown. The Dream Maker Bakers Team made history by breaking a world record! This event is being heralded as the largest event on Center Street and Merchants Row in Downtown Rutland.

Dream Maker Bakers, in Killington, Vermont, returned to this year's festival to create the World's Largest Whoopie

Pie. The final product weighed in at 1,187 pounds, surpassing the previous record by more than 120 pounds! The cake was given to festival goers and delivered to food shelves and other community organizations for further distribution. There was zero waste!

Sweet Birch Coffee Roasters and Bakery in Wallingford, Vermont won the "People's Choice Award." Our panel of judges determined the "Most Creative" and "Overall Best" whoopie pies were a lemon poppyseed cake with blackberry frosting, baked by Cookies Cupcakes in Otis, Massachusetts.

Downtown businesses and restaurants said the festival attendees were spending money locally, making this one of their best business days. There were food trucks, face painters, caricature artists, a magician, a stilt walker, the Panhandlers Steel Drum Band, Cast Off 8's Square Dance Club, a Green Street with family activities, a Soap Box Derby, and booths featuring area non-profit organizations!

We are grateful for the community sponsors, volunteers, and our Premiere Sponsor, Casella Waste Systems, for making this day a success.





Rutland Community Access

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

We Are Your Voice Rutland County!



- 1075 Public
- 1095 Education
- 1085 Government

pegtv.com
802-747-0151
1 Scale Ave Howe Center
Rutland, Vermont

DIVINE



"A BOUTIQUE FOR THE SENSES"

25 CENTER STREET, DOWNTOWN RUTLAND



Ryan Smith & Carbine, Ltd.
is a full service law firm,
with offices in Vermont
and New York.

~ ALFA International member ~

VERMONT LAW OFFICE: RYAN SMITH & CARBINE, LTD.
Mead Building, 98 Merchants Row, PO Box 310, Rutland, VT 05702 • 802.786.1000
NEW YORK LAW OFFICE: RYAN SMITH & CARBINE, P.C.
511 Glen Street, Glens Falls, New York 12801 • 518.499.1272

www.rsclaw.com



ALISON MCCULLOUGH
Real Estate

Home *Sweet* Home

Real Estate • Real People • Real Results

802.747.8822

www.alisonmcculloughrealestate.com

29 Center Street, Downtown Rutland



2023 Chamber & Economic Development of the Rutland Region Annual Meeting Award Winners



Business Leader of the Year

Nicole Bower Cluckin' Café and Rollin' Rooster

With humble beginnings, their website says, "The first Rollin' Rooster food trailer first hit the road in 2019 as the first step in Nicole and Scott's lifelong dream to own a restaurant. Nicole Bower and her team, especially her husband Scott, are perfect examples of scalable entrepreneurship. In addition to their restaurant in Pittsford, they have grown to meet the increasing market demands, adding locations in Killington, Wells, Vermont, and Wells, Maine.



Innovator of the Year

Rutland Area Robotics

Rutland area Robotics is a 501c3 non-profit organization that supports K-12 robotics teams in Central Vermont. They strive to instill a passion for science, technology, engineering, and math in every team member. Rutland Areas Robotics uses robots to build future engineers, scientists, designers, healthcare and finance professionals and community leaders. Team members are the workforce of the future, a workforce that will inspire, solve big problems, such as global warming, and they will be our ethical compass for the AI industry. Dean Kamen, founder of FIRST Robotics stated, "We created a sport as exciting as every other – but the only one where every kid on every team has the chance to turn pro."



Community Leader of the Year

Killington Select Board

The Killington Select Board, composed of Chair Steve Finneron, Chris Karr and Jim Haff, has made Killington Forward a reality. Killington Forward is an action plan that will enhance the economy, infrastructure and growth potential in the Town of Killington and beyond. They are creating a sustainable future for everyone in the region by developing municipal water infrastructure, significant road enhancements, workforce housing and the reality of the Six Peaks Ski Village.

Volunteer of the Year

Paul Gallo – Magic Brush Painting

There are people in the community who silently work as community developers. They are people who humbly give other people credit for successes. They are people who appreciate the "good" that bringing people together around a common cause can create. A person who goes unrecognized, because that is the way he likes it, is Paul Gallo. Paul is vision, planning, management, passion and purpose, a person who appreciates family, a person who is the epitome of all that is "good" about humanity. We thank him for all he and his partner in life, Ingrid, do for the rest of us and for future generations.



ANNUAL MEETING 2024

Wednesday
OCT. 23
5:00-7:00 p.m.



30 Center Street, Rutland, VT

Agenda:

- 5:00-5:30 p.m. Social time and networking
- 5:30 p.m. Meeting called to order and welcome – Shana Louiselle, President
 - Introduction of CEDRR Officers for 2024-2025 – Shana Louiselle
 - President Russ Marsan – Owner of Carpenter & Costin
 - Vice-President – Amy Laramie Director of Communications, Events & Special Projects at Killington Resort
 - Treasurer Chris Keyser – CSKeyser Consulting LLC
 - Secretary Daniel Mora – Resident Liaison at Vista Senior Living
 - Introduction of new members of the CEDRR Board – Russ Marsan
 - Introduction of CEDRR Staff – Chrispin White, Membership and Events Manager
 - Awards Ceremony – Lyle Jepson, Executive Director
- 6:00 p.m. Introduction of the Showcase Event – Cooper Babbitt, Operations Director
- 7:00 p.m. Adjourn



GE Aerospace



M&T Bank



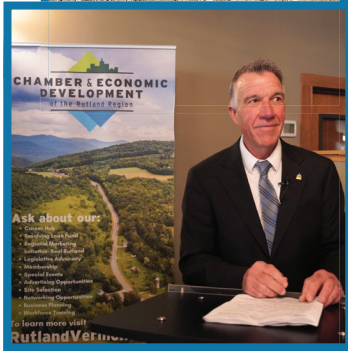
RUTLAND HERALD



Rutland Regional Medical Center



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 has engaged in relationship building 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.

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 2024 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 second Tuesday of each month, in partnership with other local business organizations and attract professionals from many industries.

- **Real Rutland Feud** – The Real Rutland Feud, held on February 24th, 2024, is based on the popular TV game show, “Family Feud.” This year’s event featured ten teams from local businesses and organizations who went head-to-head to see who would take home the winning trophy. Rutland County Pride Center won the 2024 game show!

- **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.

- **Whoopie Pie Festival** - This community event featured a green street challenge, a magician, face painters and caricature artists, The Red Trousers Show, food trucks, bouncy houses and resource tables from our non-profit community partners. The largest whoopie pie in the world was created by Dream Maker Bakers of Killington and weighed in at 1,187 pounds.



HERE'S HOW TO FEEL CONFIDENT ABOUT YOUR BUSINESS FINANCES

You need to focus on your business - without putting extra time into worrying about the finances. Get the products and services you can rely on from the people you can trust.



BUSINESS LOANS

Commercial Mortgages | Term Loans
Lines-of-Credit | SBA Lending



CREDIT CARDS

Corporate Visa® Credit Cards
Business Debit Cards



CONVENIENT SERVICES

Credit Card Processing | Payroll Services
ACH origination | FI to FI Transfer
Sweep Accounts



CHECKING & SAVINGS

Business Plus Checking | Overdraft Transfer
Money Market Share | Non-Profit Checking
Business Choice Checking
Overdraft Line-of-Credit
Primary Share High Yield Account

Upcoming events for 2025:

- Real Rutland Feud – February 15th, 2025
- CEDRR Business Show – TBD
- CEDRR Mixers – Second Tuesday of the month
- Whoopie Pie Festival – September 13th, 2025

For more information on upcoming events, event sponsorship opportunities or to join our Events Committee, please contact Chrispin White at chrispin@rutlandeconomy.com.

Marketing Committee Update

Over the last year, the Chamber & Economic Development of the Rutland Region (CEDRR) Marketing Committee has been working to continue promoting our 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 two separate Real Rutland Weekend Getaways on social media, general Real Rutland social media advertisements, Google advertisements, and ads in local publications like The Mountain Times and Explore Magazines. Analytics prove when CEDRR is running a campaign the page visits to our website drastically increase and more people enroll in the Real Rutland Concierge Program.

We also increased our advertising presence for the Real Rutland Feud and the Whoopie Pie Festival. Both events saw exceedingly more attendees than the previous year.

Edits continue to be made on our CEDRR and Real Rutland websites to update information and become 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 and the GROW (Grants for Relocation Outreach Work) 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 create an environment that retains those who are already part of our community. 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 its focus on key policy areas such as Act 250 reform, culminating in significant amendments to Vermont's landmark land use law to spur additional housing development in our larger municipalities, downtowns, and village centers. We have

VISIT HFCUVT.COM TO LEARN MORE!



HERITAGE FAMILY

CREDIT UNION



YOUR COMMUNITY...YOUR CREDIT UNION

1.888.252.8932 | WWW.HFCUVT.COM

BUSINESSSERVICES@HFCUVT.COM | 802.747.2337

Federally insured by the NCUA



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 with two sold out events featuring State Treasurer Mike Pieciak and Governor Phil Scott, along with our Rutland County legislative delegation. We are grateful for the continuous support of our dedicated county 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 oversaw not only the Quality Lane property, but provided key guidance as staff seeks to expand CEDRR's real estate development goals to meet the needs of area businesses. This included assistance with site selection and pursuit of new State grant programs meant to incentivize development in industrial areas. 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. Finally, the Committee has assisted CEDRR Staff in helping to organize and guide major stakeholders in key downtown development projects.

Community Care Network

Rutland Mental Health Services | Rutland Community Programs

thriving community, empowered lives

- MENTAL HEALTH SERVICES
- SUBSTANCE USE TREATMENT & RECOVERY SERVICES
- DEVELOPMENTAL SERVICES
- EARLY CHILD CARE & EDUCATION
- SENIOR & VOLUNTEER SERVICES

Crisis & Emergency Hot Line: 802-775-1000
Crisis Text Line: 802-214-2553

LEARN MORE AT: rmhscn.org

78 South Main St. Rutland, VT 05701
802.775.2381

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

RUTLAND HERALD

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.

CEDRR and Stafford Technical Center Continued Partnership



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 that support or connect Vermont employers with student interns from regional career technical education centers or postsecondary educational institutions. In spring 2024, CEDRR and Stafford Technical Center (STC) applied for and received \$66,524 to support student stipends. When added to previous grant awards, the total support received for this project exceeds \$143,000.

Students from technical centers trend toward working locally,

especially if early career connections are made with employers 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 fourth consecutive grant round of this local internship opportunity. Currently, up to 30 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 and Economic Development of the Rutland Region (CEDRR) and Vermont State University (VTSU) have a longstanding partnership to expand career development opportunities for VTSU student interns for the 2024-2025 academic school year. CEDRR works 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 doesn't have space for an intern within their office, 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 CEDRR Member & Events Manager provides oversight and support at the Hub CoWorks and in 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 and local non-profits, the Member & Events Manager shares marketing materials to promote VTSU internship opportunities. For more information about VTSU's Internship Program, please contact Chrispin White at chrispin@rutlandeconomy.com.

Real Rutland Receives \$150,000 via GROW Program

In October of 2023, Vermont Tourism and Marketing launched the “Grants for Relocation Outreach Work” Program, also known as the GROW Program. The intention is to support local, regional, county-wide, or state-wide organizations conducting new resident relocation, recruitment, and retention activities. In January of 2024, the program granted \$1.3M to organizations across the state to increase their capacity for new resident relocation and retention work in their local communities over a period of two years. The Chamber & Economic Development of the Rutland Region’s “Real Rutland Program” was one of twelve organizations to receive funding. Real Rutland was allotted \$150,000 to further market our area, attract young professionals and families, and increase retention efforts.

Real Rutland received money for the Regional Relocation Network Track and the Outreach Track. Funding from the Regional Relocation Network Track has allowed us to upgrade our Customer Relationship Management (CRM) System to better connect “program leads” with locals, fund additional staff time to build relationships with other towns and organizations



**Real
Rutland**

working towards a similar goal, and further involve businesses, municipalities, and Concierge Volunteers. The allocated money from the Outreach Track has allowed us to create more opportunities to bring new residents and long-time residents together via Meet & Greets solely hosted by Real Rutland and in collaboration with other organizations. We intend to increase retention rates, expand the awareness of our area by furthering our advertisements on social media, Google, and in print materials like The Mountain Times, and further boost our Weekend Getaway Giveaway Programs.

Small Business Technical Assistance Exchange

The Small Business Technical Assistance Exchange (SBTAE) was a program funded by the Vermont Agency of Commerce and Community Development and run by the Regional Development Corporations of Vermont. The SBTAE program supported local small and very small businesses by providing them with grants of up to \$4,000, to work with another Vermont small business to complete an important technical assistance project. Projects ranged from receiving accounting and bookkeeping

services, digital marketing, development of a new professional website, and legal services, among many other services. Through this program, CEDRR has closely worked with 16 Rutland County businesses and multiple Rutland County vendors on SBTAE projects. We have continued to build on relationships developed through the program. CEDRR will remain pushing for the continuation of the SBTAE program and other critical tools to support our smallest businesses.

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 a “YES” on projects that might otherwise be stalled due to a lack of traditional funding.



Work with the leaders in Rutland County Real Estate

Providing the best service tailored to your unique needs.



Laurie Meccier-Brochu
802.417.3614



Susan Bishop
802.417.3607



Sandi Reiber
802.417.3609



Freddie Ann Bohlig
802.417.3608



Merisa Sherman
802.345.0487



Karen Heath
802.417.3613



Lisa Bora Hughes
802.417.3616



Jean Chamberlain
802.417.3610



Kerry Dismuke
802.746.4203



Claire Thompson
802.417.3185



Wendy Pallotta Heald
802.417.3186



Leona Minard
802.417.3615



Christie Garofano
802.345.9644



Maryann Mandia
845.527.9582

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

Each Office is Independently Owned and Operated.

20 YEARS of CARING for our COMMUNITY



CHCRR.org



MEDICAL • DENTAL • BEHAVIORAL HEALTH

Building a Thriving Startup Ecosystem in Vermont



StartUp Rutland, in partnership with global accelerator and venture fund gener8tor, successfully launched the first-ever startup accelerator program in Rutland, Vermont. The inaugural cohort, composed of five innovative startups, highlights our commitment to fostering entrepreneurship and economic growth in the region. This free, seven-week accelerator connected startups to national mentors, investors, and corporate partners, positioning them for future success.

Key Highlights:

- Over 50 Applications: Received from startups nationally and internationally.
- Selection: Five startup teams were selected from over 50 national and international applications: Tacitly, Apexis

- Health, Brightwater Tools, SkinGenius, and Cathoven Ai.
- Impact on Local Economy: Three Vermont-based startups joined two out-of-state participants, bringing new ideas and opportunities to the region.
- Community Engagement: The program culminates in a public showcase on October 23, 2024, at The Paramount Theater, promoting innovation and entrepreneurship.

As we look to the future, StartUp Rutland aims to continue driving innovation and talent retention in Vermont, ensuring the region's long-term economic vitality. This program not only strengthens the local tech and startup ecosystem but also attracts national attention, positioning Rutland as a hub for entrepreneurial growth.

Markowski

Excavating, Inc.

Over 60 years of service to the community.

P.O. Box 69 • 2704 West Creek Road
Florence, Vermont 05744

Phone: 802-483-6469 Fax: 802-483-6978

E-mail: markexc@comcast.net

www.markowskiex.com

CASELLA CONSTRUCTION

AGGREGATE

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

Celebrating 35 Years!

The Real Rutland Concierge Program



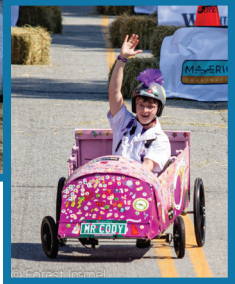
In the last year, the Real Rutland Concierge Program has continued to innovate with its technology. We have made a conversion to new Customer Relationship Management (CRM) software to streamline our capabilities and have responsive communication with potential new residents.

We have welcomed thirty-three new residents to the region so far this year. They have relocated from eleven U.S. states, the United Kingdom, Canada, and Costa Rica. People moved to our area for new employment opportunities, our area's natural beauty, and a slower pace of life.

Four new Concierge Volunteers have joined the programs. We now have 37 Concierge Volunteers helping people interested in our area make connections and find community even before moving to the region.



2024 Notes From The MINT



As 2024 is drawing to a close, we again are afforded the privilege of reflecting upon the events of the past 12 months. This year, we dedicated our efforts to setting down roots. At The MINT, we pride ourselves on being deeply ingrained in the fabric of this community. Collaboration with local partners keeps us inspired and growing in a positive direction. We are committed to being a resource for the greater Rutland Region.

As our community relationships grow, so does our footprint. We were fortunate to procure a permanent space on Merchant's Row this year! The evolution of The MINT Downtown has been a joyful one. We are able to showcase the incredible work being done by our makers in an inviting and accessible location- but that is not all! In May this year, we introduced reMake. This secondhand art supply store is managed by our volunteer, Kris Harmelink. Kris is one of our talented makers who approached us this spring with a dream of keeping "trash" out of the waste stream. This vision aligned with not only our own goals but also existing program infrastructure. Together, we were able to create an inviting space in the heart of downtown Rutland and a second chance for craft supplies to become something spectacular.

Our relationship with Rutland Area Robotics continues to evolve. We are so proud of their accomplishments and are honored to house them as they grow and thrive. Similarly, we housed Weston Theater Company this summer. Flooding in 2023 took their Scenes and Sets Shop, so they moved into The MINT for the 2024 season! We are thrilled to have the special capability to house both of these brilliant and creative organizations.

Hired new staff:

Caitlin Gates
Marissa Arduca

Added a full time downtown location:

Accessible to Bus Routes
Supports Boys & Girls Club
reMake Creative Reuse Shop

Updated shops at main facility:

Added a glass fusing shop
Purchased brand new wheels for Pottery Shop
Introduced the Ludlow typograph to the Letterpress Shop
Added more rentable studio spaces

Community Partnerships:

Rutland Free Library
Wallingford Library and Recreation
Rutland City Tapestry After School
Clarendon School After School
Rutland County Pride Center
Vermont Works for Women - Rosie's Girls & TrailBlazer's
Gender Equity Training for staff and community members
CORI Place Making Support
Soapbox Derby
Weston Theater Company



We added some staff to our MINT family. In April 2024, Caitlin Gates came on as our Communications and Engagement Coordinator. She also supports many of our youth education programs throughout the year. Marissa Arduca joined us this summer as our new Education Coordinator. She brings a wealth of experience in youth education as well as non-profit administrative experience.

This year also saw us working closely with Rutland Regional Medical Center and the Boys and Girls Club through the

VPLO grant. This grant expanded our offerings to middle school youth. We are very excited to continue our collaboration with both entities as we develop a makerspace for the teen center. It has also allowed us to connect with the Clarendon school district and bring some STEAM programming to them on a regular basis.

Our most fun accomplishment of the year was the launch of our first annual Soap Box Derby.

The derby took place at the Rutland Whoopie Pie Festival and was a huge success! Seven teams from local

businesses built custom designs onto our MINT made soap box chassis. The inspired pieces of rolling art then raced down center street, competing for fame, speed and awesome prizes. HUGE props goes to our Director of Operations, Morgan Over for her vision, creativity, dedication, and hard work towards this amazing event.

*With gratitude and awe,
Kim Griffin
Executive Director
The MINT Makerspace*



O'BRIEN SHORTLE REYNOLDS & SABOTKA, PC

Certified Public Accountants



COMPREHENSIVE TAX, ACCOUNTING
& ADVISORY SERVICES

OUR TEAM OF PROFESSIONALS

THOMAS O'BRIEN (OF COUNSEL)
THOMAS SHORTLE, CPA (OF COUNSEL)
JAMES REYNOLDS, CPA
THOMAS J. SABOTKA, CPA, MST
GWEN FLEWELLING, CPA
KAREN BARTLETT, CPA
JEFF LANGMAID, CPA
STEVEN GOYETTE, CPA
KATHRYN MCGRATH, CPA
ISIAH JACKSON
ADAM DEBLASIO

JAMES POTVIN, CPA, CGMA
ALICIA WALLETT-CASSIDY, CPA
MICHAEL JAKUBOWSKI, CPA, CVA
JANICE CRAIG, CPA
MARY KIRBY, EA
NANCY LYMAN, EA
CARRIE CLARKE, EA
JULIE PITTS
KELLY BEAM
LINDSAY PERRY
SCOTTI BERNAL

SUSAN BARNES
NANCY BOISE
RACHAEL LEE
ANNA LEEPER
LORI OPSOMMER
KATJE HEWES
AMANDA POSCH
LIZ LEBURN
SARA RUTIGLIANO
WENDY PRINGLE

OUR SERVICES

ACCOUNTING & AUDITING
TAX PLANNING & COMPLIANCE
BUSINESS ADVISORY SERVICES
FORECASTS AND PROJECTIONS
BUSINESS VALUATIONS
PERSONAL FINANCIAL PLANNING
ESTATE PLANNING
INVESTMENT PLANNING
LITIGATION SUPPORT
REMOTE ACCOUNTING SERVICES
CERTIFIED QUICKBOOKS PROADVISORS

54 NORTH MAIN STREET RUTLAND, VT

802-773-8344

VTCPA.COM

INFO@VTCPA.COM

An Update from The Hub CoWorks



CO.STARTERS®



The Hub Co-Works, part of the StartUp Rutland initiative, is gathering momentum toward its goal to become Rutland's premiere office, co-working, education and training, and special event space. Since January, we have been ground zero for several cool events and important pilot projects that are helping us to reach that goal. The first community event that The Hub hosted was Connected Evolution, a display of artwork created by senior AP artists from Rutland High School. We welcomed these talented students, parents, and guests into our Opera House space for an opening night exhibition and reception. Then we had the pleasure of curating their art to the public for nearly a month. We have also attracted three resident artists to our creative hive in the Opera House side of our facility who have made The Hub their home: a fabric artist, a quiltmaker, and a portrait photographer.

We have hosted several leadership retreats which included two large Rutland County school districts and a state university. Rutland Public Schools, Slate Valley Unified School District, and Vermont University all assembled here at The Hub to evaluate the strategic plans for their organizations. They join a significant number of state and local agencies, not-for-profits, and community foundations who find the physical space and tech-enabled amenities an excellent location for their leadership to meet to evaluate and plan strategic goals for the coming year.

Extending our outreach efforts within and outside Rutland County has been very successful through the creation of a podcast series that brings prominent leaders from government, education, business, not-for-profits, and allied health to The Hub. The View from the Top podcast library includes episodes that feature conversations with State Treasurer Mike Picciak, State



Senator Brain Collamore, Legislator and Founder of the Space on Main Monique Priestley, President and CEO of VSAC Scott Giles, and President of Vermont State University Dr. David Bergh. This series will continue to highlight the personal and professional sides of extraordinary leaders who are making a difference here in our brave little state.

We have developed an appreciation for connecting with local partners in providing education and training that is critical for the success of their employees and organizations. We are now an approved testing site for Meazure Learning, a third-party developer and provider of dozens of high-stakes, high-cost licensing and certification examinations for several professional fields. Using Meazure-approved proctors and technology based in a comfortable and centrally located testing center at The Hub, test takers are spared the need to travel to New York and New Hampshire to take these examinations. We have also partnered with Vermont Law School, sponsoring free workshops for local businesses that focus on legal issues related to starting a business and transferring ownership of a business to a partner. Two successful seminars were brought to The Hub with one focusing on proposal and grant writing for not-for-profits, and another examining digital marketing strategies for businesses with both providing education and learning opportunities to help local businesses become more competitive in generating more and better services to their clients and customers.

And finally, we are looking forward to launching our first roster of aspiring entrepreneurs through our partnership with the FinSync Co.Starters program—a cohort-based, ten-week



course, designed to equip entrepreneurs of all kinds with the insights, relationships, and tools needed to turn ideas into action. Throughout the program, participants develop and fine-tune their ideas, critically examining every part, and determining next steps in their possible launch via real-time feedback from people in the Rutland community. The fall cohort of 10-12 starters is scheduled to begin on October 10, 2024, and the spring cohort will start on April 17, 2025. To learn more about Co.Starters and to register for the course, visit us at www.thehubcoworks.com.

As we continue to develop and refine our marketing and outreach strategy in the year ahead to broaden our customer base, we are grateful to acknowledge the ongoing support and sponsorship of Killington Ski Resort, Casella Waste Systems, and MKF Properties who have laid the foundation for what we are building here at The Hub.

ALLEN
— SINCE 1957 —
POOLS & SPAS

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

1901 US ROUTE 4 EAST MENDON, VT 05701

DESK JOBS AREN'T FOR EVERYONE.

The Power of Hard Work Starts at Casella's Training School, Offering an Accelerated CDL Driving Program, for FREE.

FIND YOUR PLACE AT
CASELLA.COM/CDL-TRAINING

casella
ESTABLISHED 1975
THE POWER OF HARD WORK



Rooted in Community

Building a Healthier Community Together
One Connection at a Time



Rutland Regional Medical Center

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

Healthy You. Healthy Together.