

2026 Nonprofit Candidate Questionnaire

Responses from Vermont 2026 General Election Candidates

Get ready
to vote!

VOTE

VOTE

Vermont's 2026 General Election is November 3rd. Common Good Vermont invited all candidates for statewide and legislative office to participate in our Nonprofit Candidate Questionnaire to share their perspective on issues important to the nonprofit sector and the people who depend on its services every day. We asked candidates about their engagement with nonprofits, supporting the nonprofit workforce, and investing in the sector.

Surveys were sent to all candidates running for statewide offices, Vermont House of Representatives, and Vermont Senate. This is intended to be an informational resource and is not an endorsement of any candidate or party. This document includes all responses received by September 14th, 2026, and will be updated periodically if additional responses are received.

How to Use This Resource:

- All candidates are listed below. Statewide candidates are sorted by office and alphabetically by last name. House and Senate candidates are sorted alphabetically by district abbreviation and last name.
- Responses for candidates who completed the survey are hyperlinked below.
- Use the table of contents below for navigation to specific sections or candidates.
- Not sure what district you're in? Find out [here](#).

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Vermont 2026 General Election Candidates

Candidates for Statewide Office

JUNE GOODBAND, PEACE AND JUSTICE, GOVERNOR

AMANDA JANOO, DEM/PROG, GOVERNOR

BRIAN JUDD, INDEPENDENT, GOVERNOR - Did Not Respond

DEAN ROY, FREEDOM AND UNITY, GOVERNOR - Did Not Respond

PHIL SCOTT, REPUBLICAN, GOVERNOR - Did Not Respond

MOLLY GRAY, DEMOCRATIC, LIEUTENANT GOVERNOR - Did Not Respond

JOHN S. RODGERS, REPUBLICAN, LIEUTENANT GOVERNOR - Did Not Respond

ZACHARY HAMPL, PROGRESSIVE, STATE TREASURER - Did Not Respond

MIKE PIECIAK, DEMOCRATIC, STATE TREASURER

SARAH COPELAND HANZAS, DEMOCRATIC, SECRETARY OF STATE - Did Not Respond

H. BROOKE PAIGE, REPUBLICAN, SECRETARY OF STATE

RACHEL SHAW, PROGRESSIVE, SECRETARY OF STATE - Did Not Respond

TIM ASHE, DEMOCRATIC, AUDITOR OF ACCOUNTS

CHARITY R. CLARK, DEMOCRATIC, ATTORNEY GENERAL - Did Not Respond

Candidates for Vermont Senate

RUTH HARDY, DEMOCRATIC, ADD 1 - Did Not Respond

STEVEN HEFFERNAN, REPUBLICAN, ADD 1 - Did Not Respond

ANDREW KLEIN, REPUBLICAN, ADD 1 - Did Not Respond

HANNAH SESSIONS, DEMOCRATIC, ADD 1 - Did Not Respond

SETH BONGARTZ, DEMOCRATIC, BEN 1

ROBERT F. PLUNKETT, DEMOCRATIC, BEN 1

RACHEL SHAW, PROGRESSIVE, BEN 1 - Did Not Respond

LAWRENCE "SPIKE" WHITMIRE, REPUBLICAN, BEN 1 - Did Not Respond

JOSH R. WILLIAMS, REPUBLICAN, BEN 1 - Did Not Respond

SCOTT L. BECK, REPUBLICAN, CAL 1 - Did Not Respond

DAVID M. ROTH, DEMOCRATIC, CAL 1 - Did Not Respond

NIKHIL GOYAL, DEM/PROG, CHI CT 1 - Did Not Respond

[MARTINE LAROCQUE GULICK, DEMOCRATIC, CHI CT 1](#)

TANYA VYHOVSKY, DEM/PROG, CHI CT 1 - Did Not Respond

ASHLEY R. BARTLEY, REPUBLICAN, CHI N 1 - Did Not Respond

IRENE WRENNER, DEMOCRATIC, CHI N 1 - Did Not Respond

THOMAS CHITTENDEN, DEMOCRATIC, CHI SE 1 - Did Not Respond

[VIRGINIA "GINNY" LYONS, DEMOCRATIC, CHI SE 1](#)

[KESHA RAM HINSDALE, DEMOCRATIC, CHI SE 1](#)

BRUCE ROY, REPUBLICAN, CHI SE 1 - Did Not Respond

JAVEN SEARS, REPUBLICAN, CHI SE 1 - Did Not Respond

[ROHAN ST MARTHE, REPUBLICAN, CHI SE 1](#)

RUSS INGALLS, REP/DEM, ESX 1 - Did Not Respond

[ALEXANDER BOBELLA, DEMOCRATIC, FRA 1](#)

RANDY BROCK, REPUBLICAN, FRA 1 - Did Not Respond

ROBERT W. NORRIS, REPUBLICAN, FRA 1 - Did Not Respond

A. GREGORY RAINVILLE, DEMOCRATIC, FRA 1 - Did Not Respond

PAT BRENNAN, REPUBLICAN, GI 1 - Did Not Respond

[KIM GLEASON, DEMOCRATIC, GI 1](#)

RICHARD A. WESTMAN, REP/DEM, LAM 1 - Did Not Respond

JOHN K. BENSON, REPUBLICAN, ORA 1 - Did Not Respond

MONIQUE PRIESTLEY, DEM/PROG, ORA 1 - Did Not Respond

JOHN MORLEY III, REP/DEM, ORL 1 - Did Not Respond

BRIAN COLLAMORE, REP/DEM, RUT 1 - Did Not Respond

DAVID WEEKS, REP/DEM, RUT 1 - Did Not Respond

TERRY K. WILLIAMS, REP/DEM, RUT 1 - Did Not Respond

[DAVE WOLK, INDEPENDENT, RUT 1](#)

[ANN CUMMINGS, DEMOCRATIC, WAS 1](#)

ROB LACLAIR, REPUBLICAN, WAS 1 - Did Not Respond

CHRISTOPHER A. NEDDO, REPUBLICAN, WAS 1 - Did Not Respond

ANDREW PERCHLIK, DEM/PROG, WAS 1 - Did Not Respond

PETER SCHMEECKLE, REPUBLICAN, WAS 1 - Did Not Respond

[ANNE WATSON, DEM/PROG, WAS 1](#)

DALE L. GASSETT, REPUBLICAN, WDH 1 - Did Not Respond

WENDY K. HARRISON, DEMOCRATIC, WDH 1 - Did Not Respond

NADER HASHIM, DEMOCRATIC, WDH 1 - Did Not Respond

RUSTY E. SAGE, REPUBLICAN, WDH 1 - Did Not Respond

ELIZABETH BURROWS, DEM/PROG, WDR 1 - Did Not Respond

[JONATHAN GLEASON, REPUBLICAN, WDR 1](#)

[JOE IZZO, INDEPENDENT, WDR 1](#)

[JOE MAJOR, DEMOCRATIC, WDR 1](#)

ANDREA MURRAY, REPUBLICAN, WDR 1 - Did Not Respond

REBECCA WHITE, DEMOCRATIC, WDR 1 - Did Not Respond

JACK WILLIAMS, REPUBLICAN, WDR 1 - Did Not Respond

Candidates for Vermont House of Representatives

MIKE ROY, DEMOCRATIC, ADD 1 - Did Not Respond

ROBIN SCHEU, DEMOCRATIC, ADD 1 - Did Not Respond

TANYA BYKER, DEMOCRATIC, ADD 2 - Did Not Respond

ANNIE WILSON, REPUBLICAN, ADD 2 - Did Not Respond

JOSEPH "JOE" BAKER, REPUBLICAN, ADD 3 - Did Not Respond

[ARIEL BOLLES, DEM/PROG, ADD 3](#)

ROB NORTH, REPUBLICAN, ADD 3 - Did Not Respond

[JOHN STROUP, DEMOCRATIC, ADD 3](#)

JEANNE ALBERT, DEMOCRATIC, ADD 4 - Did Not Respond

LYNN DIKE, REPUBLICAN, ADD 4 - Did Not Respond

CHANIN HILL, REPUBLICAN, ADD 4 - Did Not Respond

[KAREN LUEDERS, DEMOCRATIC, ADD 4](#)

JUBILEE MCGILL, DEMOCRATIC, ADD 5 - Did Not Respond

DEL THOMPSON, REPUBLICAN, ADD 5 - Did Not Respond

JIM CASEY, REPUBLICAN, ADD RUT - Did Not Respond

JONATHAN HESCOCK, DEMOCRATIC, ADD RUT - Did Not Respond

JONATHAN COOPER, DEMOCRATIC, BEN 1 - Did Not Respond

CHARLES EDWARD JEWETT, REPUBLICAN, BEN 1 - Did Not Respond

ANTHONY A. COOK, REPUBLICAN, BEN 2 - Did Not Respond

TIMOTHY R. CORCORAN II, DEMOCRATIC, BEN 2 - Did Not Respond

WILLIAM "WILL" GREER, DEMOCRATIC, BEN 2 - Did Not Respond

DAVID K. DURFEE, DEMOCRATIC, BEN 3 - Did Not Respond

VICTOR K. HARWOOD JR, REPUBLICAN, BEN 3 - Did Not Respond

ALFORD "AL" CLAYTON, REPUBLICAN, BEN 4 - Did Not Respond

MICHAEL FERNANDEZ, INDEPENDENT, BEN 4 - Did Not Respond

[ROBERT HUNTER, DEMOCRATIC, BEN 4](#)

THOMAS WEST, DEMOCRATIC, BEN 4 - Did Not Respond

[THOMAS "TOM" BLAKELY, DEMOCRATIC, BEN 5](#)

MARY A. MORRISSEY, REPUBLICAN, BEN 5 - Did Not Respond

MICHAEL NIGRO, DEMOCRATIC, BEN 5 - Did Not Respond

SANDRA "SANDY" PINSONAULT, REPUBLICAN, BEN RUT - Did Not Respond

[MIKE RICE, DEMOCRATIC, BEN RUT](#)

DEBRA "DEBBIE" POWERS, REPUBLICAN, CAL 1 - Did Not Respond

[DAVID TUCKER, DEMOCRATIC, CAL 1](#)

[AUDREY GRANT, DEMOCRATIC, CAL 2](#)

MICHAEL SOUTHWORTH, REPUBLICAN, CAL 2 - Did Not Respond

[BILL COLEMAN, PROG/DEM, CAL 3](#)

DENNIS R. LABOUNTY, DEMOCRATIC, CAL 3 - Did Not Respond

ERIK R. LAVALLEE, REPUBLICAN, CAL 3 - Did Not Respond

BETH M. QUIMBY, REPUBLICAN, CAL 3 - Did Not Respond

[BRANDOLYN BRADLEY, INDEPENDENT, CAL ESX](#)

AMANDA COCHRANE, DEMOCRATIC, CAL ESX - Did Not Respond

DEBORAH CORDZ DOLGIN, REPUBLICAN, CAL ESX - Did Not Respond

STEVEN DOLGIN, REPUBLICAN, CAL ESX - Did Not Respond

[HEATHER WHITEMORE YOUNG, DEMOCRATIC, CAL ESX](#)

[ERIC BACH, DEMOCRATIC, CAL WAS](#)

GREG BURTT, REPUBLICAN, CAL WAS - Did Not Respond

JANA BROWN, DEMOCRATIC, CHI 1 - Did Not Respond

KATE NUGENT, DEMOCRATIC, CHI 10 - Did Not Respond

BRIAN MINIER, DEMOCRATIC, CHI 11 - Did Not Respond

MARTIN J. LALONDE, DEMOCRATIC, CHI 12 - Did Not Respond

[BRAM KLEPPNER, DEMOCRATIC, CHI 13](#)

[KAREN PAUL, DEMOCRATIC, CHI 13](#)

ADAM FRANZ, PROG/DEM, CHI 14 - Did Not Respond

[BEN BOSLEY, DEMOCRATIC, CHI 15](#)

BRIAN CINA, PROG/DEM, CHI 15 - Did Not Respond

[TROY HEADRICK, INDEPENDENT, CHI 15](#)

TRANG DO, PROG/DEM, CHI 16 - Did Not Respond

[CHRISTOPHER HAESSLY, INDEPENDENT, CHI 16](#)

JEFFREY PETERSON, PROG/DEM, CHI 16 - Did Not Respond

ABBEY DUKE, DEMOCRATIC, CHI 17 - Did Not Respond

[ALI DIENG, DEMOCRATIC, CHI 18](#)

[DAVE HARTNETT, INDEPENDENT, CHI 18](#)

[CAROL ODE, DEMOCRATIC, CHI 18](#)

SARAH "SARITA" AUSTIN, DEMOCRATIC, CHI 19 - Did Not Respond

[WENDY CRITCHLOW, DEMOCRATIC, CHI 19](#)

SPENCER SHERMAN, REPUBLICAN, CHI 19 - Did Not Respond

ALEX R. THIBAUT, REPUBLICAN, CHI 19 - Did Not Respond

[ANGELA ARSENAULT, DEMOCRATIC, CHI 2](#)

ERIN BRADY, DEMOCRATIC, CHI 2 - Did Not Respond

[DOUG BISHOP, DEMOCRATIC, CHI 20](#)

[GAYLE PEZZO, DEMOCRATIC, CHI 20](#)

DOUG WOOD, REPUBLICAN, CHI 20 - Did Not Respond

DAISY BERBECO, DEMOCRATIC, CHI 21 - Did Not Respond

MATT GILE, PROG/DEM, CHI 21 - Did Not Respond

BRENT BOERGER, REPUBLICAN, CHI 22 - Did Not Respond

KAREN DOLAN, DEMOCRATIC, CHI 22 - Did Not Respond

LORI HOUGHTON, DEMOCRATIC, CHI 22 - Did Not Respond

SETH ADAM MANLEY, REPUBLICAN, CHI 22 - Did Not Respond

LEONORA DODGE, DEMOCRATIC, CHI 23 - Did Not Respond

[REY GAROFANO, DEMOCRATIC, CHI 23](#)

PEARL LUCERO BECKAGE, REPUBLICAN, CHI 23 - Did Not Respond

LYNN U. SMITH, REPUBLICAN, CHI 23 - Did Not Respond

ALYSSA BLACK, DEMOCRATIC, CHI 24 - Did Not Respond

STEPHANIE MACK, REPUBLICAN, CHI 24 - Did Not Respond

JULIA ANDREWS, DEMOCRATIC, CHI 25 - Did Not Respond

BRENDA STEADY, REPUBLICAN, CHI 25 - Did Not Respond

EDYE GRANING, DEMOCRATIC, CHI 3 - Did Not Respond

TREVOR SQUIRRELL, DEMOCRATIC, CHI 3 - Did Not Respond

JOHN KINGSTON, INDEPENDENT, CHI 4 - Did Not Respond

KELSEY PASTERIS, DEMOCRATIC, CHI 4 - Did Not Respond

[CHEA WATERS EVANS, DEMOCRATIC, CHI 5](#)

KATE LALLEY, DEMOCRATIC, CHI 6 - Did Not Respond

DEB MAYFIELD, REPUBLICAN, CHI 6 - Did Not Respond

SHAWN J. SWEENEY, DEMOCRATIC, CHI 7 - Did Not Respond

BRIDGET BURKHARDT, DEMOCRATIC, CHI 8 - Did Not Respond

MITCHEL CYPES, REPUBLICAN, CHI 8 - Did Not Respond

EMILIE KRASNOW, DEMOCRATIC, CHI 9 - Did Not Respond

HENRY A. BONGES III, DEMOCRATIC, CHI FRA - Did Not Respond

[NATALIE CASHEN, DEMOCRATIC, CHI FRA](#)

KUMULIA "KASE" LONG, REPUBLICAN, CHI FRA - Did Not Respond

ANTHONY "TONY" MICKLUS, REPUBLICAN, CHI FRA - Did Not Respond

JOHN KASCENSKA, REP/DEM, ESX CAL - Did Not Respond

DAVID M. JACOBS, REPUBLICAN, ESX ORL - Did Not Respond

JOHN "WOTON" LALLY, WOMEN'S LIBERATION VEGI-ARYAN, ESX ORL - Did Not Respond

KEITH BILLADO, REPUBLICAN, FRA 1 - Did Not Respond

[CAROLINE BRIGHT, DEMOCRATIC, FRA 1](#)

[JULIE FILIBERTI, DEMOCRATIC, FRA 1](#)

BOB STEBBINS, REPUBLICAN, FRA 1 - Did Not Respond

EILEEN "LYNN" DICKINSON, REPUBLICAN, FRA 2 - Did Not Respond

[PAM MCCARTHY, DEMOCRATIC, FRA 2](#)

SUZANNE KENYON, DEMOCRATIC, FRA 3 - Did Not Respond

JOSEPH "JOE" LUNEAU, REPUBLICAN, FRA 3 - Did Not Respond

[TAMAR BOUCHARD, DEMOCRATIC, FRA 4](#)

CARMELA ANN MAYETTE, DEMOCRATIC, FRA 4 - Did Not Respond

THOMAS "TOM" OLIVER, REPUBLICAN, FRA 4 - Did Not Respond

MATTHEW E. WALKER, REPUBLICAN, FRA 4 - Did Not Respond

LISA A. HANGO, REP/DEM, FRA 5 - Did Not Respond

WAYNE A. LAROCHE, REP/DEM, FRA 5 - Did Not Respond

JAMES GREGOIRE, REP/DEM, FRA 6 - Did Not Respond

ALAN "PENNY" DEMAR, REP/DEM, FRA 7 - Did Not Respond

JOHN "JACK" BRIGHAM, REPUBLICAN, FRA 8 - Did Not Respond

ZACH SCHEFFLER, DEMOCRATIC, FRA 8 - Did Not Respond

JOSIE HENRY, REPUBLICAN, GI CHI - Did Not Respond

SYLVIA JENSEN, DEMOCRATIC, GI CHI - Did Not Respond

MICHAEL R. MORGAN, REPUBLICAN, GI CHI - Did Not Respond

DAVE SKINNER, DEMOCRATIC, GI CHI - Did Not Respond

JED LIPSKY, INDEPENDENT, LAM 1 - Did Not Respond

RICHARD J. BAILEY, REPUBLICAN, LAM 2 - Did Not Respond

[JAMES "JIM" LIPINSKI, DEMOCRATIC, LAM 2](#)

DANIEL NOYES, DEMOCRATIC, LAM 2 - Did Not Respond

MALCOLM "MAC" TEALE, REPUBLICAN, LAM 2 - Did Not Respond

ADAM HOWARD, INDEPENDENT, LAM 3 - Did Not Respond

DEB NEVIL, DEMOCRATIC, LAM 3 - Did Not Respond

REBECCA PITRE, REPUBLICAN, LAM 3 - Did Not Respond

SUSANNA G. BURNHAM, REPUBLICAN, LAM WAS - Did Not Respond

SAUDIA LAMONT, DEMOCRATIC, LAM WAS - Did Not Respond

DAVID YACOVONE, DEMOCRATIC, LAM WAS - Did Not Respond

MICHAEL "MIKE" TAGLIAVIA, REPUBLICAN, ORA 1 - Did Not Respond

[GREGORY WILSON, DEMOCRATIC, ORA 1](#)

[NICHOLAS DILORENZO, REPUBLICAN, ORA 2](#)

LANCE V. MILLS, DEMOCRATIC, ORA 2 - Did Not Respond

FRAN COVEY, REPUBLICAN, ORA 3 - Did Not Respond

AIDEN BOYD OTTERMAN, DEMOCRATIC, ORA CAL - Did Not Respond

SUSAN CULP, INDEPENDENT, ORA CAL - Did Not Respond

TOM OTTERMAN, REPUBLICAN, ORA CAL - Did Not Respond

EMERY MATTHEIS, PROG/DEM, ORA WAS ADD - Did Not Respond

CHARLES W. RUSSELL, REPUBLICAN, ORA WAS ADD - Did Not Respond

LARRY SATCOWITZ, DEMOCRATIC, ORA WAS ADD - Did Not Respond

STEPHEN W. WEBSTER, REPUBLICAN, ORA WAS ADD - Did Not Respond

RICHARD NELSON, REPUBLICAN, ORL 1 - Did Not Respond

WOODMAN "WOODY" H. PAGE, REPUBLICAN, ORL 2 - Did Not Respond

XAVIER STEVENS, DEMOCRATIC, ORL 2 - Did Not Respond

KENNETH L. WELLS, REPUBLICAN, ORL 3 - Did Not Respond

LEANNE HARPLE, DEMOCRATIC, ORL 4 - Did Not Respond

MARK HIGLEY, REP/DEM, ORL LAM - Did Not Respond

PRANEET MENON, REP/DEM, ORL LAM - Did Not Respond

PATRICIA A. MCCOY, REPUBLICAN, RUT 1 - Did Not Respond

WILLIAM P. CANFIELD, REPUBLICAN, RUT 10 - Did Not Respond

VALORIE TAYLOR, REPUBLICAN, RUT 11 - Did Not Respond

DAVID "DAVE" BOSCH, REPUBLICAN, RUT 2 - Did Not Respond

THOMAS "TOM" BURDITT, REPUBLICAN, RUT 2 - Did Not Respond

MARSHA CASSEL, DEMOCRATIC, RUT 2 - Did Not Respond

CHRIS BROWN, REPUBLICAN, RUT 3 - Did Not Respond

CHRISTOPHER HOWLAND, REPUBLICAN, RUT 4 - Did Not Respond

ERIC MAGUIRE, REPUBLICAN, RUT 5 - Did Not Respond

CINDY LASKEVICH, REPUBLICAN, RUT 6 - Did Not Respond

CHRIS KEYSER, REPUBLICAN, RUT 7 - Did Not Respond

[GENEVIEVE K. DUCHESNEAU, DEMOCRATIC, RUT 8](#)

ALICIA MALAY, REPUBLICAN, RUT 8 - Did Not Respond

JEFF HAYLON, DEMOCRATIC, RUT 9 - Did Not Respond

AIDA NIELSEN, REPUBLICAN, RUT 9 - Did Not Respond

CHRIS PRITCHARD, REPUBLICAN, RUT BEN - Did Not Respond

JESSICA VAN OORT, DEMOCRATIC, RUT BEN - Did Not Respond

[PHOEBE TUCKER, DEMOCRATIC, RUT WDR](#)

KEVIN C. WINTER, REPUBLICAN, RUT WDR - Did Not Respond

KENNETH W. GOSLANT, REP/DEM, WAS 1 - Did Not Respond

[LUCAS J. HERRING, REP/DEM, WAS 1](#)

DARA TORRE, DEMOCRATIC, WAS 2 - Did Not Respond

CANDICE WHITE, DEMOCRATIC, WAS 2 - Did Not Respond

MICHAEL BOUTIN, REPUBLICAN, WAS 3 - Did Not Respond

[JOHN G. SANTORELLO, REPUBLICAN, WAS 3](#)

[SONYA SPAULDING, DEMOCRATIC, WAS 3](#)

EDWARD "TEDDY" WASZAZAK, DEMOCRATIC, WAS 3 - Did Not Respond

JARED DUVAL, DEM/PROG, WAS 4 - Did Not Respond

[KATE MCCANN, DEM/PROG, WAS 4](#)

ELANOR "ELA" CHAPIN, DEMOCRATIC, WAS 5 - Did Not Respond

[MARC MIHALY, DEMOCRATIC, WAS 6](#)

KATARINA LISAIUS, DEMOCRATIC, WAS CHI - Did Not Respond

THERESA A. M. WOOD, DEMOCRATIC, WAS CHI - Did Not Respond

MELISSA BATTAH, DEMOCRATIC, WAS ORA - Did Not Respond

GINA GALFETTI, REPUBLICAN, WAS ORA - Did Not Respond

DAVID SOUCY, REPUBLICAN, WAS ORA - Did Not Respond

[EMILY WHEELER-REYNOLDS, DEMOCRATIC, WAS ORA](#)

[ZON EASTES, DEMOCRATIC, WDH 1](#)

NANCY L. GASSETT, REPUBLICAN, WDH 1 - Did Not Respond

LAURA SIBILIA, INDEPENDENT, WDH 2 - Did Not Respond

MICHELLE BOS-LUN, DEMOCRATIC, WDH 3 - Did Not Respond

NICOLE AMANDA COTA, REPUBLICAN, WDH 3 - Did Not Respond

RYAN M. COYNE, REPUBLICAN, WDH 3 - Did Not Respond

CHRIS LUNDBERG, DEMOCRATIC, WDH 3 - Did Not Respond

[IAN G DIAMONDSTONE, PEACE AND JUSTICE, WDH 4](#)

MIKE MROWICKI, DEMOCRATIC, WDH 4 - Did Not Respond

LYNNE WILKINS, REPUBLICAN, WDH 4 - Did Not Respond

EMILY LONG, DEMOCRATIC, WDH 5 - Did Not Respond

EMILY CARRIS DUNCAN, DEMOCRATIC, WDH 6 - Did Not Respond

EMILIE KORNHEISER, DEMOCRATIC, WDH 7 - Did Not Respond

AARON SMITH, REPUBLICAN, WDH 7 - Did Not Respond

WILLIAM "BILL" HARVEY, REPUBLICAN, WDH 8 - Did Not Respond

DANIEL QUIPP, DEMOCRATIC, WDH 8 - Did Not Respond

IAN GOODNOW, DEMOCRATIC, WDH 9 - Did Not Respond

E. STUART COLEMAN, REPUBLICAN, WDH WDR BEN - Did Not Respond

CHRIS MORROW, DEMOCRATIC, WDH WDR BEN - Did Not Respond

DYLAN MORSE, DEMOCRATIC, WDR 1 - Did Not Respond

[JOHN G. TANSEY, DEMOCRATIC, WDR 1](#)

RICH THOMAS, INDEPENDENT, WDR 1 - Did Not Respond

VL COFFIN, REPUBLICAN, WDR 2 - Did Not Respond

[MARK YUENGLING, DEMOCRATIC, WDR 2](#)

ALICE M. EMMONS, DEMOCRATIC, WDR 3 - Did Not Respond

RANDY A. GRAY, REPUBLICAN, WDR 3 - Did Not Respond

[KRISTI C. MORRIS, DEMOCRATIC, WDR 3](#)

JUDITH STERN, REPUBLICAN, WDR 3 - Did Not Respond

KYLE HANSEN, INDEPENDENT, WDR 4 - Did Not Respond

MICHAEL HOYT, DEMOCRATIC, WDR 4 - Did Not Respond

[JUSTIN SCHOVILLE, PEACE AND JUSTICE, WDR 4](#)

CHARLIE KIMBELL, DEMOCRATIC, WDR 5 - Did Not Respond

JAMES "JIMMY" COLEMAN, PROG/DEM, WDR 6 - Did Not Respond

[ALANNA OJIBWAY, DEM/PROG, WDR 6](#)

[KIRK WHITE, DEMOCRATIC, WDR ADD](#)

MICHAEL J. WHITE, REPUBLICAN, WDR ADD - Did Not Respond

JOHN K. O'BRIEN, DEMOCRATIC, WDR ORA 1 - Did Not Respond

BRUCE POST, REPUBLICAN, WDR ORA 1 - Did Not Respond

[DEE GISH, DEM/PROG, WDR ORA 2](#)

[LAUREN MORANDO RHIM, DEMOCRATIC, WDR ORA 2](#)

THOMAS F. CHARLTON, REPUBLICAN, WDR WDH - Did Not Respond

WILLIAM "WILL" HOSER, DEMOCRATIC, WDR WDH - Did Not Respond

Candidate Responses

Candidate for Statewide Office

JUNE GOODBAND, PEACE AND JUSTICE, GOVERNOR



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

I make donations to a number of nonprofits and also look to them for information about conditions in Vermont and nationally. I get my medical care from nonprofits. I worked for non-profit organizations for many years and started one in the 1990s. I also enjoy cultural events and have attended political forums that are sponsored by nonprofit organizations. I also refer people to nonprofits for needed services and as a place to volunteer.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

I would promote changes in our human services delivery system to make access and coordination of services easier for people who are seeking help and for those offering a service. Each person would talk with a case worker who can assess the needs and resources and support them as whole people. The caseworker would then connect people with state, non-profit, and volunteer programs that can help them meet their needs or bring the needs to a group of providers to create and activate an individualized plan. The state could directly fund program budgets for programs that meet serve the

objectives of increasing mutual aid and building resilient, thriving communities in which everyone has social support and belonging.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

The state could offer technical assistance to nonprofits economically by including them in general trainings for other groups, then offering targeted assistance when specific needs arise. There is no reason to support for profit businesses without also supporting non profit businesses.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

I would work to fully implement Vermont's Universal Health Care Law, which would take the pressure to fund healthcare away from employers and people with low incomes. I would also support housing initiatives that drive the cost of housing down such as helping people with low incomes purchase their own apartment or modest home with 0% interest, and making more effective use of existing buildings for full time housing. I would include employment services in the human services/ community care centers and encourage nonprofits and other businesses to participate in recruiting and training workers through that system.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

I support Vermont's Universal Health Care law and would actively work with the legislature to overcome challenges to fully implementing the law. Expanding access to health plans that the state uses such as state employee insurance plans so that nonprofits, individuals, and other businesses could enroll in them should be considered part of the gradual implementation plan.

Contact:

June4gov@icloud.com

<https://june4govvt.org>

Facebook: June Goodband for Governor of Vermont

AMANDA JANOO, DEM/PROG, GOVERNOR



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

Nonprofits have been an important part of both my professional and personal life here in Vermont. I work for and co-founded the Wellbeing Economy Alliance of Vermont, an international nonprofit focused on building economies that serve our people and planet. I've spent much of my career building stronger connections

between government, nonprofits and grassroots movements. Here in Vermont, I have worked alongside leading economic justice and sustainability organizations like the Vermont Sustainable Jobs Fund, Vermont Businesses for Social Responsibility, the Gund Institute at UVM, Vermont Council on Rural Development as well as supporting state-wide tax reform through the Fund Vermont's Future Coalition and serving on the boards of ACLU of Vermont, and Rights & Democracy. Vermont's non-profit community is integral to Vermont's identity. They connect Vermonters in need to resources available. From legal services, to small business support, to food access, Vermont's non-profits do it all.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

Absolutely. Nonprofits are essential partners in delivering the services Vermonters depend on. Too often we ask them to do more while funding fails to keep pace with rising costs. I support funding that accounts for inflation and cost-of-living increases so nonprofits can pay living wages and sustainably provide essential services. I also want to rethink the relationship between government, nonprofits and communities. Rather than designing programs from the top down, we should bring nonprofits and the people they serve into policy design earlier, provide more flexible, multi-year funding, and reduce administrative burdens so more resources reach communities directly. Accountability should focus less on paperwork and more on outcomes: are people healthier, more secure and better able to meet their needs? Government should treat nonprofits' knowledge as an asset and give communities the resources and capacity to develop solutions that reflect their own needs, strengths and priorities.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Yes. Vermont relies on nonprofits to deliver essential services and strengthen our communities, and we should invest in their capacity just as we do for small businesses and municipalities.

The state should support small businesses and nonprofits to pool and share technical resources through regional or sector-based clusters. Rather than every small organization having to independently pay for financial management, cybersecurity, compliance, HR or other specialized expertise, the state could help organizations share staff, services, technology and purchasing power, while providing targeted technical assistance where gaps remain.

This is both capacity building and good fiscal policy: reducing duplicated administrative costs, strengthening smaller and rural nonprofits, and allowing more resources to go toward their missions. I want government to help build the shared infrastructure that enables locally rooted organizations to become stronger, more resilient and more effective.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

Nonprofit workers provide some of Vermont's most essential services. We cannot recruit and retain employees if they cannot afford to live here. That means addressing wages but also the costs of basic needs like healthcare and housing.

My proposed healthcare plan would make primary and preventive care free to every Vermonter, reducing costs for workers and employers. My housing plan would discourage speculative and investment uses that are driving up housing costs while investing in permanently affordable housing and making it easier for working Vermonters to build, buy and rent homes.

I would also explore shared benefit pools to help smaller nonprofits provide healthcare, retirement and other benefits.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

I support exploring Association Health Plans and other mechanisms that allow small nonprofits to pool purchasing power and reduce healthcare costs. Ultimately, I don't think the solution is simply finding better ways for small employers to navigate an increasingly unaffordable insurance system. My plan would make primary and preventive healthcare, including mental healthcare, available to every Vermonter without premiums, deductibles or copays. The state would fund this care directly, reducing costs for workers while taking a significant and growing expense off the shoulders of nonprofits and other small employers. Over time, I want Vermont to move toward universal healthcare that is not dependent on where someone works. Healthcare should be a basic public good, not a benefit that small nonprofits have to struggle to afford. That would give nonprofit workers greater security while allowing organizations to put more of their limited resources toward wages, services and their missions.

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MIKE PIECIAK, DEMOCRATIC, STATE TREASURER

How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

I've seen the value of nonprofits through my parents' example. In 1982, my mom started St. Brigid's soup kitchen in Brattleboro; on opening day they served 14 meals, and today it serves over 45,000 a year. My parents also co-chaired the United Way, funding community projects across Southern Vermont. Their work brought people together and taught me that in a community, everyone matters. As Treasurer, my office partners directly with nonprofits. We work with Capstone Community Action and other community action agencies to fund the Volunteer Income Tax Assistance (VITA) program, which helps thousands of lower-income Vermonters file taxes and claim refunds each year. I've also served on several nonprofit boards, including Outright Vermont, and helped launch the Vermont Immigration Legal Defense Fund, which raised \$1 million to provide lawyers and legal support to immigrants and asylum seekers.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

Nonprofits do work Vermonters can't do without, and they're being asked to do more just as federal support is being pulled back. The state and the nonprofit sector have to work together more closely to keep vital services running. To me, that means multi-year commitments organizations can plan around, and less time lost to paperwork. I support funding that keeps up with inflation and the cost of living, so the dollars we commit today still cover the work that takes years to complete.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Yes, and with efforts to target nonprofits and the retraction of federal support these last two years, this is a direction we're considering. After the 2024 election, I convened the Task Force on the Federal Transition to prepare Vermont for federal funding cuts and economic uncertainty. One of the task force's central recommendations was for the state to partner with local nonprofits to build service hubs that reduce the administrative burden of delivering services, so organizations can spend less on overhead and more on the essentials Vermonters need. A dedicated technical assistance program fits squarely within that vision. Shared support for financial management, compliance, cybersecurity, and even strategic partnerships or mergers would help nonprofits operate efficiently. As Treasurer, I'd lend my office's expertise to help build it.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

The most powerful thing we can do is bring down the cost of the essentials that drive workers away like housing and healthcare. Both are scarce and expensive in Vermont, and that squeeze is locking working people out of the state. Organizations can't keep staff who can't afford to live near the work. That's why my office has helped finance over 1,700 new units of housing through Invest in Vermont, led the effort to eliminate \$100 million in medical debt for working and middle-class Vermonters, passed unanimously this session, and moved to join ArrayRx to bring down prescription costs. And through Vermont Saves, our state-administered retirement program, nonprofit workers whose employers offer no plan can save at no cost to the employer. In my next term, I'll keep standing up housing and taking on healthcare's biggest cost drivers to give workers real choices.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

The decline in nonprofits able to offer coverage should concern us all. As former Commissioner of Financial Regulation, I worked closely on Vermont's insurance market, including how Association Health Plans operate here. I know both their promise and the pitfalls poorly designed plans have caused elsewhere. I'm happy to take a serious look at whether expanded access could responsibly lower costs for nonprofit employers while protecting their workers' coverage. On a broader scale, we need to make serious efforts to make primary care available to every Vermont community. Poor

access to primary care means more trips to the emergency room, where the cost of care is the highest. We need to move to a universal primary care model that places doctors in every community to lower healthcare costs.

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H. BROOKE PAIGE, REPUBLICAN, SECRETARY OF STATE



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

Numerous statewide and local historical societies which I support through volunteering and financial support.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

Inflation is a constant problem as the state human services requirements increase - a coordinated approach that reduces duplication of efforts would help to offset the shortfalls caused by

inflation.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Coordination by the state or a private entity would assist in extending the reach of non-profit organizations.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

Non-profits rely on paid staff to maintain their operations and those employees should be fairly compensate on par with the private sector. I believe that many opportunities for volunteer involvement are missed and the most promising of those volunteers are the best candidates for recruitment to paid staff positions.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

Certainly, plans like AHP would allow non-profit employees access to more affordable healthcare and, potentially, allow non-profits to offer those same savings to their volunteer workers.

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TIM ASHE, DEMOCRATIC, AUDITOR OF ACCOUNTS



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

I have worked for two nonprofits, first at CVOEO as the director of the statewide mobile home program, and then for nearly a decade developing affordable housing at Cathedral Square. I've served on several nonprofit boards, including Spectrum, Housing Foundation Inc, and the Humane Society of Chittenden County. I am currently

the president of the board of Community Health Centers, Vermont's largest non-hospital-based primary care organization.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

As a State Senator, I was a leader in pushing for higher compensation for employees who perform essential contract/grant work for the State, especially the DAs. Just because people don't get into nonprofit work to get rich doesn't mean their wages should make them poor! As a candidate for State Auditor, I have to be careful not to weigh in on specific policies since it could create a conflict issue requiring me to recuse myself from audits and program reviews. That said, my work will be informed by my real world knowledge of the "two-tier" compensation system that has been allowed to fester for a long time, and its impact on the nonprofit workforce and results they can be reasonably expected to deliver.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

As a candidate for State Auditor, I have to be careful not to weigh in on specific policies since it could create a conflict issue requiring me to recuse myself from audits and program reviews. That said, making government work better is a core function of the Auditor's office, and many State functions can only improve if the organizations actually doing the work through grants and contracts are performing as efficiently and effectively as possible.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

My top priority is holding state officials accountable to lower health insurance prices. The broad benefit of doing so will be to free up money for nonprofits to invest in higher salaries, to offer more training and professional development, and/or to dedicate more resources to core mission activities.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

My top priority is holding state officials accountable to lower health insurance prices. The broad benefit of doing so will be to free up money for nonprofits to invest in higher salaries, to offer more training and professional development, and/or to dedicate more resources to core mission activities.

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Candidates for Vermont Senate

SETH BONGARTZ, DEMOCRATIC, BEN 1

How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

I was President of Hildene for 18 years. I chaired the board of Burr and Borton Academy for 15 years. I am currently the chair of the board of the Northshire Land Trust. I am also a non-profit consultant. My business is Gubb & Bongartz Nonprofit Consulting

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

We get a lot of bang for the buck when we provide help to nonprofits as they perform services government would otherwise have to fund entirely. Housing. Childcare. Health care, etc.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Yes, depending on revenue being available.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

The only way we are going to lower insurance premiums is by lowering the cost of health care. The two Health and Welfare committees and the green mountain care board are doing an excellent job. We have taken about \$130,000,000 out of the system in the last few years. We need to focus our dollars on primary care.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

It depends on what that means. It is too complicated for a yes or no answer.

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ROBERT F. PLUNKETT, DEMOCRATIC, BEN 1



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

Nonprofits are a big part of my daily work life as a prosecutor. Outside of government organizations, it is nonprofits that do all of the heavy lifting. I am on the boards of the Bennington Rescue Squad and the Turning Point Recovery Center of Bennington.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living

adjustments?

The answer to the second question also answers the first: ensuring base funding appropriations for the nonprofits that provide essential services.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Yes, the State should fund technical assistance programs for nonprofits and municipalities alike.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

I would support removing any legal or regulatory barriers that might exist that limits access, and I would support expanding access to Association Health Plans.

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MARTINE LAROCQUE GULICK, DEMOCRATIC, CHI CT 1

How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

As you stated in your introduction nonprofits are ubiquitous in Vermont, so I interact with them on a regular basis. During my years teaching and serving on a school board VT Farm to Schools was near and dear to my heart, and I still support and champion NOFA-VT whenever possible and the Intervale Center in my local community.

Recently, I've gotten more involved in the Heinsberg Community Senior Center and the great work they do in and around the Burlington area, as well as the Champlain Housing Trust.

As a legislator, nonprofits are critically important, because they have on the ground knowledge and can share lived experiences as we craft policy. Vermont Asylum Assistance Project and Vermont Language Justice Project have helped me show up for my community and write bills designed to protect and help our immigrant population in the face of federal animosity and danger.

I could go on, but there are too many to name.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

Yes. Nonprofits often do essential work for Vermonters, and need to be recognized as such. Given their essential work they need to be funded at appropriate levels that do keep up with inflation and cost of living increases.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Yes. Nonprofits often do the work that is required in statute. Because their work is critical to both following the law and providing for Vermonters, they should be afforded the benefits of technical assistance.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

In my legislative work, I have consistently championed efforts to lower healthcare costs in Vermont, from capping prescription drug prices to supporting reference-based pricing. Universal primary care would be an amazing boon to Vermont workers and we should do all we can to achieve it. We also need to make Vermont more affordable by providing ample housing while also creating a fair tax system that increases taxes on second homes and those making more than \$500k a year, provisions I have supported in the past.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

We looked at Association Health Plans in the Finance Committee and ultimately did not support them. There is fear that they could destabilize the health insurance marketplace. However, there is a strong desire to continue to look at their viability and ability to bring down costs for small businesses and nonprofits, and I do support that.

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VIRGINIA "GINNY" LYONS, DEMOCRATIC, CHI SE 1

How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

I served on the CCTV 17 Board for several years, was on an advisory group to VYCC, serve on Vt children's hospital advisory board, connected to Vt public through family and very supportive of Vt classical and Vt public. As a community member and senator I work closely with many non profits.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

Maintaining personal relationships with non profit leaders and learning about the roles they play in our communities is critical to ensuring services are available. Funding levels need to meet their needs. It would be ideal to have annual cost of living and inflationary adjustments.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Exploring a technical assistance program to serve many non profits is a great idea and could improve efficient use of state and non profit resources.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

We need to continue work to hospital costs that are the highest in the nation and direct savings to

Vermonters' health premiums. We need to finish our work to provide Universal Primary Care that provides adequate access for patients and reimbursement for providers.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

Building larger risk pools of patients is certainly one step to reduce costs. Association Plans can be revisited to determine how they provide savings and access as compared with current efforts to reduce premium costs resulting from lower hospital rates and increased access to primary care. It is important to evaluate all options that might improve quality and access, and lower costs.

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KESHA RAM HINSDALE, DEMOCRATIC, CHI SE 1



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

Continue work with Common Good Vermont, attend forums, participate in panels, hold hearings. Yes, I support funding that is

indexed.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Unfortunately, I think the existing technical assistance resources are duplicative and poorly resourced. We should fund technical assistance, but not try and implement it as government.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

Lower the cost of health care.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association

Health Plans to bring costs down for small employers?

Lower the cost of health care.

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ROHAN ST MARTHE, REPUBLICAN, CHI SE 1



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

Yes, I served on the board of Aspire NOW. That experience strengthened my passion for protecting the life of the unborn. I am proudly pro-life and believe every baby in the womb deserves the chance to be born, loved, and given the opportunity to live.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

I support nonprofit organizations and recognize that many play an important role in helping Vermonters in need. But we must be careful about how taxpayer dollars are distributed. There have been too many instances of waste, fraud, and abuse, and we cannot simply look the other way.

Before expanding or strengthening partnerships between state government and nonprofits, I believe we need a thorough, independent financial audit of organizations receiving significant public funding.

I would support stronger partnerships only when they are built on transparency, measurable results, regular reporting, and real accountability. Funding should prioritize organizations that demonstrate responsible financial stewardship and a proven record of serving Vermonters effectively. I would not support automatic funding increases or blank checks. Any adjustment must be based on demonstrated need, responsible budgeting, successful audits, and proven outcomes.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

I do not support creating a new state-funded technical assistance program for nonprofits at this time. Vermont taxpayers are already stretched too thin, and we must focus on affordability, cutting unnecessary spending, and ensuring existing resources are used responsibly.

Nonprofits can benefit from assistance with financial management, compliance, cybersecurity, and strategic planning, but the state should first pursue federal grants, private partnerships, shared-service models, and existing training resources rather than creating another taxpayer-funded program.

If federal or private funding is available, I would support making those resources accessible to Vermont nonprofits—especially smaller organizations serving our most vulnerable communities. Any program should be voluntary, transparent, outcome-focused, and structured to avoid creating more bureaucracy or placing new costs on Vermont families.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

I would not support policies that place additional burdens on Vermont taxpayers, especially when so many families are already struggling with affordability. Our focus must be on making Vermont more affordable by cutting unnecessary spending, reducing waste, and making sure existing taxpayer dollars are used effectively.

I support helping Vermont's most affected residents and ensuring nonprofits can continue providing vital services. But before asking taxpayers for more, the state should review current programs, eliminate duplication, strengthen oversight, and prioritize funding for organizations that deliver measurable results.

We can support nonprofit workers and the Vermonters they serve through smarter budgeting, shared purchasing options for benefits, workforce partnerships, and better coordination between state agencies and community organizations. Any funding must be targeted, accountable, and focused on helping real people—not growing bureaucracy.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

I do not support expanding Association Health Plans. While affordability is important, Vermont should be cautious about changes that could weaken consumer protections, reduce the quality of coverage, or shift costs onto workers and families.

Instead, I support finding responsible ways to lower health-care costs through better oversight, reducing waste, increasing transparency, and helping nonprofits make the best use of existing resources. We must protect nonprofit workers and the Vermonters they serve without creating new burdens for taxpayers or putting essential health coverage at risk.

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ALEXANDER BOBELLA, DEMOCRATIC, FRA 1



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

Through my work as a Social Work Case Manager. I interact with social service, health providers, and community action nonprofits on a daily basis to support my community; I most frequently interact with organizations like CVOEO, CHT, BAART, The Howard Center, VT Food Bank, and others.

I also worked for the Pride Center of Vermont as an Anti-Violence Hotline worker, providing support to my LGBTQIA+ community.

While I don't have the time to volunteer for a nonprofit or serve on a nonprofit board, the work I do would be impossible without the amazing network of nonprofit/NGO organizations that keep Vermont's most vulnerable safe. I'm an avid proponent of our nonprofit network and have aspirations to work for United Way

some day.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

I believe deeply that the symbiotic relationship between governmental apparatus and our network of nonprofit industries is integral to societal maintenance; I also believe that our state (and federal) government pushes responsibility on to nonprofits beyond their scope or their resource allocation. I endeavor to redesign our governmental systems so they align and collaborate more deeply with nonprofits, working jointly rather than siloed and separated. And as a current AHS employee, I know there's a great deal of duplication between work undertaken by gov't and nonprofit organizations: we need to work in concert to save time, resources, and people-power.

I know experientially how nonprofit organizations are underfunded, underresourced, and subject to onerous grant applications/unnecessary compliance and reporting mechanisms. I also know that nonprofit workers are severely underpaid for the work they do. I support better funding streams, especially for nonprofit workers.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Yes, I believe that the government should take the managerial/logistical burden off of nonprofits so that they can focus on service delivery and outcome.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

I have professional experience as a labor organizer: I believe all nonprofits need healthy, supported employee unions to maximize employee input, agency, and satisfaction.

My first and biggest priority is honoring the commitment we made to single payer healthcare in Act 48; when we shuffle the bulk of the cost of health insurance off of employers, those resources can go toward higher wage and better working conditions.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

See above: I believe healthcare needs to be socialized and the financial burden taken off of individuals/employees.

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KIM GLEASON, DEMOCRATIC, GI 1

How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

I have spent my whole career working for or serving nonprofits. I began my career working for TIAA in Retirement Consulting for individuals and universities, and then worked for TIAA with VSAC to launch the VT 529 college savings plan. I provided strategic planning for a coalition of small non-profit hospice providers in upstate New York. I served on the board of the Vermont School Boards Association. I am currently the Partnership and Outreach Specialist for MENTOR Vermont. I am serving on the Vermont Student Antiracism Network and Friends of Vermont Public Education boards. I have been a mentor since 2013 and I have been delivering Meals on Wheels for Age Well since 2020.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

As noted above, I have had the privilege to work with many non-profits. I recognize the critical nature of the services that our non-profits provide, and the value of the public partnerships that support our communities. As we consider the multitude of services and impact that our nonprofit providers offer to our communities and neighbors, we must recognize that the costs of delivering services have increased, as have the costs of all goods and services. Adjusting funding to reflect cost of living is imperative. It would also be impactful to provide multiyear funding to allow for strategic investment in the work, which would shore up organizational stability and sustainability.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Yes. So often small non-profits and their staff are wearing many hats to be able to deliver on their mission. This often leaves little space and capacity to consider operational improvement. Funding the development of technical assistance would provide longterm benefits in efficiency, sustainability and shared best practice.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

Small non-profits rely on the opportunity to access affordable benefits for their employees through public sources. Finding avenues to recognize nonprofit service to provide better access for employees to affordable housing, childcare and healthcare would go a long way to securing the workforce. Offer subsidized tuition at Vermont State Colleges for non-profit employees. Consider streamlining the funding process for grants, and incorporating the full cost to fund an employee inclusive of all benefits, so that non-profits have the capacity to apply for the funding that will enable them to hire the staff they need to deliver on their mission. Provide cost of living adjustments in

funding, and multiyear grants to allow for strategic investment in program services. Provide access to the benefits and discounts that are available to all state employees.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

With the loss of the enhanced ACA subsidies, the costs of insurance skyrocketed, resulting in participants dropping their insurance. This impacts the cost to our healthcare system, and the health and wellbeing of every Vermonter. With reference based pricing in 2027, hopefully healthcare costs will come down, but I remain concerned that we won't see the reduction in insurance premiums that bring people back to the plans. We must prioritize and incentivize access to primary and preventative care in every corner of our state.

I believe that the Association Health Plans may be an avenue for small businesses to come together to benefit from larger group pricing, and in our state with a majority of small businesses, parceling out healthcare insurance plans could result in greater costs to the system as a whole. The projected costs and benefits of Association Health Plans should be analyzed, especially as it relates to improving healthcare affordability and access for every Vermonter.

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JOE IZZO, INDEPENDENT, WDR 1

How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

I give my time and expertise to friends and neighbors in my community.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

I have a plan to put forward that will raise Vermont revenue without raising taxes or cutting existing nonprofit services.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

I would invite the nonprofits to sit down and discuss their needs in the Capital. I am one vote and no more than the voice of the Windsor electorate. I would bring this issue to Vermonters to decide.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

I am in complete sympathy. I have never had health insurance and know how frightening that is. I had

to go to a hospital here without insurance and it was five years in paying off the bill to keep good credit.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

I can't give a simple yes, or no answer without all the costs on the table.

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DAVE WOLK, INDEPENDENT, RUT 1



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

I am in my 51st year of public service, in government and in all facets of education, prek through grad school. During that time, from the mid 1970s to the present, I have served as a trustee or director on the following nonprofit boards, among others: Vt. State Colleges Board, Vt. Student Assistance Board, UVM Board, NE Board of Higher Education, Rutland Mental Health Services Board, Vt CARES Board, Rutland Econ. Dev. Board, VSA Trustee, Vt. Higher Ed Funding Commission, Rutland Area Visiting Nurses Association Board, Rutland City Rotary, Weston Playhouse Board, Make A Wish Foundation Board (and wish giver), Vt. Business Roundtable, Vt. Higher Ed Council, Nellie Mae Education Foundation Board, Rutland Regional Medical Center Board, GMP Board, NCAA Presidents Council, Prevent Child Abuse Vermont Board, Vt. School Redistricting Task Force

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

Yes I would support COLA adjustments and continue nonprofit funding

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

This is a broad, generic question and requires a specific example of a nonprofit aligned with state goals and serving the public good.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

Yes. I would also support efforts to provide primary health coverage for all Vermonters, leading to better health care results and significant savings.

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ANN CUMMINGS, DEMOCRATIC, WAS 1



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

My family has long supported the Vermont Food Bank. I served on the Board of CVCAC, now Capstone, for a decade. I also served on the boards of Parents Anonymous now Prevent Child Abuse Vermont, and Central Vermont Home Health and Hospice. I presently serve on the VSAC board. I also worked as the outreach coordinator for Project Independence an adult day.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

I think the key is a good communication system, adequate funding and respect. Government can't do everything. We need to partner with nonprofits and give them the resources they need to do their job. I know the state has habitually underfunded even our designated agencies.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.

I think that is a great idea, especially when you consider that much of the needed technical assistance is the same

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

One of my primary goals is to reduce the cost of health care, health insurance in Vermont. If we are to maintain a viable workforce we must ensure our costs and benefits are competitive with other states. We are starting to make some progress with health care, but we have a long way to go. We also need

to do a better job in creating workforce housing. We've been working on these issues. I'd be interested in any thoughts your members might have on where we need to do more

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

My committee is responsible for health insurance regulations. The health insurance market is complex. Every year we struggle to pay Peter without robbing Paul. I support Association Plans in concept. The issue has been that if we allow small employers to join together to enter the large employer market, it has made the market for the individual market virtually unaffordable. In insurance the larger the group, the lower the cost. For a few years federal assistance allowed us to separate the individual and small group market. At the present time no one can easily afford insurance, Association plans are allowed now, but the members need to be in the same business. That probably doesn't help you. We will continue to work to make health insurance affordable for everyone and association plans will probably be a part of the solution. However, unless we can get a handle on the cost of healthcare in Vermont, which is double our neighboring states, we will continue to rob Peter to pay Paul.

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ANNE WATSON, DEM/PROG, WAS 1



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

I don't currently serve on any nonprofit boards, but I have in the past, including the TW Wood Gallery, the Vermont Youth Ultimate League, and then Vermont Ultimate. I've also served on different leadership boards for different churches that I have attended over the years. I'm particularly passionate about nonprofit work that protects the environment (VNRC, Sierra Club, etc.), encourages local food production (NOFA), or helps feed vulnerable populations (the Food Bank, Central Vermont Gleaning, etc.).

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

I do support funding mechanisms that would account for inflation and cost of living adjustments. I think those kinds of adjustments should be made across the board. I also am very interested in how the reforms are going to the applications that nonprofits must fill out to receive government money. I hear that some of the content of Jonathan Williams' bill about streamlining state funding is being taken up voluntarily, which is very encouraging, and I hope to hear about how those efforts go in order to continue to make this easier for non-profits.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

It's very interesting to me that nonprofits would not qualify for the programs serving small businesses. Recognizing the benefit that nonprofits play for Vermont, I would be supportive of a technical assistance program for nonprofits.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

First of all, I think we need to re-examine universal single payer healthcare, which could benefit everyone - and at least move forward with universal primary care. One of the barriers that I hear is real for hiring and recruiting new employees across the board in Vermont is lack of housing, and I'm dedicated to figuring out ways to continue to build more housing (without compromising the environment). Other than that I'm open to ideas!

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

Thanks for providing that link. Association Health Plans were new to me, but they sound like a great idea! I would certainly be interested in supporting them, particularly if we don't end up going with universal single payer health care for Vermonters.

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JONATHAN GLEASON, REPUBLICAN, WDR 1



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living

adjustments?

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

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JOE MAJOR, DEMOCRATIC, WDR 1



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

Yes, I am the executive director of the Upper Valley Aquatic Center, I serve on several non-profit boards to include: Northern Stage, the Upper Valley Haven, and Junction Media and Arts

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

In Vermont, I would strengthen government-nonprofit partnerships through clearer performance expectations, multi-year contracts, streamlined grant processes, and regular communication so nonprofits can focus on delivering services rather than navigating bureaucracy. Nonprofits are essential partners in providing services efficiently and reaching communities government cannot

always reach on its own.

Yes, I support funding mechanisms that account for inflation and cost-of-living increases. If we expect nonprofits to maintain quality services and retain qualified staff, state funding needs to reflect the real and rising costs of doing that work. Sustainable funding creates more reliable services for Vermonters and better accountability for taxpayers.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Yes. I support creating a statewide technical assistance program for Vermont nonprofits, particularly smaller organizations that may not have the resources to hire specialized expertise. Helping nonprofits strengthen financial management, compliance, cybersecurity, strategic planning, and partnerships would improve efficiency, accountability, and long-term sustainability—and ultimately ensure more public and private dollars reach the Vermonters who need them.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

I support strengthening Vermont's nonprofit workforce by making it easier for nonprofits to offer competitive wages, health insurance, retirement benefits, and professional development. The State should also explore shared purchasing or other strategies to reduce health insurance and benefit costs for smaller nonprofits. We need to recognize that investing in nonprofit employees is an investment in the essential services Vermonters rely on every day.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

I support expanding access to affordable health insurance for nonprofit workers, particularly through options that allow smaller organizations to pool their purchasing power. I would support carefully structured Association Health Plans as one potential tool, provided they maintain strong consumer protections, adequate coverage, and transparency. The goal should be to help nonprofits offer competitive benefits without shifting excessive costs onto employees or taxpayers.

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Candidates for Vermont House of Representatives

ARIEL BOLLES, DEM/PROG, ADD 3



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

There are so many wonderful nonprofits doing critical work in our community and state. Recently I've volunteered with and fundraised for Addison Allies in their work to support migrant families in Addison County. I'm a big fan of Outright Vermont and donate regularly to them - I love their mission and inclusivity. I value Vermont's foodshelves and contribute when I can, and the Maritime Museum is an incredible asset right here in Ferrisburgh, that makes all its programs free of charge. I wish I had more time to volunteer or serve more officially on a board for a nonprofit.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

We must acknowledge that things are more expensive right now for everyone, and this includes nonprofits. I met with folks from Addison Housing Works and they gave some really stark examples of how the increasing cost of construction has affected their ability to move forward with projects. We need to account for this - and other kinds of increases in costs like cost of living and tariffs, fuel prices etc - in how we fund nonprofits.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Yes, I think that is a great idea.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

Broadly, I believe that investing in statewide policy that improves affordability and cost of living in Vermont for all Vermonters, will make it easier for nonprofits recruit and retain workers - because when you can find an affordable place to live and you have access to affordable healthcare, you have more agency in where you work. That's why I support ideas such as Universal Primary Care. Specifically to Vermont's nonprofits - I'd support workforce development programs that train and recruit employees for nonprofits, especially in rural Vermont.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association

Health Plans to bring costs down for small employers?

Yes - I support expanding access to Association Health Plans. I also support Universal Primary Care, which would have positive short and long term impacts on costs, and I would support reintroducing S190 which would bring down healthcare costs for many Vermonters.

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JOHN STROUP, DEMOCRATIC, ADD 3



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

Nonprofits are the fabric of my daily life in Vergennes and Addison County. I am treasurer of St. Paul's Episcopal Church, a community anchor connected to John Graham Housing and Support Services, Addison Housing Works, our local Food Shelf, and Green Mountain Justice. Through St. Paul's I have worked directly on housing initiatives for neighbors experiencing homelessness. I maintain local trails alongside organizations like the Addison County Bike Club. Through Champlain College I serve on the Executive Council of the VTEPIC and work closely with the King Street Center and the Boys and Girls Club of Burlington. I support Atria Collective serving survivors of domestic violence. And for nine years on the Addison Northwest SD Board I worked alongside nonprofits filling gaps our schools couldn't fill alone. What I've learned is simple: nonprofits don't just fill gaps. They hold communities together. Vermont's nonprofits deserve a

representative who understands that from the inside.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

Nonprofits in Vermont are doing the essential work of government by housing the unhoused, supporting survivors of violence, providing mental health services, feeding families.

The state contracts with nonprofits, sets the rates, and then doesn't adjust them for years while costs rise every single year. The result is a slow-motion defunding of the organizations we depend on most. I strongly support funding mechanisms that include automatic inflation and cost of living adjustments tied to real service delivery costs.

Beyond funding I would fight for three specific improvements. First, multi-year funding agreements makes it possible to hire, plan, or invest in capacity. Second, reduce administrative burden to standardize reporting requirements, create a unified grant portal, streamline compliance so staff time

goes to services not paperwork. Third, include nonprofits in policy conversations before decisions are made.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Vermont already funds technical assistance for small businesses through the Small Business Development Center network. We fund it for municipalities through the the Regional Planning Commissions.

Here are some examples: A rural mental health organization that can't afford a CFO gets help building financial management systems that prevent the kind of crisis that closes programs. A housing nonprofit navigating a potential merger with a neighboring organization gets the legal and strategic support to do it right rather than badly or not at all. A domestic violence shelter gets cybersecurity support that protects the safety and privacy of its most vulnerable clients. Financial management systems, legal support, and cybersecurity are luxuries.

I would support a Vermont Nonprofit Technical Assistance Program modeled on the Small Business Development Center network for regionally delivered, needs-based, and focused on building the organizational infrastructure.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

This question connects every major issue in my campaign: healthcare, housing, and the sustainability of services Vermont depends on. First and most urgently is healthcare. The decline in nonprofit health insurance coverage is a direct consequence of Vermont's broken healthcare cost structure.

Reference-based pricing, price transparency, and primary care investment are healthcare reform that makes coverage affordable for every Vermont employer including nonprofits. Second, wages and cost of living adjustments in state contracts. Third, housing: Every investment I support in workforce housing, zoning reform, density incentives, and regional housing funds directly benefits the nonprofit workforce alongside every other Vermont worker being priced out. Fourth, childcare: Act 76 was one of the most important workforce investments Vermont has made in a generation. Protecting and expanding it directly helps nonprofit workers access the stability they need to stay in their jobs.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

Nonprofit workers deserve the same access to quality, affordable health insurance as every other Vermont worker. On association health plans, I have some reservations. Vermont's own health advocate Mike Fisher said Governor Scott's proposal wouldn't meaningfully move the needle on costs. Association plans work by allowing healthier groups to exit Vermont's regulated market and when they leave, those remaining get sicker and more expensive to cover. Coverage quality is also uncertain, I won't support watering down benefits for anyone. I'll consider them but they must have similar coverage as regulated market. What I will support are approaches that actually reduce

underlying costs like reference-based pricing by 2027, which the single most powerful near-term lever available; expanding primary care, reducing the expensive hospitalizations that drive up premiums for every employer; and protecting Medicaid, because nonprofit workers who lose employer coverage depend on it as a backstop.

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KAREN LUEDERS, DEMOCRATIC, ADD 4

How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

The nonprofit sector in Vermont is amazing. I have served on a number of nonprofit boards and have family who work for nonprofits. Living in Addison County one has to be excited about the Parent Child Center, Elderly Services, Home Health and Hospice, Addison Housing Works, The Open Door Clinic, HOPE, Addison County Counseling Service, Turning Point, Food Shelves, United Way, Five Town Friends of the Arts and so many more!!! They make a positive difference every day in so many lives!

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

I would support funding mechanisms that include inflation and cost of living adjustments. Like many sectors, housing, health care, child care, (and now gas and other rising costs), heavily impact those who dedicate their lives to service in the nonprofit sector.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

These arrangements that are already available to municipalities and businesses should be a part of resources available to non-profits. Many nonprofits supplement where government is unable to meet the needs of Vermont citizens. Having supportive mechanisms to share expenses, such as in cyber security and compliance issues, sharing experiential and practical issues across a sector so that each organization does not have to reinvent the wheel is essential to deliver on its mission. Many nonprofits contribute to the economic well-being of Vermont and Vermonters on many levels. It is surprising that this kind of coordinated support is not available. As a Board member I have often worked on and seen the need for this kind of support.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

YES! YES! and again YES!!! Affordable health care is such a core and crucial issue for all nonprofits. As a sitting member of House Health Care Committee i have raised this issue and will continue to do so. Ironically, many the nonprofits unable to offer affordable health care are delivering health-related

services. This is an urgent problem that requires a solution. The impediments are enormous. My desire to work toward a solution is also enormous. The referenced-based pricing legislation vetoed by the governor would have been a good start, especially for the non-profit sector which is left out of other opportunities. I hope to engage fully to create universal access to primary health care for all Vermonters. This should result in preventative health care, healthier Vermonters, and less cost to the overall system.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

Having looked at this kind of vehicle this past legislative session, it might be something that sounds good, but is not actually effective for the purpose. If this concept, or something like it, could be implemented in a way to include all those folks left out of affordable health insurance benefits, then it might be part of the solution. We need to think systemically, and improve access for everyone, folks working for nonprofits, small businesses, individuals on the exchange . . . individuals going uninsured. Time to lean in and include all Vermonters.

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ROBERT HUNTER, DEMOCRATIC, BEN 4



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

Local library; food cupboard; PAVE

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

In my experience on the House Education Committee, testimony from groups seeking funding is the best way to get real time information about challenges these groups face. It is important for

non-profits to come to Montpelier and represent their organizations. Non-profits do so much of the heavy lifting in this country--we would be lost without them.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

That would be optimal, of course, but more and more it seems that budget restrictions prevent this kind of thing. I am in favor of technical assistance for nonprofits.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

In general, healthcare should be this country's number one priority, but at this moment in time I feel we are all held hostage by the business of healthcare. Personally, I would like to see Vermont and neighboring states develop a single payer system or universal coverage if our country won't do it. This is an agonizing question. Schools, small businesses, and the like are all facing this dilemma: how to afford this basic need.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

Absolutely.

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THOMAS "TOM" BLAKELY, DEMOCRATIC, BEN 5



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

I support multiple non-profits in the Bennington community and statewide with regular monetary donations. Those include AIDS Project of Southern Vermont, Bennington County Child Advocacy Center, CAT-TV (where I have been invited to serve on the Board), Francis of Assisi Society for Animals, Second Chance, Bennington County Coalition for the Homeless, Habitat for Humanity, Planned Parenthood, Feeding Vermont, Turning Point Recovery Center and many others, including national non-profits. I am passionate about supporting the community and those in need.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

The State, and communities within the state, must realize that nonprofits provide services that fill gaps unfunded by the government. Many, if not all, of these needs are essential services providing food, housing, medical care and other needs. Absent these nonprofits, governments would have to shoulder the burden of filling these needs, or suffer the consequences of ignoring them. Nonprofits often have the advantage of using volunteer labor rather than salaried employees, meaning they can provide services at a lower cost. Governments need to appreciate this, and provide material assistance to nonprofits at an appropriate level.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

To the extent that technical assistance would (a) further the necessary work of nonprofits, (b) ensure the continuance of the services they provide, and (c) not interfere with the separation of Church and State, then yes, the State should provide similar levels of assistance to nonprofits as is provided to businesses and municipalities.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

We need a universal, single payer healthcare system. Lack of affordable healthcare and health insurance is a problem for governments and businesses in the same way it is a problem for nonprofits. My main objective as a legislator will be to fix our broken healthcare system in Vermont.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

I don't see a for-profit healthcare system benefiting businesses, governments or non-profits. Universal single payer healthcare will save Vermont millions of dollars over what our current healthcare system costs. We need the political will to make it happen. I believe that is something we can do in the near term. Please see my website, www.tomblakely.com, and especially my newsletter archive for more of my thoughts on healthcare reform.

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MIKE RICE, DEMOCRATIC, BEN RUT



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

I currently work as Director of Philanthropy for the Park-McCullough House, a North Bennington nonprofit that serves as both a museum and historic site and a vital community gathering space and home for cultural activities in Southwestern Vermont. Previously, I spent years working in development and advocacy for NOFA, the Northeast Organic Farming Association, a nonprofit committed to supporting our region's farmers and building a more resilient food system. I have also served as a consultant to national nonprofits working on food systems change and rural

economies. In my community, I support and uplift many nonprofit organizations that make life better here. From our village library to our world class summer theatre festival and so many others, I believe deeply in the power and mission of so many vital nonprofit organizations and the Vermonters who commit their careers to making a difference through this work.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

Yes, I know that nonprofit organizations are indispensable partners to state government in delivering crucial services to Vermonters, including food for those experiencing food insecurity, assistance for communities implementing plans for climate resilience, and so much more. I support funding mechanisms that account for inflation and cost of living adjustments so that our nonprofit partners can do their best work.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Yes, I believe dedicating state resources to technical assistance programs for nonprofits would be beneficial.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

I am open to hearing from nonprofit organizations and workers about what they need from state government in order to strengthen employee recruiting and retention.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

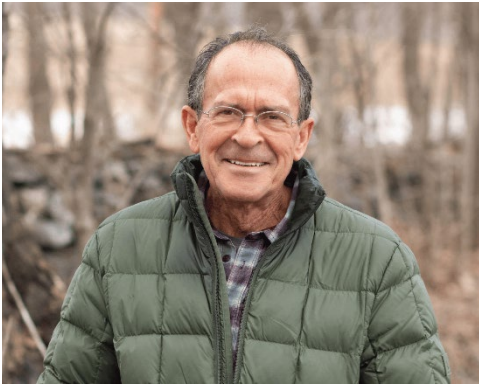
Yes, I support expanding access to health care for all workers, including nonprofit workers. I support expanding access to association health plans to get more people access to healthcare in the short term, and I believe we must find a path to affordable, universal healthcare for all.

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DAVID TUCKER, DEMOCRATIC, CAL 1



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

I have worked with and for many non profits in the Northeast Kingdom, including Northeast Kingdom Youth Services, Northeast Kingdom Community Action, Rural Edge Housing, and Rural Community Transportation . I've also been a board member of Umbrella, Housing Vermont, Public Assets, and Voices for Vermont Children.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

Yes - I would also support multi- year general operating grants for mission driven nonprofits. I also believe that government and nonprofits should focus on the mission of the nonprofit and key in on outcomes achieved rather than bureaucratic hurdles.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Yes- as long as the assistance is high quality

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

I would be interested in seeing if there was a way to collectively enroll employees from multiple nonprofits in a single 'umbrella' health care plan. Not sure how viable this option is, but I think it would be worth exploring.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

As stated above, yes.

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AUDREY GRANT, DEMOCRATIC, CAL 2



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

I work for a scrappy non profit in Vermont's Northeast Kingdom. I have also served on multiple board's for non profits (NEKArts Council at the Hardwick Town House, Rights and Democracy/Rights and Democracy Institute, Emerge Vermont Cabinet) and engage in volunteer work with others (ALA Green Mountain Girls State Program Director, League of Women Voters Scholarship Coordinator). It's been incredible to work with non profits in so many different sectors and support their work across the state.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding

mechanisms that account for inflation and cost of living adjustments?

I believe there needs to be a cheap healthcare option for small non profits to be able to buy into, or allow non profits to be able to buy health care together. This is a within the larger need to provide affordable healthcare regardless of employment. Providing health care that doesn't drain organizational budgets means the money can be invested into the work force and programming, and can alleviate burn out in the long run.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

As someone who does operations for a small non profit, I see the capacity and cash flow issues that our non profits are managing on shoe string budgets, while still providing essential services in our communities. Especially in rural communities, non profits operate a majority of service providers, health and community development, and food justice.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

Allowing non profits, especially smaller, community facing non profits, to support their workforce through paid time off, paid family/medical leave, health care, holidays, sabbaticals, professional development, and more. When there are 6000+ registered non profits in Vermont, one if the state's largest industries, the state needs to help non profits build up their workforce rather than have them burn out.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

Yes, and this has been a priority as part of my work as a nonprofit operations manager. I would be eager to push this legislation forward.

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BILL COLEMAN, PROG/DEM, CAL 3



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

I currently serve on the Board of Directors of the Kingdom East School District. This provides me with considerable perspective on the challenges and opportunities associated with both providing our students, families and taxpayers with the maximum value for each tax dollar that we all invest. In coming into contact

many voters seem particularly alienated about recent property tax increases I see opportunities to suggest changes in taxation that will relieve the pressures. Resistance to change and claims that increased taxes on wealthy individuals is not possible is just incorrect. Active in the DUMP organization; addressing the toxic burdens imposed on residents of this area by the only active landfill in Coventry; one that is increasingly laden with carcinogenic forever chemicals from out of state. Food coops and farmers markets keep us healthier. I support local food shelves and senior meal sites in various ways. Hunger and homelessness create mental health issues.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

Non-profits work efficiently and earn the loyalty of many thousands of hours of volunteer services. When broad cross sections of our communities engage in the work of non-profits, understandings of the critical work that takes place deepens and everyone whose lives are touched feels more connected with one other. Funding must keep pace with rising costs. Broad, community based advocacy for tax fairness at both the state and federal level are necessary. Blame the victim strategies that contend that those receiving services are lazy or undeserving must be rejected. In such cases quality education and deeper empathy should be expected.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Legislators must listen to people from non-profit organizations, working together to efficiently create more responsive and efficient ways to serve those most in need. Coming into direct contact with people being served has brought me closer to understanding how pervasive economic inequality has

become. We unfortunately have a long way to go in order to collectively arrive at a shared sense of all of us being in this together.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

Our public and private schools and post secondary education should look for opportunities to put students into contact with non-profits and the people who are served. The experience of working together and seeing with our own eyes the deep levels of need among people who may not have much contact with others is very helpful. I have delivered thousands of Meals on Wheels over the past six years. That has been invaluable, as has knocking on a few thousand doors working on political campaigns and speaking with large numbers of people from all economic backgrounds.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

Health care is a human right. Single payer health care will eliminate wasteful bureaucracies. There is no reason why at least 35 nations are able to provide it for their people and we are somehow expected to believe that we cannot afford to do it in this country, or in this state.

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Newspaper advertising, Facebook, request campaign literature, attend candidate forums

BRANDOLYN BRADLEY, INDEPENDENT, CAL ESX



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

My career has been solely within the public health non-profit sphere. Starting in my AmeriCorps service years in Rhode Island, sitting on non-profit boards like Vermont Works for Women, or serving on the board of the Caledonia Food Co-op. I am passionate about the work many of the NEK nonprofits are doing, particularly NEKCA, NKHS, Catamount Arts, Rural Edge, and The Fairbanks Museum and Planetarium.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

I am a coalition builder, community organizer, and advocate for underrepresented populations. I believe in accountability, fiscal responsibility, and ensuring funds are used appropriately. I believe accountability and transparency are the best tools we can use when wanting to improve any relationship. I also think as much as non-profits can work together to share resources, consolidate

services or efforts can be another avenue to build stronger coalitions. I would absolutely support funding mechanisms that account for inflation and COLA.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Absolutely! Efficiency is key when it comes to achieving better outcomes for our communities. I believe we need a state-wide strategic plan, one that is inclusive of each region of the state and the different needs of say Caledonia County and Chittenden County. We are not facing the exact same challenges; however, we need to establish common goals for all of us to work towards to make the state more self-sufficient and self-sustainable.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

First, I think overhauling our healthcare system will help most sectors recruit and retain employees. Health benefits packages are too high, and the insurance isn't accepted in half the practices across the state (Delta Dental as an example). I would also like to introduce a Housing Bill of Rights, which would include a housing locator tool so that people moving to Vermont from out of state (or even within the state) for a new job can find housing easier. I also support reforming our transportation infrastructure to make it easier for people to commute to work without needing to have their own car. We are a rural state, and gas prices are high. For us to be more appealing for job seekers we need to address housing, transportation, and healthcare simultaneously.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

I'm interested in developing a regional universal healthcare system so that employers don't need to offer health insurance and can instead expand their employment packages to be more competitive with loan forgiveness, increased compensation, employee appreciation, and professional development opportunities.

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HEATHER WHITEMORE YOUNG, DEMOCRATIC, CAL ESX



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

I support nonprofits primarily through donations, advocacy, and participation rather than board service. For 13 years, much of my time and energy was devoted to caring for Keith through serious illness and cancer treatment. After his death, I needed time to recover from years of caregiving.

I am involved with Indivisible and regularly support Planned Parenthood, the Christopher & Dana Reeve Foundation, and Winship Cancer Institute at Emory, where Keith received treatment for leukemia. These organizations reflect issues that are deeply personal to me: healthcare access, disability, medical research, and protecting people's rights.

I have enormous respect for the nonprofit organizations and volunteers who fill gaps in our communities, often doing essential work with limited resources.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

I would support stronger, more predictable partnerships between government and nonprofit organizations, including funding that reflects the true cost of providing services. If government relies on nonprofits to deliver essential public programs, contracts should cover the actual needs of those programs and the organizations providing them.

I would support inflation adjustments and cost-of-living increases, particularly for multi-year contracts, so funding does not lose value while wages, insurance, utilities, and other costs rise. I also support more timely payments, simpler grant and reporting requirements, and involving nonprofit leaders earlier in policy and budget discussions. Sustainable services require sustainable organizations, and unfortunately our current system too often treats nonprofits as bandages rather than as knowledgeable partners with real expertise.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Yes. But only if the State recognizes nonprofits as true partners in delivering services, then helping them build stronger organizations needs to be part of that partnership.

Many nonprofits, especially smaller and more distant rural organizations, do not have full time staff for financial management, compliance, IT/cybersecurity support, or crucial forward planning. Expecting

them to build that entire infrastructure while already operating with limited staff and funding is unrealistic.

I would support an accessible, technical assistance program based on what nonprofits truly need. It could also help Vermont organizations interact with national networks, share knowledge, partnership building, and bring sustainable ideas back to our communities. Done well, Vermont could not only strengthen its own nonprofit structures, but develop approaches other states and organizations can also gain ideas from. The goal should be better tools, not more waves of bureaucracy to endure.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

Healthcare is the cornerstone of my campaign because I believe it is the cornerstone of a functioning society. We absolutely cannot ask people to care for our children, parents, older Vermonters, and people with disabilities while accepting that many of those same workers cannot reliably afford healthcare themselves.

I would support stronger public investment in nonprofit contracts so organizations can offer wages and benefits, including health insurance, paid leave, and retirement, that is competitive with the public sector. I also support broader efforts to address housing and childcare costs, which directly affect attracting hard earned expertise and retention across Vermont.

Long term, I support moving Vermont toward universal healthcare so coverage is not dependent on where someone works. If nonprofit employees are doing work we consider essential, we should stop treating their economic security as optional. We need these folks, we should treat them like it.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

Healthcare is the center of my campaign. In the long term, I support universal healthcare so access to care is not dependent on where someone works. But in the meantime, Vermont should fund nonprofit contracts at levels that allow organizations to offer meaningful health benefits and explore additional subsidies and pooled purchasing options for smaller organizations.

I would support expanding access to Association Health Plans only if they provide comprehensive coverage, strong consumer protections, and demonstrable savings for workers and employers. They should not become a way to offer weaker coverage or shift costs onto employees. AHPs may be one useful tool, but they are not a substitute for fixing the larger problem: healthcare is too expensive, and too many Vermonters depend on their employer for access to it.

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ERIC BACH, DEMOCRATIC, CAL WAS



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

I worked for and operated a non-profit ambulance service for 20 years. I worked closely with Northeast Kingdom Community Action for 10 years and sat on their board for some time. I regularly work with non-profits in my community and the communities surrounding my hometown as I am actively engaged in many community activities, fundraisers and community engagement/improvement projects. I spend a good amount of time working with local non-profits through my business as well. I operate a residential senior care home and rely on the

relationships between my business and local non-profits for referrals, supports and guidance while transitioning seniors from their homes and into a supportive care setting.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

Funding for non-profits never seems to keep stride with the increased costs of general living. I feel it is important to acknowledge and act on the need to "support the supporters" and "help the helpers". We cannot help those who are most in need without adequate resources. If the government, local or otherwise, does not want to take on the role of the entity that is helping or supporting those in need, then it needs to take on the role of supporting and funding the organizations that have developed with that specific goal in mind.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Non-profits employ and contribute to society as much, if not more than many small businesses. It would make sense they are included in these support programs. Not only would it be supporting the non-profits, it would most likely be a benefit to those receiving services from them.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

Having operated my own non-profit and now owning a small business, I am very sympathetic to this exact situation. I feel strongly that access to affordable, quality health insurance is a necessary first step in making all Vermont employers more desirable for job seekers and existing employees. The current mindset of fixing what we have is not working. Instead, I would propose we start looking at new avenues of insurance, expanding beyond our small state's population and looking at what we can do to make Vermont a desirable partner within a larger network of insurers with a larger risk-pool. Decreasing healthcare insurance and by association the total cost of healthcare and taxes related to

healthcare coverage, will allow more Vermonters to feel relief from the growing financial burden of our existence in our beautiful, rural state. We cannot expect employees to stay in an area where they have to choose between food, housing and healthcare. We should be able to afford all of these.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

Absolutely! The fewer people with access to these plans, the lower the risk pool, the higher the cost. We need people to be connected to our very small insurance network. Furthermore- we need better access to more insurance options in general.

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BRAM KLEPPNER, DEMOCRATIC, CHI 13



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

My wife is the Executive Director of The Safety Team, a non-profit teaching women's and girls' personal safety. My daughter is a mental health technician in the ER at the UVM Medical Center. I served for 17 years on the Board of the Population Media Center, seven of them as Chair. I'm a member of the Green Mtn Bike Club. The bulk of my career was spent at Ben & Jerry's and Danforth Pewter, both founding members of VBSR. I served on VBSR's public policy committee for a number of years.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

Yes to supporting indexing state government support for non-profits to inflation and the cost of living. I don't have any immediate thoughts on making the partnership between the state government and Vermont's non-profits more effective.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Yes.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

I have long supported removing the burden of administering health insurance from for-profit and non-profit employers alike. I support Medicare for All, and as a step in that direction, support Universal Primary Care. As a side note, I also believe that insurance is an utterly inappropriate way to pay for health care. Insurance makes sense for things you hope never happen, like a car crash or your house burning down. Health care is something we all want every year. Insurance simply is the wrong payment model.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

As noted above, I support Universal Primary Care and Medicare for All and ending the reliance on employers to provide access to health insurance and therefore health care.

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KAREN PAUL, DEMOCRATIC, CHI 13

How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

Nonprofits are an integral and essential part of Vermont's communities. They contribute to the fabric of our daily life and are infrastructure critical to holding communities together, protecting our most vulnerable and serving the public good. They are critical to stabilizing communities and amplifying local voices. I was raised in Vermont, had parents who were active in civic life and nonprofits, and was taught from as early as I can remember that it was incumbent upon me to give whenever possible to a community and state that has been very good to me and my family. I have served on numerous boards, have volunteered hundreds of hours to local nonprofits and feel very fortunate to have been able to contribute in many ways to Vermont's indispensable nonprofit work.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

The best decisions that are made are those that include all voices at the table. Siloed decisions rarely work and if they do for any length of time, they are often flawed and short-lived. Having the critical conversations and listening with intent builds the best partnerships. I do think that rising costs effect all organizations and am open to that conversation for nonprofit funding.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Yes, I do believe that there should be funding for technical assistance and would support exploring this assistance be done in a way that best supports nonprofit organizations. It is important to me that we uplift and support 'up and coming' leaders in all sectors.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

Workforce shortages and the other challenges you mention are not unique to private sector businesses; they are challenges faced by all organizations and felt deeply in many communities. Being new to the legislative process, I am not completely informed on what actions are already underway and would support actions that include nonprofits just as they do the private sector.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

I am not informed enough on these plans to respond to this question. I am happy to do that work, if elected, during the upcoming legislative session.

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BEN BOSLEY, DEMOCRATIC, CHI 15



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

Nonprofits have been an important part of my community involvement. I founded One Love Club in Chittenden County to create opportunities for people with special needs to build friendships, participate in social and recreational activities, and feel more connected to their community. Through that experience, I've seen firsthand the important role nonprofits play not only in providing services, but in creating belonging, relationships, and stronger communities. I have tremendous respect for the direct support workers who are employed by Burlington nonprofit organizations such as Howard Center and Champlain Community

Services who contribute so much to Vermont's quality of life.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

I believe Vermont should treat nonprofits that deliver public services as genuine partners. When the State contracts with an organization to provide a service, funding should reasonably reflect the true cost of delivering that service, including appropriate administrative and workforce costs. I support mechanisms for regularly reviewing rates and adjusting them for inflation and rising costs where warranted, while maintaining accountability for outcomes and responsible use of public funds. I also

support simplifying and standardizing State contracting, improving payment timeliness, and using multi-year agreements where appropriate so nonprofits can plan and retain their workforce.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

I would support a responsibly designed technical-assistance program for Vermont nonprofits, particularly organizations that deliver publicly funded or essential community services. Assistance with financial management, grant compliance, cybersecurity, organizational planning, and partnerships or mergers can strengthen nonprofits while also protecting the State's investment in them. I would prefer building on existing nonprofit expertise rather than creating an unnecessary new bureaucracy, with clear eligibility standards, reasonable costs, and accountability for results.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

Vermont's nonprofit workforce provides essential services and deserves sustainable wages and benefits. I support ensuring that State contracts and reimbursement rates reasonably reflect the actual cost of competitive compensation, including wages and benefits. I also support a robust public healthcare option that could give workers and employers-including nonprofits and small businesses-access to more affordable coverage and reduce the burden of rapidly rising insurance costs. Beyond healthcare, we need to address the housing and childcare costs that make recruitment and retention difficult across Vermont and strengthen workforce training and career pathways.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

I believe nonprofit workers should have access to affordable, quality health coverage. I support ensuring that State contracts reasonably account for employee benefit costs, exploring purchasing arrangements that give nonprofits and small employers greater bargaining power, and ultimately providing a robust public healthcare option. I am open to expanding Association Health Plans if evidence shows they can meaningfully reduce costs while maintaining strong coverage and consumer protections and without destabilizing Vermont's broader insurance market. I support Vermont's examining those impacts carefully before expansion.

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How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

Nonprofits have been part of both my community life and legislative work for many years. I do not currently serve on a nonprofit board, but I regularly engage with nonprofits as advocates, policy experts, service providers, and community partners.

As a legislator, I have worked with organizations including the Vermont Network Against Domestic and Sexual Violence, Planned Parenthood of Northern New England, labor

organizations, and groups advocating for people involved with the criminal legal system. Some of our most valuable testimony comes from nonprofits that combine policy expertise with lived experience.

These relationships have also made me attentive to how much Vermont asks of its nonprofit sector, often amid uncertain funding, workforce shortages, and rising costs. I see nonprofits as an essential part of Vermont's civic infrastructure and an important independent voice in policymaking.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

Yes. When Vermont relies on nonprofits to deliver public services, we should fund the actual cost of delivering those services. That includes reasonable adjustments for inflation and the cost of living, particularly because so much of this work depends upon retaining skilled people in an increasingly expensive state.

I also support longer-term, more predictable funding relationships where appropriate. Requiring organizations providing essential services to repeatedly compete for uncertain, short-term funding creates administrative work and makes responsible workforce planning extraordinarily difficult.

Partnership also requires listening. Nonprofits often know first when a policy is producing unintended consequences or when demand is exceeding capacity. Government should treat that expertise as part of policymaking while maintaining clear expectations, transparency, and accountability for public dollars.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Yes. If Vermont recognizes the value of investing in technical assistance for small businesses and municipalities, there is a strong case for extending similar support to nonprofits that are carrying out important public and community functions.

This is also a practical investment of public dollars. Strong financial management, cybersecurity, compliance systems, and organizational planning reduce risk and allow nonprofits to spend more of their time and resources on their missions. Smaller organizations, in particular, may lack the resources to purchase specialized expertise even when the need is significant.

I would support a technical assistance program that is accessible to organizations of different sizes and regions, with particular attention to smaller nonprofits that may have the greatest capacity needs and the least ability to absorb these costs themselves.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

The nonprofit workforce faces the same pressures affecting working Vermonters generally: wages struggling to keep pace with living costs, expensive housing and childcare, and increasingly unaffordable health coverage. State grants and contracts should provide enough funding for nonprofit employers to offer competitive wages and meaningful benefits.

I am especially concerned when organizations providing essential services cannot afford health coverage for the people doing that work. Vermont must address the underlying cost of health care rather than expecting employers and workers to absorb ever-increasing premiums.

I also support predictable funding, cost-of-living adjustments, workforce development, and reducing unnecessary administrative burdens. We cannot expect nonprofits to maintain essential services while chronically underfunding the people who provide them.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

Affordable health coverage is a workforce issue, and Vermont needs to continue addressing the underlying cost of health care. In the meantime, state funding for nonprofit services should recognize health insurance as a legitimate cost of employing and retaining workers, rather than expecting organizations to absorb escalating premiums.

I support exploring expanded access to Association Health Plans if nonprofits can use their collective purchasing power to secure more affordable coverage. Any expansion, however, should preserve strong consumer protections, adequate coverage, and market stability. I would want evidence that an AHP proposal actually lowers costs for nonprofit employers and their workers without shifting costs or creating weaker coverage elsewhere.

Ultimately, nonprofit employees deserve affordable, comprehensive health coverage regardless of the size of the organization employing them.

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CHRISTOPHER HAESSLY, INDEPENDENT, CHI 16



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

I maintain trails and repair/rebuild back country shelters with the Adirondack Mountain Club (ADK) and Lean2Rescue over in the Adirondacks. I've also volunteered as a summit steward with the Friends of Mountain Arab. I'm also a member of the Forest Fire Lookout Association and have served as volunteer lightkeeper with a non-profit in Maine.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

I believe the first step to ensuring that services are delivered effectively and sustainably is to adopt Key Performance Indicators to measure the effectiveness of the programs and services provided by the non-profit sector. Inflation affects everyone - including non-profits - and I believe it's important to consider inflation and cost of living when allocating public resources.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

It seems reasonable to include non-profit organizations in state programs that provide technical assistance to small businesses and municipalities.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

I would work to encourage job training programs that focus on youth and marginalized communities to help participants to develop skills that can be used to support the work of non-profit organizations.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

We need to relieve the responsibility for providing healthcare benefits from the non-profit and private sectors by embracing universal primary care.

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ALI DIENG, DEMOCRATIC, CHI 18



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

I work for a non-profit organization; Building Bright Futures. I run an organization called Burlington Thies-Est sister city program. I am a board member at the Community Hetah Center of Burlington

and a board member at Vermont Folk life Center.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

Yes, I will support those measures. I have seen a gap in terms of relationship between the Legislator and nonprofit organizations. that is correct, most of the time non-profit organization implement legislations passed by the house and senate and it is essential that we increase collaboration with our local nonprofit organizations. I will commit to increase communication, understand their challenges and support implementation of policies when legislation is not in session.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

yes, I do and to add greater connections such as legislative breakfasts

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

some cations include, bringing incentives to keep Vermonters in the state. work with local colleges and Universities to have their graduates consider staying and working in Vermont After graduation via a student loan partial payment intensive program.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

Universal health care is a must in our state Association heath Plan is also a great idea and it seems this is a national approach, the question for me now is how we can regionalize it to fit Vermont and surrounding states knowing we are a small state but with the highest non-profit per capita. Are there other ideas to ensure all employees of non-profits organizations have access to great quality care when they need it?

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DAVE HARTNETT, INDEPENDENT, CHI 18

How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

Not only do I support the work of non-profits, I am intimately involved with the non-profit Katie's Kids, which was founded after the death of my daughter in 2023. She was a passionate educator and supporter of the children of Burlington. I have always been a strong supporter of Let's Grow Kids, an early education promoter.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

All business, for profit or not for profit must operate as efficiently as possible or they will not survive. Inflation and cost of living must be part of that efficiency. I think we need to do a better job to educate people who may not fully understand how essential non-profits are to Vermont, and how to access them.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Yes, anytime we have the opportunity support the work of non-profits, even in such diversified area of financial management, compliance, partnerships and cyber security.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

I would support legislation that would strengthen training, wages and benefits of people who choose to work in the non-profit field.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

Small businesses are the backbone of the Vermont economy. Any legislation that would support small business owners attempts to recruit, train, and retain good employees will have my support.

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CAROL ODE, DEMOCRATIC, CHI 18



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

Non-profits are critical to the well-being of our state, our communities and Vermonters.

I serve on the UVM Board of Trustees, the Stern Center Board and the Burlington Students Foundation Board. Further, I volunteer on the IOLTA Committee for the Vermont Bar Foundation Board to raise funds for grantees, including Vermont Legal Aid. Past board service: Burlington School Board and Vermont State Board of Education, Vermont Bar Foundation, Lund.

I am very supportive of the Intervale Center and NOFA, the Howard Center, King Street, Boys and Girls Club, the YMCA, Heineberg Senior Center, Champlain Housing Trust, the New

North End Food Pantry, the UVM Medical Center, The Flynn Center, Lyric Theatre, Age Well, and more.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

I would continue to communicate to Vermonters the essential role non-profits play in our lives in Vermont. I would ask for PSAs and Front Porch Forum posts to communicate the same.

I would suggest that for some non-profits who are able to show cost-savings to Vermont government because of the services they provide, that government would invest a portion of those savings back into those non-profits.

I would also include inflationary and cost of living adjustments for employee pay and benefits.

I would consider an inventory of the building needs of non-profits and think creatively about how to tackle that issue.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Absolutely, I believe the state could offer technical assistance, including financial management, compliance, strategic partnership/ merger agreements, or cybersecurity to our non-profits.

Our non-profits can not afford to perform so many functions individually. Also, focusing on those functions pulls non-profits away from their core missions.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

The State could explore taking on employee professional development and as many administrative functions as possible to free up non-profits' state allocations and other funding. Those funds could then be used for employee wages and benefits because people provide services.

We could consider adding state employee healthcare benefits to non-profit employees.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

Yes, I would consider expanding access for non-profits to Association Health Plans. I would want to see data to confirm that these plans would work. I would also want to understand what it would mean if we were to extend state employee health care benefits to non-profit employees.

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WENDY CRITCHLOW, DEMOCRATIC, CHI



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

I worked for PACE Vermont for many years until we closed. I loved it. It was a definitely relief for many families and we provided wrap around services for our most needy elders in our community. I currently work for the State of Vermont providing healthcare with my focus on Long Term Care. My passion would be home care providers. We truly underestimate the value they provide. I've also worked very closely with Vermont Legal Aid in both my regular job and my first term as a legislator. They are also unsung heroes in our community.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

I would suggest requesting to testify regarding your particular service and the committee of relevance. Again, a one term legislator here, but I made so many connections to nonprofit entities providing services I never knew existed. My experience meeting them has been great. I've made connections that have proved to be invaluable.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

I would. I'd want some guidelines. I've also seen nonprofits fail.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

This one is tough. I happen to be on the healthcare committee and I know how crazy healthcare is right now. Small businesses in particular are having to opt out of the marketplace due to HR1 and the decimation of the subsidies. We're trying, but these are trying times. We need affordable housing to attract and keep good people here.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

I do. We had a bill that would have opened that pathway. Unfortunately, the Governor vetoed that bill even though he wanted self funded healthcare broadened. We plan to try again.

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ANGELA ARSENAULT, DEMOCRATIC, CHI 2



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

My legislative efforts have afforded me the opportunity and privilege to work closely with the Vermont Network Against Domestic and Sexual Violence, as well as local chapters of Moms Demand Action and Everytown. For a number of years, I was a member of our local Rotary Club and enjoyed contributing to their service projects in our community.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

I would absolutely support funding mechanisms that account for inflation and cost of living adjustments. The State of Vermont relies on non-profits and should be funding their work in a realistic and responsible manner. Level funding is a year-over-year budget

cut, plain and simple.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

I think that would be fantastic if that's something that partner non-profits want and would benefit from. It seems to me that it would also be more financially efficient, which could help with the larger funding challenges we face.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

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DOUG BISHOP, DEMOCRATIC, CHI 20



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

In addition to having worked on the leadership teams of the American Red Cross of Vermont & the New Hampshire Valley (5 years) and the Greater Burlington YMCA (9 years), I previously served on the board of the Boys & Girls Club of Burlington, was a volunteer on a United Way of Northwest Vermont allocations committee, for 4 years was the Vice Chair of the Vermont Disaster Relief Fund in the wake of Tropical Storm Irene, and currently volunteer at the Colchester Food Shelf and the Vermont Italian Cultural Association grants team.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

The issue of fairly compensating the work nonprofits provide our communities on behalf of state government is one that is often center stage in conversations before the House Committee on Human Services, upon which I sit. I am all too familiar with the pattern of state government factoring in automatic budget increases for their work, but not that carried out by community-based providers on behalf of the state. Yes, Vermont's financial resources are tight and getting tighter, but we cannot

starve the vital work of nonprofits. There are no easy answers -- as noted, finances are tight -- but we must center the work of nonprofits more prominently in our budgetary discussions and this would be my intention if re-elected to the House.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

I would be interested in learning more how we might replicate supports provided to our for-profit sector, such as that offered by VMEC (Vermont Manufacturing Extension Center) for over 25 years. The size and role of nonprofits in our state's economy would indicate that similar supports could be beneficial. I would want to see where such efforts would be housed within state government or supported outside of state government. Overall, I see a case for offering technical assistance, particularly as we experience an overall tightening of state and federal financial resources. We must support the efforts of our nonprofits to work better on flat or leaner budgets.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

This survey rightly identifies affordable health care as a barrier to recruiting and retaining employees, as well as impacting the overall financial health of nonprofits. This past legislative biennium, there were no less than 10 pieces of legislation passed and signed into law with the aim of increasing access and lowering the cost of insurance premiums and the overall cost of health care. There is more work to be done, for sure! I will work to keep health care center stage in our legislative work.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

Health care affordability is often tied to the size of the "pool" of those seeking health care. I would value a conversation in the legislature as to how Association Health Plans might help with the "economy of scale" problem Vermont's small nonprofits currently face. If the evidence supports that these plans can help, this concept will have my support.

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How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

I often refer constituents to CVOEO, Community Action, Food Banks. VT energy efficiency

I have not served on a non profit in Vermont but have in New York

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

yes, I support any resources that help eligible Vermonters be able to live their lives without the constant fear and insecurity of not being able to address their basic needs

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Yes

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

My position is that we need at least universal primary healthcare

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

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How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

Nonprofits are an important part of the fabric of our communities, and I interact with many of them through both my work in state government and my service in the Legislature. I have worked closely with organizations that support children and families, provide housing and food assistance, strengthen our communities, and advocate for Vermonters who may not otherwise have a strong voice in government. In Essex and Essex Junction, I also value the nonprofits that create opportunities for recreation, arts and culture, education, and community connection. As a legislator, I see firsthand how much Vermont relies on nonprofit partners to deliver essential services, and I

believe it is important that we recognize their value and ensure they have the resources and stability they need to continue serving Vermonters.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

I believe government and nonprofits work best as true partners, with clear expectations, consistent communication, and recognition of the real costs of delivering services. Too often, nonprofits provide essential services on behalf of the state without funding that keeps pace with wages and other operating costs. I support funding mechanisms that account for inflation and appropriate cost-of-living adjustments. We should also coordinate services across government and nonprofit partners to reduce duplication, share resources, and gain efficiencies when appropriate, without sacrificing access or quality. I support reducing unnecessary administrative burdens, using multi-year funding when possible, and involving nonprofits earlier in policy and program development.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

I believe technical assistance can help nonprofits strengthen operations, improve compliance, and find efficiencies. Rather than creating a new stand-alone state program, I would look for ways to leverage existing resources and expertise, coordinate with philanthropic and nonprofit partners, and make existing state technical assistance opportunities available to nonprofits where appropriate. I would particularly support efforts that help organizations share services, develop strategic partnerships, or explore mergers when those approaches can strengthen services, improve outcomes, and reduce costs.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

I support policies that strengthen Vermont's nonprofit workforce, including access to affordable child care, health care, housing, and workforce training. For nonprofits providing state-funded services, funding should also reflect the real cost of recruiting and retaining qualified employees. My voting record demonstrates my longstanding support for Vermont's workforce and the nonprofit organizations that provide essential services in our communities.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

I support efforts to make health insurance more affordable and accessible for nonprofit workers and other Vermonters, including addressing the underlying cost of health care. I am open to Association Health Plans if they can meaningfully lower costs for small employers while maintaining strong consumer protections and adequate coverage. Any approach should avoid creating plans that leave workers with fewer benefits or shift costs elsewhere in our health care system.

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CHEA WATERS EVANS, DEMOCRATIC, CHI 5

How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

I've been a Meals on Wheels volunteer for almost a decade, and I serve on the Age Well Advisory Board. I also volunteer at the Charlotte Senior Center. I began both of these volunteer gigs well before I ran for office—giving back to my community has been a way of life for me since I was a teenager. I did a lot of time volunteering with the PTO at my kids' school back in the day, but I've found that spending time with seniors over the last decade or so is really fun and fulfilling and I love being a part of this section of the nonprofit world in Vermont.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

I completely support funding mechanisms that take inflation and cost of living into account. We've done some work on the grant process in HGOMA over the last few years and I would love to see the creation of a grant-delivery process that's predictable, easy to navigate, and serves the nonprofits and the people they serve. We can streamline the government process, I know it!

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Always. The better organizations can run, the better they can help who they need to help, and the more money and time we can save with fewer errors, questions, and less uncertainty.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

We need universal primary care. I think this is possible in the next couple years. I also think we can explore ways to partner on housing and tuition forgiveness with Vermont State University, UVM, and other colleges to see if we can keep young people in the state, fill these much-needed positions, and figure out a way to provide housing.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

Yes. Always.

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NATALIE CASHEN, DEMOCRATIC, CHI FRA



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

Community service is an important part of how I stay connected to Milton. As a volunteer assistant coach for the Milton High School girls varsity soccer team, I have the opportunity to work directly with local students while also getting to know their parents and families. Being part of the program has given me another way to connect with the people who make up our community and to better understand the experiences, concerns, and hopes of Milton families. I also serve on Milton's Cemetery Advisory Committee, helping preserve important community spaces and our town's history.

Beyond Milton, I have volunteered with Habitat for Humanity and participated in ecological restoration work. I am especially passionate about organizations addressing housing, food security, youth opportunities, healthcare access, and environmental stewardship. These experiences have shown me how nonprofits and volunteers strengthen communities through both service and connection.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

Nonprofits provide essential services on behalf of Vermont, and the state should fund those partnerships sustainably. I support building annual inflation and cost-of-living adjustments into state

grants and contracts rather than requiring nonprofits to repeatedly seek increases just to maintain services.

I would also support Vermont grant reforms such as those advanced through H.233 and updates to Bulletin 5: recognizing appropriate indirect costs, expanding advance payments instead of requiring nonprofits to front state expenses, establishing prompt timelines for grant agreements and payments, and simplifying applications and reporting across state agencies. I also support multi-year funding when services are ongoing.

These reforms should be paired with clear performance standards and transparency. Vermont should hold nonprofits accountable for public dollars without forcing them to subsidize state services through private fundraising or debt.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Yes. In Milton and Georgia, nonprofits help meet very concrete needs. Milton families rely on services such as the Milton Family Community Center's food shelf, childcare and after-school programs, financial assistance, family support, and youth mentoring. Georgia residents benefit from the Georgia Food Shelf, while regional nonprofits also help families access housing assistance, childcare subsidies, healthcare, and other benefits.

I would support a Vermont-funded technical assistance program, especially for small and rural nonprofits. Providing shared expertise in financial management, cybersecurity, compliance, grant administration, and strategic planning would allow organizations to spend more of their limited resources serving people. A local food shelf or family program should not need its own cybersecurity, accounting, and grant-writing departments to operate effectively.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

In Milton and Georgia, nonprofits work alongside volunteers, schools, towns, and community groups every day. The Milton Family Community Center provides childcare, food assistance, family support, and youth programs; the Arrowhead Senior Center supports older residents; and the Georgia Food Shelf helps local families. Nonprofits and volunteers also support youth sports, arts, and community activities, while regional organizations provide housing, healthcare, mental health, disability, and senior services.

I support annual COLAs and state contract rates that cover competitive wages, health insurance, paid leave, retirement, and administrative costs. I also support childcare and workforce-housing assistance, student-loan repayment in shortage fields, and pooled health benefits for small nonprofits. Strong nonprofit jobs strengthen Milton and Georgia.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

Yes. I would support appropriating state funds to strengthen Vermont Health Connect premium and cost-sharing assistance and expanding eligibility where fiscally sustainable. I would also support a state-funded nonprofit health-benefit pool or purchasing cooperative, including startup assistance for small nonprofits, and requiring state grants and contracts to reimburse reasonable employer health-insurance contributions with annual adjustments for premium increases.

I support expanding Association Health Plans under Vermont's Act 76 framework if DFR determines they can reduce costs without destabilizing other insurance markets. Vermont should fund DFR oversight and require strong solvency, coverage, and consumer protections. For small nonprofits in Milton and Georgia, these steps could turn health insurance from an unaffordable expense into a realistic employee benefit.

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CAROLINE BRIGHT, DEMOCRATIC, FRA 1



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

Nonprofits have been woven throughout my professional and community life. I've worked in nonprofit leadership, served on the boards of numerous nonprofit and 501(c)(3) organizations, volunteered in my community, and partnered with nonprofits through my work as a minister and small business owner.

I'm especially passionate about organizations that strengthen families, expand opportunity, and create connection and belonging. Through The Bright Side Play Place, I've worked with organizations including Head Start, United Way of Northwest

Vermont, NCSS, and local libraries to make resources and programming more accessible to families.

Having served in nonprofit leadership and governance, I also understand the challenges of funding, staffing, volunteer recruitment, and sustainability. Nonprofits are essential pieces of our social infrastructure, and strong nonprofits help create strong, connected communities where people can thrive.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

Yes. If Vermont relies on nonprofits to deliver essential public services, we have an obligation to fund those partnerships sustainably. I support funding mechanisms that account for inflation and reasonable cost-of-living adjustments.

Having worked in nonprofit leadership and served on nonprofit boards, I know that contracts and grants that don't cover the true cost of services don't make those costs disappear. Organizations are

forced to fundraise to subsidize public programs, underpay staff, reduce services, or stretch already limited resources further.

I also support simpler contracting and reporting processes, timely payments, and funding that recognizes administrative and workforce costs. Nonprofits should be treated as genuine partners in achieving our shared public goals—not simply as a lower-cost substitute for services government has committed to providing.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Yes. Investing in nonprofit capacity helps organizations use public dollars effectively and sustainably.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

Nonprofit workers deserve the same opportunity to earn a sustainable living and access good benefits as workers in any other sector. When government contracts with nonprofits to provide essential services, funding levels should reflect the actual cost of recruiting and retaining qualified staff, including competitive wages and benefits.

I support predictable funding with inflation and cost-of-living adjustments, as well as broader efforts to address the costs making it difficult for all Vermont employers to retain workers—particularly healthcare, housing, and childcare. I am especially concerned that nonprofits are increasingly unable to offer health insurance. Ultimately, I believe we need to move toward a healthcare system in which access to affordable coverage is not dependent on where someone works. Strengthening the nonprofit workforce means both funding these organizations responsibly and making Vermont a more affordable place for their employees to live and work.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

I support expanding access to affordable health coverage for nonprofit workers, including exploring Association Health Plans that allow small nonprofits to pool purchasing power, provided those plans maintain strong coverage and consumer protections. I would also support state strategies that reduce the cost of providing employee coverage for nonprofits and other small employers. More broadly, I believe we need to address the underlying cost of healthcare in Vermont and move toward a system where access to quality, affordable coverage does not depend on the size or resources of your employer. Nonprofit employees provide essential services to Vermonters; they should not have to sacrifice access to healthcare to do that work.

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JULIE FILIBERTI, DEMOCRATIC, FRA 1



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

I volunteer as a board member of the Friends of Missisquoi National Wildlife Refuge and understand the huge role that nonprofits play in our society.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Absolutely! Nonprofits do not have the expertise on hand to maintain capacity in such a wide variety of areas. To hire experienced experts in these areas costs money and takes resources away from the mission of the organization.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

Nonprofits are experiencing many of the same problems as the for profits- lack of affordable housing for workers, sky rocketing healthcare costs, and an exodus of young workers from the state. Addressing these issues will help all employees in Vermont.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

I would push for publicly funded universal primary healthcare to begin to alleviate the financial burden on organizations because of skyrocketing healthcare costs.

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PAM MCCARTHY, DEMOCRATIC, FRA 2



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

I have been connected to nonprofit work throughout my adult life. I have been a family support worker and an ED of a Parent Child Center, and most recently, Pres./CEO of Vermont Family Network. In between, as the AHS Field Director for Franklin and Grand Isle Counties, I worked with countless nonprofit partners to reinforce supports and services for individuals, children, and families in an effort to make our systems more holistic, family-centered, and effective. I have served on the boards of CVOEO and Recovery Vermont, and am currently Vice President of the Cancer Patient Support Foundation Board. I am an advisor to the Vermont Connector's Baby Exchange, and volunteer in my community for food deliveries to migrant farm families, food drives, and more. I am an active member of Franklin County's 100 Women Who Care group, and I am co-lead for the Franklin County Women for

Democracy.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

Increasingly, state government has given more responsibility to nonprofit organizations to deal with thorny issues like mental health challenges, substance use disorders, homelessness, and more. Yet resources are not sufficient to the needs. Community expectations are high for service providers, who often struggle to recruit and retain skilled staff due to wages that can't easily afford housing and other costs of living in Vermont. Many state contracts pay nonprofits on a reimbursement basis, which can be very challenging for organizational stability, especially when payments are not timely. I would support funding mechanisms that provide flexibility for up-front expenses. We should allow for COLA's and take inflation into account. I would also support stronger state/municipal/nonprofit partnerships that leverage our limited human and fiscal resources for collective impact, more holistic services, and better outcomes.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

I would love to see Common Good Vermont reinforced as the "go to" for nonprofit TA. It exists to support nonprofit excellence and strong partnerships, focusing on "increasing the leadership, accountability, sustainability, and advocacy capacity of our fellow nonprofits and allies." We should build on what we have.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

I support reducing the cost of healthcare both from an insurance and a treatment standpoint. Lowering premiums and the costs of procedures, hospitalization, etc. would benefit everyone, not just the nonprofit sector. I am also in favor of providing paid family and medical leave, and ensuring that Vermont workers have a living wage without having to work multiple jobs.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

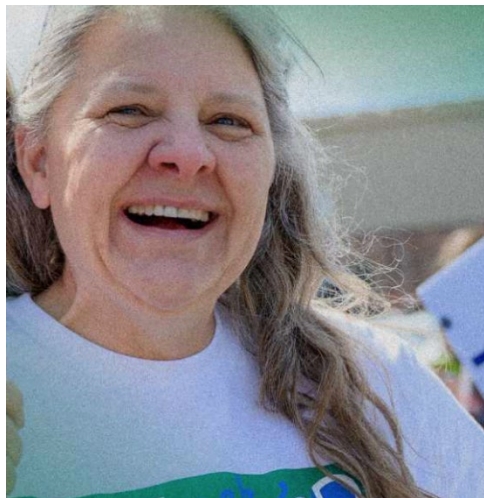
We need to continue our healthcare reform efforts, especially with regard to reference-based pricing and universal primary care. I think expanded access to Association Health Plans could be beneficial--would want to work with others to explore the potential of this approach and be certain that the health plans will meet folks' needs AND be more affordable.

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TAMAR BOUCHARD, DEMOCRATIC, FRA 4



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

I have worked with nonprofits in one form or another for most of my adult life. I provided direct services and program management for a number of organizations, always with a focus on helping my community. My family and I spent many summers helping to put on a summer camp for rural farm kids who otherwise would not have gone. I did crisis fuel services, worked at the food shelf, worked crisis mental health, worked with domestic violence survivors, worked with folks under department of corrections supervision, taught swimming lessons, health and safety classes

and helped folks to find employment. I raised 5 sons on my own, so nonprofits helped us tremendously as my children grew. I took a masters level Nonprofit Administration class at UVM and got a lot out of it.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

I would like us to create and sustain programs that are helpful to the community and worth the investment. One thing that I saw a lot of is folks being in desperate need, but over income for a program. This type of limitation feels intentional to give folks the impression that only people with nothing get help and that working for a living is never intended to have a safety net. This is wrong thinking. There should be programs that have income limits that allow for the fact that everything is

extremely costly right now. Few are immune to the increases. When it comes to program delivery the same thing should be considered - people need to make a decent living and need to be paid well to provide services. It often makes more sense for a nonprofit with experience in the sector to deliver the services, so providing funding opportunities that have fewer restrictions, but a high level of accountability to delivery would be helpful.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Nonprofits should be treated like the businesses that they are, so all services extended to business owners should be extended to nonprofits.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

Nonprofits need to pay better in general. A lot is asked of front line folks who are passionate about serving the community and helping people. No one should be struggling financially because they want to be helpful to the community. On the job training should be offered for all positions, including leadership. Finding volunteers is more and more difficult as the cost of living increases, so provisions need to be made to hire additional staff to do the work. Trainings and educational programs should be created and reinforced to help employees learn their role, grow their careers and keeping from burning out. Work environments need to allow folks to have breathing room between clients, health and wellness supports to keep the stress at bay and humane employment policies that are meant to

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

I strongly believe that Medicaid for All is the only way. We not only need to get profit takers out of our system and leverage state wide purchasing and payment as much as possible, but we need to take the "benefits" money back as the pay we should be receiving. Absent that we need to allow Association Health Plans as a stupid inadequate bandaid.

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JAMES "JIM" LIPINSKI, DEMOCRATIC, LAM 2



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

I am on the Board of the North Country Animal League (NCAL) and my wife is a Director for the Central Vermont Council on Aging (CVCOA). I have worked with several other Vermont nonprofits to help them with Strategic Planning.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding

mechanisms that account for inflation and cost of living adjustments?

I absolutely would work for increased government support for nonprofits. The simple fact is that Vermont State Government could not meet the needs of Vermonters without nonprofits and the state should treat them as the valuable and essential partners that they are.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Absolutely - because the unmet need is so great, I have a small business that provides technical support to nonprofits, primarily around strategic planning and technology. I would love to be put out of business by having the State step up and provide technical assistance directly to nonprofits.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

We need to get to universal healthcare as quickly as possible, even if it is only universal basic care at first. No business or nonprofit should have to worry about providing health care. Once we get there, the playing field will be more level and nonprofits will be better able to compete for and retain top talent. Until then, there is much the state can do, such as allowing nonprofits that are Government partners to participate in State Government employee benefit programs.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

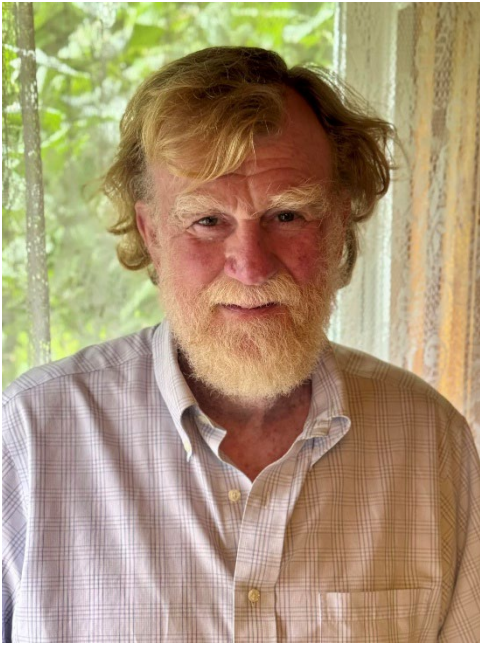
I think I answered this question in my previous answer.

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GREGORY WILSON, DEMOCRATIC, ORA 1



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

Yes, VerShare of Vershire. nonprofits provide a network of belonging, community and needs based action.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

The nonprofit energy needs to emerge from a need in the community. And a voice needs to be nurtured so it can be heard. And that voice will be heard and a nonprofit can emerge and meet the unmet needs. Simple really. And the representatives are duty bound to respond.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Yes, in every way. As the Past Chair of the Vershire Planning Board, I know this is a helpful service TOROC provided.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

Universal Health care would free us all of this burden.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

Yes

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NICHOLAS DILORENZO, REPUBLICAN, ORA 2

How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

I volunteer at the food shelf, scouting and school spokes. I'm passionate about nonprofits who are engage in our community and are transparent to the boards.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

Absolutely

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

This is a great idea to help people start up new businesses and make life easier.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

Incentives and collaboration with other nonprofits to bring a sustainable bottom line.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

I will advocate for realistic insurance costs. What we have now does not work and I have seen first hand patients who deferred a procedure because their insurance wouldn't cover it.

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GENEVIEVE K. DUCHESNEAU, DEMOCRATIC, RUT 8



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

I served on the Rutland Pride board, answer Vermont Foodbank calls for help, and do volunteer technology work at the Brandon library.

In small towns, almost everything people love about living here is run by a nonprofit or by volunteers. Pittsford Village Farm puts on the Tuesday concerts and the Friday movie nights. The skating rink is free because people keep it that way on their own time. Our historical societies keep the record of who came before. Take those out and you do not get two towns with fewer amenities, instead we see communities without their soul.

I have spent my career in technology, and what I keep seeing in small organizations is capacity burned on things that should not be hard. A website only one person knew how to update before

leaving. Donor lists inaccessible to the group after a change of members. That is where I try to be useful, and part of why I am running.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

Yes on inflation and cost of living adjustments but I would go further.

Bulletin 5 already says the right thing. If an organization has a federally negotiated rate, use it. If not, negotiate one or apply the 15 percent de minimis. But that is permitted, not required, so awards still land under it and the organization makes up the difference at a fund raiser. States should not get a service below cost and leave the public to make up the balance.

I would make that floor enforceable instead of optional, require an escalator in any contract running longer than a year, and fix payment timing. A small organization floating months of state-funded payroll on a line of credit is paying interest on the state's lack of alacrity. I would also push for fewer and longer contracts. Every year a director spends re-competing for work they are already doing well is a year not spent doing it.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Yes, and I would start with cybersecurity, because it is the one that can end an organization overnight.

I have spent my career in technology. A nonprofit holding PII, health information, or payment data carries the same exposure as a company ten times its size with little to no IT staff and nothing budgeted for a security review. This leads to issues that are generally avoidable with some basic training.

The program should deliver shared services, not just advice. A pooled security assessment no small organization could buy alone. Vetted financial and compliance templates. Real legal help on partnership and merger agreements, which matters more every year as consolidation pressure builds on small organizations the way it has on our schools. Vermont already funds this for small businesses and municipalities. Nonprofits deliver public services under state contract, so the state has the same stake in keeping them upright.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

Pay is the first answer, and I covered the contract side above, so let me stay on the two things that kill a hire after the salary is agreed. Housing and childcare. An organization in Rutland County can post a job at a fair wage and still lose a great candidate because there is nothing to rent in our areas and the nearest infant care has a waitlist. These are legislative problems and are a large part of why I am running. So build housing our village centers can support and the people can afford, keep funding childcare capacity instead of treating it as a one-time fix, and extend loan repayment past the short list of licensed roles that qualify now. Human services, early education, and food security work should

count. We also need to stop treating a nonprofit job as a calling that excuses the pay. It is a job and we all have bills that need to be paid.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

Vermont has effectively barred association health plans since 2019. H.585 would have brought them back and stalled in the Senate. It will return, and I would rather vote on a better version than the one that stalled. I am open to AHPs. I am not open to deregulation wearing their name. If an association plan covers essential health benefits, cannot medically underwrite or rate on health status, and answers to DFR like any other carrier, that is honest pooling and I would support it. If it works by pulling the healthiest groups out and leaving everyone else in a smaller, sicker pool, those are not savings, they are just passed costs. The bigger miss this year was reinsurance. It was the one piece of H.585 with real bipartisan backing, seventeen states run one, and it died attached to the S.190 veto. In an ideal world I would like to see a form of single payer healthcare at a state level to alleviate these situations.

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PHOEBE TUCKER, DEMOCRATIC, RUT WDR



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

VT Works for Women is a non-profit that I am particularly interested in, as I think it is incredibly important to advance gender equity within our state and beyond.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

Yes, I would support funding mechanisms that account for inflation and cost of living adjustments. I am not sure how I could improve partnerships specifically, but I am open to collaborating and learning more.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management,*

compliance, strategic partnership or merger agreements, or cybersecurity.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

Through ensuring the non-profits are able to offer compensation, training, benefits, and ongoing mental health support that make the jobs sustainable options for people to choose as their full-time careers.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

I would support expanding access to AHPs as long as the plans adequately cover preventative care services in addition to acute medical needs.

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JOHN G. SANTORELLO, REPUBLICAN, WAS 3

How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

Yes

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

I wouldn't. I believe private funding keeps nonprofit entities non-political and government dependent.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Yes

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

I am open to brainstorming and discussion on a case by case basis.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

I am open to bringing costs down for everyone including participants. If expanding access brings that about - then I am for it.

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Ask me

SONYA SPAULDING, DEMOCRATIC, WAS 3



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

I am on the board at the Vermont Granite Museum. I engage with a variety of non-profits in my role as a City Councilor. We have a lot of great non-profits in Barre City who are doing good work every single day. They include Capstone, Downstreet, Turning Point Center, Good Samaritan Haven, Rainbow Bridge Community Center, People's Health and Wellness Center, Mosaic, and many others.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

I believe that non-profits are doing important work in our communities and would be in favor of funding mechanisms that account for inflation and cost of living adjustments. I would hope for better partnership between our essential non-profits and state government to allow the non-profits to continue doing the important work they do.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Yes, I would support funding similar technical assistance programs for nonprofits. I believe the state should be doing whatever it can to strengthen our nonprofits if they are going to rely on these organizations to do the work.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

A stronger partnership and reliable funding sources for our nonprofits would allow them to offer a fair wage, good benefits, and hopefully recruit and retain employees. I would love to see Vermont's nonprofit workforce be given the same wages and benefits of state employees, as they are picking up the essential services that the state should be responsible for. This would require adequate resources be allocated to nonprofits to be able to cover these expenses.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association

Health Plans to bring costs down for small employers?

Moving to universal health care would separate health insurance from employers and would allow a more level playing field for benefits for nonprofits and small businesses. I would support expanding access to association health plans to bring down costs for small employers.

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LUCAS J. HERRING, REP/DEM, WAS 1



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

Yes, I would support inflation and COLA adjustments, but there needs to be more transparency on how government funds are used in nonprofit organizations. By having a better understanding of how the funds are used, we can ensure a better understanding of how to fund the different programs and ensure there are not

duplicative services or funds misspent.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

There is value in having networks, training, and programs to ensure nonprofits have the tools they need to be successful. This would also help ensure that nonprofit organizations are staying in compliance and using best practices within their operations.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

The state should look into alternatives that take health care off the backs of small businesses, which includes nonprofit organizations. Having a larger system would create economies of scale, which would decrease overall cost and potentially increase those covered.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association

Health Plans to bring costs down for small employers?

Same as the previous question. The state should look into alternatives that take health care off the backs of small businesses, which includes nonprofit organizations. Having a larger system would create economies of scale, which would decrease overall cost and potentially increase those covered.

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KATE MCCANN, DEM/PROG, WAS 4



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

My daughter is a single mom. I'm amazed at the Vermont Gleaning Collaborative. My daughter has access to fresh fruits and veggies for herself and her son once a week. In addition, she was able to take advantage of the Summer Meals Programs that offered convenient pick up at the Washington County Family Center where she takes her son Tuesday mornings anyway for playgroup. As a school teacher, feeding programs for students and their families are very important to me.

This summer I was invited to tour Mosaic as well. As a high school teacher and a mom of a single parent that experienced abuse, programs like Mosaic make a real impact in the community to help individuals and families make steps to healing.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

I support funding mechanisms that account for inflation and cost of living adjustments.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

I think anything we can do to streamline the system making more funds available for those who need the most makes sense. I could see similarities to this with the CESAs in our educational landscape, sharing resources to improve efficiency to eventually get to providing better and more timely services to struggling Vermonters.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

I think we need to find ways to lower health care costs for all Vermonters. If we can lower costs, more

employers will be able to offer health care to their employees and that would include the nonprofit sector. I was encouraged to see the legislature get reference based pricing over the finish line and really, really frustrated by the Governor's decision to veto those efforts that would have lowered health care costs and provided immediate relief in property taxes.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

I do support expanding access to Association Health Plans to bring costs down for small employers.

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<https://sites.google.com/d/1-RiQKGi41f4zDb8EoTTXMwIH84S6TkNz/p/1p-jzbN0GUOfETYAihJaHooG42lox6ANq/edit>

MARC MIHALY, DEMOCRATIC, WAS 6



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

Many! Floor response in Plainfield is led by non-profits. The renovation of the Calais town hall, the East Calais Store, the Calais sawmill, and the North Calais Memorial Hall all were accomplished through the work of non-profits. I'm on the board of the East Calais Community Trust which renovated the East Calais Store. I also was chair of the board of the Vermont Land Trust and on the board of VEIC, the parent of Efficiency Vermont.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living

adjustments?

On the Appropriations committee (2022-2024) I supported funding for many non-profits. As chair of the General and Housing Committee I incorporated into legislation the efforts of many housing-related nonprofits such as the Champlain Housing Trust, the Developmental Disabilities Housing Initiative, and successfully advocated for funding for Homeshare Vermont.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Yes

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

Funding funding funding!

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

Also, I have supported and voted for the legislative efforts to reduce the cost of health insurance. I'm not sufficiently familiar with the Association Health Plans to comment.

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EMILY WHEELER-REYNOLDS, DEMOCRATIC, WAS ORA



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

I currently serve on board of directors of the Vermont School Board Association. We are a non profit membership organization dedicating to promoting public education, supporting school boards in their work and provided a collective voice for strong education policy in Vermont. This is a high level board very focused on board development, strategic planning and fiscal responsibility. I've learned so much through my service on this board that has informed and strengthened my leadership skills. For me, that's one of the best things about volunteer work in the non profit sector. The more you put into service, the more growth opportunities present themselves.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

If we are going to continue to operate in a system that relies on private entities to provide essential services, then we need to adequately fund the service providers. The loss of federal dollars coupled with the administration's promise of an even leaner state budget next year, means that our municipalities and non profits will be the ones picking up the pieces and asked to do more with less which is unfair and unsustainable.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Yes. As a small business owner, I was able to access a technical assistance program and I learned new skills, made valuable connections and overall gained confidence that propelled my growth as a business owner. I fully support offering the same opportunity to non profit leaders.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

I believe when workers are strong, Vermont is strong. I support policies that strengthen working and middle class families. What's good for workers is good for our economy. One of the first steps we can take is to move to Universal Primary Care so that workers can access affordable, reliable healthcare when they need it. I also support expanding access to childcare and unemployment insurance.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

I think Healthcare is a Human Right and should not be tied to employment. I support moving to Universal Primary Care to create equitable access to healthcare for all Vermonters as a first step toward Universal Healthcare. And until we achieve the goal of universal healthcare we should take small, practical steps, like AHPs, toward cost containment.

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ZON EASTES, DEMOCRATIC, WDH 1



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

Question 1. I'm unaware if Gov Scott employs any practice of regular connection with nonprofit sectors. If not, I would support nonprofit requests for cabinet member time (first; financial support later, to build effective connection strategy). Question 2. Definitely.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management,*

compliance, strategic partnership or merger agreements, or cybersecurity.

Yes

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

Healthcare and insurance issues must be addressed.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

Question 1. The Human Services Committee (my committee) is generally in direct support of the Healthcare Committee, which is working to address the intractable nature of costs related to healthcare in Vermont. Question 2. Yes

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IAN G DIAMONDSTONE, PEACE AND JUSTICE, WDH 4



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

I am on the board directors and volunteer for many community activities at the East Putney Community Club/Pierce Hall. It is the oldest longest standing contra dance venue in the State Of Vermont and we also have Community suppers, movie night for families, game night, and other community events. We are proud that we serve not just our underserved little community of East Putney but the greater region as well. Pierce Hall was featured by The Historic Preservation of Vermont because of our efforts to maintain the historic integrity of the hall. We still use an outhouse and have no running water yet had 80 people at our last contra dance.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding

mechanisms that account for inflation and cost of living adjustments?

I am 100% behind Universal Healthcare and worker-owned businesses so that workers get the profits of their labor. Progressive taxes so that the wealthiest pay the most so there is MORE MONEY FOR PROGRAMS FOR LESS-ADVANTAGED NEIGHBORS.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Absolutely. We reach Vermonters through grassroots initiatives. Through our communities and neighbors.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

100% UNIVERSAL HEALTHCARE!!!

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

Look at increasing the pool by partnering with neighboring states until we achieve universal healthcare.

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JOHN G. TANSEY, DEMOCRATIC, WDR 1



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

I have been actively engaged with nonprofits throughout my adult life, and I am passionate about their community-focused missions. I have served as a trustee of Mt. Ascutney Hospital in Windsor, VT since 2015, and of Valley Regional Hospital in Claremont, NH since 2024. I recently joined the board of the Windsor Vermont Historical Association. In the past, I served for multiple years on local and regional economic development nonprofits, including the Windsor Improvement Corporation and the Springfield Regional Development Corporation. For many years I served on the board

of the Windsor Area Community Television and have produced community-oriented programming. I support the mission of several local nonprofits via donations and attendance at events, including the Windsor Public Library, Historic Windsor Inc., and the American Precision Museum. At the state level, I regularly support the work of the Vermont Council on Rural Development via donations and attend their events.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

I am supportive of state or federal assistance that provides nonprofits with funding and technical assistance, helps them build capacity within their organizations and communities, and reduces

regulations that are overly complicated or don't serve a clear purpose. With such support and by removing these obstacles, the goal is to help nonprofits do more good, bring more value to our communities, and permit them better achieve their missions over time and in a sustainable manner. In general, I would support funding mechanisms that account for inflation and/or cost of living adjustments.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Yes, in line with my response to the previous question. One approach would be for the state to provide this assistance directly. Another option would be to support one or more existing nonprofits whose mission already focuses on this work.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

I would look to leaders and others currently working in or engaged with the nonprofit sector for guidance on these questions and potential solutions. My own experience in the sector has mainly been as a volunteer serving in board-level positions. There is a wealth of knowledge among executive directors, other leaders, and everyday staff members of nonprofit organizations. I would seek to learn from and draw on that knowledge to identify and prioritize potential actions for strengthening Vermont's nonprofit workforce and helping nonprofit organizations recruit and retain employees.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

As with my earlier answer, I would turn to leaders and others who are currently working in or engaged with the nonprofit sector for guidance on this issue. While I am not yet familiar with the specific pros and cons of expanding access to Association Health Plans, I am interested in learning more about this approach. I do believe that an overarching goal for us as a society should be to ensure that everyone, including nonprofit workers, has access to adequate, affordable health-insurance coverage.

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MARK YUENGLING, DEMOCRATIC, WDR 2



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

I mostly interact with nonprofits for recreation, entertainment, and service opportunities. I am involved with Okemo Valley TV, Avant Vermont Dance, Culvert Crawlers, and Vermont Public as a volunteer and consumer.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

Better participation can be achieved by simply recognizing the expertise of nonprofits in a state that is in the unusual position of not having county governance. The fiscal choice to be made is to

support another layer of government, or utilize existing nonprofits.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Yes to all of the above, with specific focus being placed on public outreach from assisted organizations.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

Universal Primary Care.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

Universal Primary care is the priority for ensuring that ALL Vermonters have adequate health care.

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How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

Springfield Selectboard, Project ACTION (local agency collaboration)

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

Project ACTION meets weekly to update and discuss agency activities. Email is used frequently to correspond with various agencies. The Situation Table is used to address specific clients using affiliated agencies to provide for an acceptable solution.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Yes, a funding mechanism or government department should assist non-profits in technical assistance and financial management.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

Support for adequate staffing and wages to manage caseloads, reduce burnout and encourage retention. Project ACTION enables agencies to collaborate and respond to individual cases using the right agency for the right problem at the right time.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

Healthcare for all would be the correct answer. How it is paid for is a complicated solution that would be almost impossible at the State level. This would best be handled at the federal level. Historically, this is not being explored.

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JUSTIN SCHOVILLE, PEACE AND JUSTICE, WDR 4



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

I don't serve on boards or work for one. I am passionate about the nonprofits that provide basic goods and services to our poorest residents - like the Bethel and Randolph food shelves, or the nonprofits that reintegrate offenders and drug users in Hartford.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

I would - depending on the nonprofit's role in society. For some issues, like housing and food assistance, I support the state directly intervening to provide those goods and services without

going through a non-profit.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

I would support this.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

Reduce statewide income and wealth inequality overall, and provide basic needs (especially for housing and income) so Vermonters can afford to participate more in nonprofits that make an impact in their communities. If people in our communities have lower costs and higher wages, they will have more time and energy to support and volunteer in these organizations. I would also support rescinding rules that prohibit volunteer work in nonprofit paid positions.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

Vermont needs to increase its health insurance pool to lower insurance costs. I am not sure what I as a legislator could do to increase the health insurance pooling, particularly when the ACA may pre-empt any regulations I might propose.

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How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

The vast majority of my career has been working for nonprofits within my community as well as other areas of the country that I've lived. As someone who grew up in this same community, I've also experienced many of the benefits and profound impacts from these nonprofit services first hand. I served on the board for our local restorative justice center, as well as currently still serve on the board for the VT center for ecostudies. In addition to this, one of my favorite ways to engage with our local nonprofits is through attending and supporting events and sharing resources of these

organizations with neighbors whenever possible I get the chance to spread awareness about the many opportunities available.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

I would absolutely support funding mechanisms that account for inflation and cost of living adjustments. The nonprofit sector continues to be burdened by a higher demand in services while simultaneously losing funding to provide those services—leaving organizations and staff the impossible task of doing more with less. To this end, I think regular communication between government and nonprofit providers is essential to get current data on the needs/demands for services, and at the same time building cohesive partnerships for services to avoid redundancy wherever possible. In order to develop policies intended to serve some of our states most vulnerable populations, I also believe it is critical to have those with lived experience with a seat at the table for decision making in the process of developing these policies.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Yes—I would support the creation of a technical assistance program for nonprofits in VT. Much of the work I currently do through the National Center on Restorative Justice deals directly with advancing technical assistance opportunities for nonprofits and community-based organizations, and I believe strongly in positive results that come from this kind of support for organizational capacity, sustainability, and impact.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

There are so many aspects related to this that I would support. One of the first is working towards universal healthcare. Another is continued work to lower the costs of childcare, paid family leave

through the state, and expanding early childhood educator workforce. Additionally, raising the minimum wage and the development of more comprehensive student loan forgiveness programs.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

I believe universal primary care is an important starting point for healthcare affordability. But more broadly I think it's critical to move towards a single payer healthcare system so that health insurance access is not determined by employment status or costs that are dictated by insurance companies.

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KIRK WHITE, DEMOCRATIC, WDR ADD



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

I am on the board of several non-profits including my church. I also served as president of the Bethel Rotary Club and the Bethel Business Association, founded the Bethel Revitalization Initiative/ Bethel University, and am a trustee of the Grand Lodge of Vermont Freemasons. I have volunteered/ helped with a variety of other civic organizations.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

I serve on House Commerce and Economic Development and have long been a supporter of our non-profits. I would support such funding mechanisms.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Absolutely. This has been a priority of my committee and if reelected, it will be one of my main priorities. Our smaller communities and businesses are currently underserved in this area.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

Universal health insurance is the answer to our exploding insurance costs and the burdens they put on our nonprofit employers. I will continue to push/ work toward this goal. In the interim, we need to

continue and expand the programs such as referenced-based pricing in healthcare designed to rein in costs, and expand access to association health plans.

At the same time, I believe that we can provide incentives for potential and current non-profit employees such as forgivable loans (tied to Vermont residency) for courses to advance their careers.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

I do support this. See above.

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DEE GISH, DEM/PROG, WDR ORA 2



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

I am grateful for Vermont's hardworking nonprofits and the services they provide. I currently serve on the Board of Trustees at Sharon's Baxter Library and the newly formed Sharon Trust Initiative and I also currently volunteer with the Sharon Food Shelf and Sharon Health Initiative. I was previously employed at nonprofits including the Vermont Land Trust and Northern Woodlands and was on the Board of Building A Local Economy (BALE).

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

I would support funding mechanisms that account for inflation and cost of living adjustments. Since nonprofits are public facing and have direct contact with the people they serve, government should ensure testimony is taken by relevant nonprofits when forming or amending applicable legislation.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Yes, I believe the State should consider funding technical assistance programs for nonprofits.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

To help recruit and strengthen Vermont's nonprofit workforce, I will support legislative efforts for the passage of universal primary care and increased funding and supports for affordable housing and childcare access.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

Yes, I would support expanding access to Association Health Plans and would consider other creative solutions to lower health insurance costs for small employers.

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LAUREN MORANDO RHIM, DEMOCRATIC, WDR ORA 2



How do you engage with nonprofits? Are there nonprofits in your community you are passionate about or connected to? Do you serve on a board, volunteer, or work for one?

I co-founded and served as the Executive Director of the Center for Learner Equity (CLE) for 12 years. CLE is a national non-profit created to advocate for students with disabilities in the charter school sector. In addition, I currently serve on the board of The Family Place, a parent child center in Wilder, Vermont and I volunteer as a parent advocate for the Special Needs Support Center.

How would you improve partnerships between government and nonprofit organizations to ensure services are delivered effectively and sustainably? Would you support funding mechanisms that account for inflation and cost of living adjustments?

Grants and contracts awarded by the government to nonprofits should accurately reflect the administrative costs of operating a nonprofit. That is, they should include costs for benefits and overhead expenses such as annual audits and robust fiscal controls and inflation and cost of living adjustments critical to recruiting and retaining high-quality personnel. Far too many nonprofits end up running into problems because they are not able to recruit and retain competent finance professionals.

The State of Vermont has historically dedicated public resources to technical assistance programs serving small businesses and municipalities.

Do you believe the State should fund a similar technical assistance program for nonprofits that would help nonprofits build organizational capacity, improve operations, and achieve better outcomes? *Examples of technical assistance needs include financial management, compliance, strategic partnership or merger agreements, or cybersecurity.*

Yes.

What actions, if any, would you support to strengthen Vermont's nonprofit workforce and help nonprofit organizations recruit and retain employees?

These challenges reflect the larger issues associated with health care in Vermont. We need to address the skyrocketing cost of health care for all Vermonters. Similar to how schools have negotiated for health care, nonprofit organizations may want to explore buying health insurance as a block to access some economies of scale.

What steps, if any, would you support to ensure nonprofit workers have access to adequate and affordable health insurance coverage? Do you support expanding access to Association Health Plans to bring costs down for small employers?

I don't know all of the pros/cons of AHP's but if they would enable more employees of small nonprofits to access less expensive health care, I would be interested in exploring this as an option for Vermont nonprofits.

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