



**BUILDING  
BRIGHT  
FUTURES**

**Impact Report**  
2024



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## OUR MISSION & ROLE

The mission of Building Bright Futures (BBF) is to improve the well-being of children and families in Vermont by using evidence to inform policy and by bringing voices together across sectors and within regions to discuss critical challenges and problem-solve.

- ★ We bring together a robust network of policymakers, early childhood professionals, educators, health and mental health providers, business leaders, and families to share insights and problem-solve through regular meetings of **12 Early Childhood Regional Councils, 7 Committees moving forward the work of Vermont's Early Childhood Action Plan (VECAP), and a 23-member State Advisory Council.**
- ★ We empower and elevate family and community voices as partners in decision-making.
- ★ We oversee **Vermont's Early Childhood Action Plan (VECAP)**, a five-year strategic plan that takes a collaborative approach to building a comprehensive and integrated early childhood system that promotes healthy child development and family stability.
- ★ We centralize and disseminate early childhood data to inform policy through Vermont's Early Childhood Data & Policy Center, a free, centralized clearinghouse of data, publications, and policy recommendations on the well-being of Vermont children through age 8. We also produce a yearly report called **The State of Vermont's Children**, an objective, data-driven assessment of the state of young child and family well-being in Vermont; progress on selected indicators and outcomes for the early care, health, and education system; and recommendations on how best to improve child and family well-being.



I'm truly thankful for everything the entire BBF Network faces, accomplishes, navigates, shares—on and on. It has already made a significant difference in how I show up as a single mother and a human in the world I've been navigating the last few years, and I'm so grateful for the impact it all has on our vulnerable children all over our state (and beyond!)."

Korinne Harvey, Parent Leader

# OUR IMPACT

BBF utilizes a 500-person network to convene partners to problem-solve, empower families and communities, monitor outcomes for children and families, respond to gaps, and advise decision-makers. Below we have outlined a few highlights from the past year across our primary functions: to **advise, monitor, convene, respond, and empower.**

## Advise

One of the most critical roles Building Bright Futures has is serving as the primary advisor to Vermont's Governor and Legislature on the well-being of children in the prenatal period through age 8 and their families. The [2025 Policy Recommendations of Vermont's Early Childhood State Advisory Council Network](#), developed based on input from across the BBF Network, were formally endorsed by the 23-member Governor-appointed State Advisory Council in November 2024. These recommendations target the most pressing challenges in Vermont's early childhood system.

Additionally, **BBF advised the Legislature and decision-makers more than 150 times** during the 2023–2024 biennium. More important than the number of advisement opportunities are the trusted relationships built between the Building Bright Futures team and members of the Legislature, Governor's Office and Administration, and Federal Delegation, enabling change and action within the state's early childhood system by calling attention to challenges, errors, and emerging issues. [Building Bright Futures' Legislative Advisement](#) can be found on our website.

In addition, the voices of families, communities, and early childhood partners statewide are crucial to understanding the longstanding challenges, successes, and emerging issues faced by children and families. We engage with these community partners through our Regional Councils and VECAP Committees, then share their input with state partners and decision-makers.



**This past year, BBF has been critical in engaging diverse partners in legislation to support Vermont's children. By convening early childhood educators across the field and compiling their comments and feedback into data-based presentations, BBF has informed the Legislature, state-level agencies, school districts, and the general public about the needs and successes for Vermont's young children."**

A participant in our 2024 Partner Survey



## Monitor

BBF plays a key role in monitoring Vermont's early childhood system and has a proven track record of supporting the state in capturing, compiling, and disseminating high-quality cross-sector data.

BBF has a **centralized tracker to collect emerging issues, challenges, and priorities** from early childhood partners. Nearly 70 comments from across the BBF Network were shared with the appropriate early childhood partners and decision-makers between January and October 2024. These comments raised topics such as the impact of families losing motel voucher housing, child care closures, a lack of health care and transportation providers who accept Medicaid, and the need for mental health and secondary trauma training for teachers in classrooms.

As part of BBF's role in the Preschool Development Grant, BBF provided continuous monitoring and evaluation support to each of the 18 grant activities, showing the impact of these activities and sharing information with state and federal funders about future priorities and opportunities.

This year, BBF and [Vermont's Early Childhood Data & Policy Center](#) launched [Vermont's Early Childhood Data Portal](#), a searchable online tool for accessing high-quality, up-to-date data on Vermont's children, families, and early childhood system. The portal includes data on basic needs, child care, child

development, demographics, economics, education, housing, mental health, physical health, resilience, prekindergarten education, and the workforce. The goal of the portal is to make data more meaningful and useful in informing policy and programs.

In addition, **BBF produced four original publications:**

1. [The State of Vermont's Children: 2023 Year in Review](#)
2. [Report on Act 76 Monitoring](#) (including [plain-language summary](#))
3. [Data Brief: Special Accommodation Grants: Increasing Equitable Access to High-Quality Child Care for Children with Specialized Needs](#) (including [plain-language summary](#))
4. [Results of the 2024 Family Leadership Inventory](#)

We also hosted two online Early Childhood Grand Rounds Seminars, [The State of Preschool: Situating Vermont within the National Context](#) and a [Family Leadership Panel](#). Keep an eye out for our upcoming documents: a 2024 Early Childhood Needs Assessment, a new Report on Act 76 Monitoring, and *The State of Vermont's Children: 2024 Year in Review*.



**The virtual meeting highlighting The State of Vermont's Children was exceptional. It bridged the data with the voices of those in power, in direct service, and family voice, providing useful knowledge and a resource for the system."**

A participant in our 2024 Partner Survey





## Convene

Building Bright Futures' Early Childhood Regional Councils are an essential part of the statewide BBF Network. In May 2024, BBF facilitated meetings of the 12 Regional Councils to gather input and determine the most pressing regional priorities for Regional Council investment over the next two years. This resulted in an updated [Regional Council Priority map](#) that will guide Regional Council activities and resources through 2026.

In October 2024, BBF hosted 60 partners from all 12 Regional Councils in Montpelier for the fifth annual statewide Regional Council Summit. The Summit is a great opportunity for people across the state to get to know one another (in person!) and share common experiences.

This year's theme was "Equitable Access and Equitable Engagement in the Early Childhood System." The Creative Discourse Group kicked off the morning with a workshop on Equitable Community Engagement. Then Vermont's Executive Director of Racial Equity, Xusana Davis, moderated a panel on Equitable Access to Services with panelists from Association of Africans Living in Vermont (AALV), Special Needs Support Center, Rainbow Bridge Community Center, and Vermont Truth and Reconciliation Commission.



I'm so grateful I was able to attend [the statewide Regional Council Summit] and felt like it brought some amazing information to light. I was so humbled by the way so much of the information has intersectionality across so many areas of my life right now. I'm actually currently attending an EmbraceRace course for early educators as well as doing Community Advocate Training from STEPS VT on domestic violence. The way that these things were reflected so directly in the content and context of the Regional Council Summit allowed for me to do even more deep reflecting, and HEALING!"

A parent leader



Northwestern Medical Center in Franklin County received VECF funding to increase access to autism screening and supports for Vermont families with children with developmental differences.

## Respond

Building Bright Futures' 12 Regional Councils serve as the early childhood experts within their communities, identifying local needs and driving decision-making about how best to meet those needs. In fiscal year 2024, BBF's [Vermont Early Childhood Fund \(VECF\)](#) awarded more than \$2.6 million in grants through the federal Preschool Development Grant. Funds were distributed to 42 organizations in communities throughout Vermont to meet a variety of needs. As a result of this funding:

- 13 early childhood care and education (ECCE) programs are creating or preserving 280 spots throughout Vermont. Most of these programs are located in geographically isolated/rural areas and serve families with low incomes.
- One project is expanding access to child sexual abuse prevention education.
- Five projects are expanding access to developmental assessments and supports for children with special health care needs and their families.
- Three projects are serving English language learners (ELL) and/or migrant/undocumented families by providing paid ECCE training; hiring bilingual staff; and increasing access to services, support, and healthcare to ELL and migrant/undocumented families.
- Six projects are providing professional development/training for ECCE providers that will better equip staff to handle behavioral issues.



**After introducing Baby Doll Circle, I've noticed the children engaging in pretend play more frequently, especially with baby dolls. I've also noticed them being more empathetic in general, particularly with their stuffies and other toys. I'm excited to see how their skills grow as we continue our Baby Doll Circle Time routine."**

Lead Teacher at ABC & LOL Preschool & Child Care Center in Caledonia County, a VECF grantee





Being involved with the Families and Communities Committee has allowed me to openly express my views, ideas, and thoughts as a parent representative to strive to be a catalyst for change in our community. The Families and Communities Committee welcomes my voice and is receptive to us as parents. It has inspired and pushed me further in my own advocacy and self-healing journey. I know at the end of the day that I am helping my son, other parents, and other children in our community and our state.”

A member of the Families and Communities Committee

## Empower

BBF serves as a key liaison between those most impacted by early childhood policy decisions (children, families, communities, providers) and decision-makers. BBF believes that representation and voice matter, and we recognize families and communities as key partners in informing sound, sensible policy recommendations that improve equitable access to early childhood services. As part of BBF’s efforts to expand Vermont’s family partnership and leadership opportunities within the early childhood system through the Early Childhood Comprehensive Systems Grant, the [Families and Communities Committee](#) has continued to convene meaningful opportunities for families to learn about the early childhood system and policies, for decision-makers to learn about the perspectives of families, and for families to be empowered to engage as partners throughout the system.

This year, the committee launched an online [Family Leadership Dashboard](#) where Vermont families can browse current leadership opportunities and get involved. BBF also published a 2024 [report](#) based on information from our Family Leadership Inventory, a survey of opportunities for parents and caregivers to advise on statewide policymaking and system-wide efforts. The report explores the findings’ significance for policymaking and decision-making.

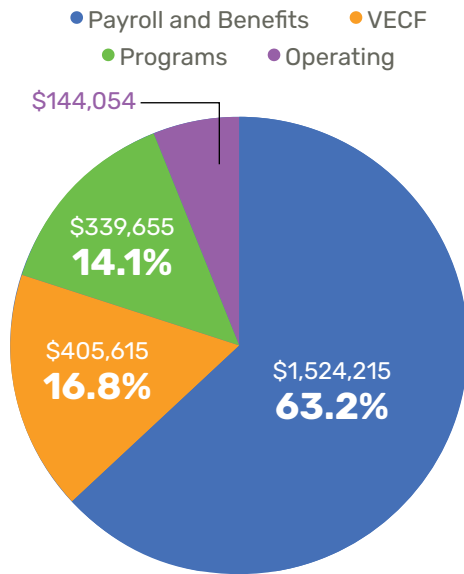




# OUR FUNDERS & FINANCIALS

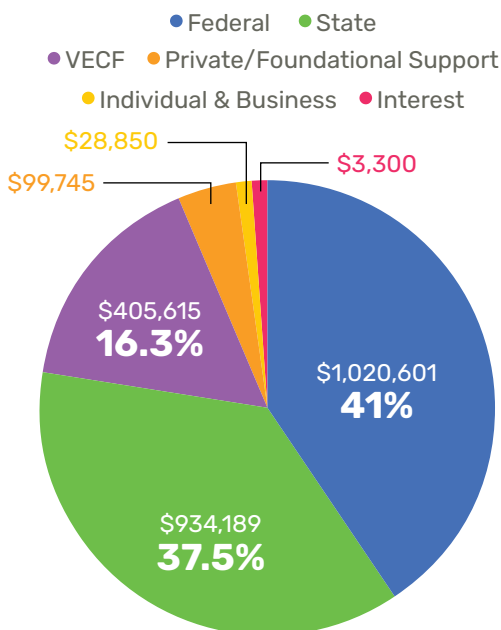
## Expenses by Category\*

FY24 = \$2,413,539



## Revenue by Source\*

FY24 = \$2,492,300



\* Unaudited financials

\*\* FY24 Unaudited Gross revenue was \$2,873,788.

# Thank you to our major FY24 funders!

## Over \$10,000

- A.D. Henderson Foundation
- Anonymous Donor
- Antonio B. and Rita M. Pomerleau Foundation
- Child Trends
- Department of Children and Families in Vermont Agency of Human Services
- Donley Foundation
- Family and Child Health, Vermont Department of Health in Vermont Agency of Human Services
- Let's Grow Kids
- U.S. Department of Health and Human Services, Administration for Children & Families
- The Vermont Agency Foundation

## \$1,000 to \$10,000

- National Life Group
- Turrell Fund
- The Sunflower Fund of the Vermont Community Foundation
- Town Fair Tire

## Regional Council-Specific

- Burklyn Arts Council
- Community Bank
- Hannaford Brothers
- Umbrella of St. Johnsbury
- United Way of Northwest Vermont

# OUR TEAM

## STAFF

**Dr. Morgan Crossman**, Executive Director  
**Beth Truzansky**, Deputy Director  
**Kate Bailey**, Network Manager  
**Martha Braithwaite**, Policy Manager  
**Anna Brouillette**, Policy and Program Director  
**Ali Dieng**, Regional Manager for Chittenden and Franklin/Grand Isle  
**Kitty Foster**, Data Coordinator  
**Kelly Hayes**, Regional Manager for Central Vermont and Lamoille Valley  
**Courtney Hillhouse**, Regional Manager for Northern Windsor/  
Orange, Southeast Vermont, and Springfield Area  
**Michelle Kersey**, Vermont Early Childhood Fund Grant Manager  
**Tanya LaChapelle**, Family Leadership Manager  
**Dora Levinson**, Research and Data Director  
**Linda Michniewicz**, Regional Manager for Caledonia/  
Southern Essex and Orleans/Northern Essex  
**Nathaniel Millarhouse**, Finance Manager  
**Katie Mobbs**, Office Manager  
**Darla Senecal**, Regional Manager for Addison, Bennington, and Rutland  
**Valerie F. Wood**, Early Childhood Systems Evaluator

## STATE ADVISORY COUNCIL

**Ilisa Stalberg**, SAC Public Co-Chair; Vermont Department of Health  
**Flor Diaz Smith**, SAC Private Co-Chair; Vermont School Boards  
Association  
**Rep. Jessica Brumsted**, Vermont House of Representatives  
**Libby Daghlian**, Parent Representative  
**Xusana Davis**, Vermont Office of Racial Equity  
**Eddie Gale**, A. D. Henderson Foundation  
**Dimitri Garder**, Business Representative; Global-Z International  
**Sen. Ruth Hardy**, Vermont Senate  
**Sharron Harrington**, Vermont Association for the Education of  
Young Children  
**Dr. Debra Hartswick**, Medical Care  
**Kiona Baez Heath**, Vermont Network Against Domestic and  
Sexual Violence  
**Amber Hewston**, Parent Representative  
**Renee Kelly**, Head Start Collaboration Office  
**Carol Lang-Godin**, Lamoille Family Center  
**Erica McLaughlin**, Vermont Principals' Association  
**Janet McLaughlin**, DCF Child Development Division  
**Danielle Lindley Mitchell**, Washington County Mental Health  
**Monica Ogelby**, Agency of Human Services, Secretary's Office  
**Zoie Saunders**, Agency of Education  
**Christy Swenson**, SAC Secretary; Capstone Community Action/  
Head Start  
**Jessica Vintinner**, Agency of Commerce and Community Development  
**Rebecca Webb**, SAC Treasurer; Barre Unified Union School District  
**Cheryle Wilcox**, Vermont Department of Mental Health  
**Miranda Gray**, non-voting member; DCF Economic Services Division  
**Kendal Smith**, non-voting member; Vermont Governor's Office  
**Carlie Thibault**, non-voting member; DCF Family Services

