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Funding Request - Community Resilience Organizations (CROs) is a new applicant to the Hoehl Family Foundation. We are seeking \$15,000 for three consecutive years to contribute to two new programs that we plan to launch in 2020.

CROs Background and Mission - CROs is living proof that beauty can emerge from disaster. We were founded as a product of Tropical Storm Irene. Prior to the storm, our Founder, Peg Elmer Hough, was a planner helping with state- and local-level hazard mitigation processes and teaching Land Use Planning at Vermont Law School. During the storm, her home in South Royalton was decimated. Her work literally hit home, and she became entwined in restoration processes around the state, while being fascinated by what she was watching transpire. She saw some communities that were hit hard and rebounded quickly, while others are still suffering eight years later. Many of the communities that cleaned up damage and rebounded fairly quickly had something in common: social connections and sense of place. Tunbridge, for example, hosts the World's Fair and has an incredible sense of community. That unifying piece is what makes all the difference when facing disaster. CROs emerged as a vehicle to help build social connections, emergency preparedness, and break down silos between sectors and organizations that often restrict collaboration.

We have since grown in many ways as an organization. Community resilience is far beyond emergency preparedness - and the urgency of climate change is our greatest global threat while also acting as an important impetus for social change. We recognize that the large-scale, top-down systems that have created the climate crisis over many decades are the same social structures that have created hundreds of years of oppression - those that perpetuate racism, classism, sexism, and environmental destruction. Our mission is to provide useful resources and frameworks for communities to address vulnerabilities and harness their place-based strengths by supporting local resource sovereignty and building social connectivity. The mission is re-localization as a tool for climate mitigation, adaptation, and social change. This is the wider picture of resilience.

This is a mission founded on the belief that the industrialization of basic human needs is a symptom of a deeper root issue of disconnection, which has inspired the crux of our philosophy to prioritize building a parallel regenerative culture and systems to shift power with community and individual empowerment at the core of climate action. A critical piece of the climate change conundrum is re-localization of resources. Re-localization of water, energy, food, and shelter resources is the most immediately available method to systematically reduce emissions at the rate required, while shifting attention back to our local communities and what they mean to us. We believe that this is an opening for social and cultural change - cultivating a movement of supporting each other and providing resources we need to survive locally, knowing our neighbors, and creating scalable, adaptable mechanisms for change.

Principal programs -

1. We operate with "Resilience Teams," which are local, volunteer-based nodes of CROs that receive organizational, structural, and modest financial support from CROs to build resilience and "community-sufficiency" in their towns and regions. CROs provides resources to increase capacity that accelerates action in communities while increasing social cohesion. A few, of many, examples of Resilience Team projects that CROs has supported are: Potato Fest and resilience skills-building



monthly series in Hartford, free community gardens and community breakfasts in Hartland, emergency shelter preparation and building a community bread-baking kiln in W. Norwich, and planting trees in a floodplain in Jeffersonville.

2. We created a tool in the nascent phase of our organization that we've continued to develop and learn from - the Community Resilience Assessment. We facilitate this assessment and guide communities through examining local resilience across sectors and making connections between them to get a better sense for the bigger picture of community resilience. It can also help communities track progress over time and measure resilience with many criteria.
3. We saw enthusiasm and motivation generated by the Community Resilience Assessment and responded by providing project mapping and implementation workshops after communities complete the assessment. We help community members organize projects, convene collaborators, and reach out to diverse populations.
4. In response to the common issue of delaying projects due to financial barriers, we created the Community Sufficiency Grant Program, in which we award up to \$2,500 to local Resilience Team projects. This is part of our strategy to remove barriers to action and strengthen community through momentum to work together and bring their visions to life.
5. We prioritize partnerships and collaboration and look at this as a distinct program with the goal of resilience network incubation and support; innovation regenerative culture development; and education and advocacy. In 2019, some of our main collaborators have been: the Vermont Healthy Soils Coalition, Building A Local Economy (BALE), the Youth Action Alliance, the Center for Grassroots Organizing, and local groups working on climate emergency resolutions.

Accomplishments and Numbers Served-

- We have scaled up since our inception and continue to expand our influence, network, programs, and support. We've engaged thousands of people, directly and indirectly, and have made significant contributions to the resilience and climate change movements in Vermont as a continual presence influencing statewide conversations and planning among organizations. CROs acts as a network-builder, connector, facilitator, and educator. We have efficiently done a huge amount with a slim budget.
- We went from engagement with five towns to 15 in VT and MA, and each of the Resilience Teams have 2-11 members. Teams have diverse community participation to bridge gaps between sectors and populations. They engage with their communities by hosting events and festivals that draw hundreds of people; influencing town policies and actions with advocacy, education, and political engagement; and organizing programs that touch all aspects of their communities. Team members often include a mix of Select Board members, conservation and planning commissioners, food co-ops, emergency responders, town managers, farmers, watershed groups, foresters, and many other engaged citizens who care about their communities. Their outreach impacts into the communities they're part of are incalculable and ever-expanding.
- We successfully co-organized a Climate Encampment in October 2019 in collaboration with the Youth Action Alliance and other organizations that brought hundreds of people together to show resilience- and community-building in action. It was a powerful event with resilience skills-building workshops, camping out for two nights on the state house lawn, educational activities, live bands, a street dance party, food donated and prepared by the Montpelier church groups, a climate crisis grieving circle, 101 chickens in a regenerative agriculture demonstration, barter system organization, and speeches from youth, farmers, and immigrants. Climate justice and community resilience were at the center of this incredible event.



- We created a tool that helps communities assess and monitor complex factors and gauge their progress on building resilience. This serves as a way to gather data on resilience-building and creates compelling stories of a growing movement that we're tracking.

Community Needs -

COMMUNITY NEED	CROS ENGAGEMENT
Fostering diverse local leadership	Empowering Resilience Teams; providing funding and organizational support for projects; linking climate emergency with emergency preparedness; peer-to-peer learning/teaching programs
Addressing climate change	Re-localizing resources; increasing amount of food grown locally; improving water quality and flood resilience; forums/networks; climate emergency resolutions; statewide and local emergency preparedness exercises and trainings; advising legislators on resilience policy
Improving social connectedness	Organizing and sponsoring events, workshops, and trainings; creating places for community members to gather; connecting sectors; coalescing a resilience-focused network of individuals and organizations

There is a need for our role as a network-builder and connector to be able to properly address the climate crisis. The way our organization is structured has proven to be successful and is perfectly poised to play a larger role, which is what we're strategically working toward in 2020 with the creation of two new programs.

Purpose of Request - We are seeking funding from the Hoehl Foundation to help support scaling up our work through two new programs we're launching in 2020 that respond directly to meeting community needs. The new programs address the needs for 1) dedicating physical locations in communities to act centers of resilience 2) enlivening a sense of empowerment in community members around resilience projects; and 3) accelerating local and regional grassroots resilience projects that reduce the impacts of climate change and re-localize resources.

	Need for funding	Outcomes to be reached	Expected contributions to the populations served	Criteria for measuring success (over 3 year period)
Resilience Hubs	\$15,000 (\$7,500 match x 3 years)	-create 4-8 physical locations that coalesce resilience work, including skills-building, social connectivity, emergency preparedness, growing food, collaborating, and sharing resources -coalesce a network of hubs to support the social momentum	-increase local environmental stewardship, permaculture, and emergency preparedness -more collaboration between organizations -grow the culture of resilience through addressing the climate crisis	-hosting and supporting community activities -increase in projects that re-localize resources and build community sufficiency -evaluate network-strengthening within and between communities -complete the Community Resilience Assessment at each hub annually



Growing Resilience Series	\$15,000 (\$7,500 match x 3 years)	-skills-building workshop series in five communities -increase amount of food grown and consumed locally -improve the health and vitality of soil ecosystems -build community around growing food and the culture of resilience	-peer-to-peer exchange of teaching/learning resilience skills that both mitigate and adapt to climate change -contribute to public understanding of what it takes to have food sovereignty in different communities -create spaces where BIPOC ¹ leadership and wisdom are empowered	-# of workshop and event participants increases each year -acreage in use for growing food increases -soil nutrient testing -increased use of food sovereignty as a guiding concept and more knowledge about how to work towards it -trust and collaboration
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Our plans for 2020 are ambitious and signal that we are indeed scaling up as an organization. I believe that community resilience-building is the work of our time – and the importance and interest in it will only continue to increase. We would be delighted to plan to carry out and build on our new programs with support over three consecutive years. We are approaching one of our annual donors, the Jack and Dorothy Byrne Foundation, to match a \$15,000 contribution to CROs for three years so that we can develop these programs as needed to fulfill their intentions. Additionally, in partnership with BALE, we requested support for the Resilience Hub program from the Windham Foundation and have received \$12,500 for organizational support from a private donor. **Would you be willing to contribute \$15,000 for three years to make our new programs come alive and to help us scale up regional resilience?**

Budgets -

CROs 2019 Budget	
Vermont Community Foundation (Ron Miller)	\$12,500
Byrne Foundation	\$10,000
National Life Foundation	\$3,000
Donations	\$500
TOTAL INCOME	\$26,000
Revenue retained from 2018	\$20,013

¹ BIPOC = Black, Indigenous, People of Color



2019 EXPENSES	
<u>PERSONNEL</u>	
Executive Director	\$16,680
Stipend (travel, materials, etc.)	2,100
Contractors	\$700
<u>OUTREACH & SUPPORT</u>	
Events & team networking	
Team allocation & Community Sufficiency Grants	
<u>TECHNOLOGY</u>	
Technology	\$100
<u>ADMINISTRATION</u>	
Expenses (web domain)	400
TOTAL EXPENSES	19,980
Revenue retained from 2019	\$26,033

Resilience Hub Program	
Funding needs	Estimated amount
Staffing	\$5,000
Administrative overhead	\$3,600
Facilities/rentals	\$500
Food/catering	\$1,500



Publicity/promotion	\$2,500
Honoraria and/or consult	\$1,500
Travel expenses	\$900
TOTAL	\$15,500

Grow Resilience Series	
Funding needs	Estimated amount
Staffing	\$10,000
Materials (food-growing resources & educational guides)	\$3,000
Facilities/rentals	\$500
Travel expenses	\$500
Publicity/promotion	\$1,000
TOTAL	\$15,000

During the three year period when we are launching and developing these programs, we will be observing opportunities for them to sustain themselves without monetary support but rather through community connections and relationship-building. A goal of the programs is that they become absorbed into communities and don't need our continued assistance. However, we would like to continue to expand both programs into other communities, which may require continued financial support, in which case we will seek another foundation to match contributions well in advance of the three-year mark to ensure investor interest and the ability to expand.