

ANNUAL REPORT FY24



THE VOICE OF DISABILITY IN THE UPPER VALLEY

SNSC-UV.ORG

129 S MAIN ST. STE 103, WRJ, VT 05001

OUR FUTURE



A NOTE FROM OUR EXECUTIVE DIRECTOR

DEAR FRIENDS AND SUPPORTERS OF SNSC,

IN 1979, A GROUP OF DEDICATED PARENTS FORMED A SUPPORT NETWORK FOR CHILDREN WITH SPECIAL NEEDS, LAYING THE FOUNDATION FOR WHAT IS NOW THE SPECIAL NEEDS SUPPORT CENTER—A BEACON OF HOPE FOR INDIVIDUALS WITH SPECIAL NEEDS AND THEIR FAMILIES IN THE UPPER VALLEY.

OVER THE YEARS, SNSC HAS GROWN INTO A COMPREHENSIVE RESOURCE THAT EMPOWERS FAMILIES, ADVOCATES FOR ESSENTIAL NEEDS, AND FOSTERS COLLABORATION AMONG THOSE FACING UNIQUE CHALLENGES. TODAY, WE SERVE FAMILIES ACROSS VERMONT AND NEW HAMPSHIRE, WHERE **18% OF INDIVIDUALS IDENTIFY AS HAVING A DISABILITY—3% ABOVE THE NATIONAL AVERAGE. DESPITE THIS, OUR STATES RANK IN THE LOWEST THIRD ON THE INCLUSIVITY INDEX.**

THIS RAISES AN IMPORTANT QUESTION: WHAT ARE WE MISSING? MANY ORGANIZATIONS FOCUS ON SPECIALIZED PROGRAMS FOR INDIVIDUALS WITH DISABILITIES, OFTEN WORKING IN ISOLATION. IN RESPONSE, WE ARE LAUNCHING **ENABLED UPPER VALLEY**, AN INITIATIVE TO INTEGRATE OUR EFFORTS INTO THE BROADER COMMUNITY.

A KEY COMPONENT OF ENABLED UPPER VALLEY IS THE **CERTIFIED DISABILITY-FRIENDLY INITIATIVE**, WHICH EMPOWERS ORGANIZATIONS TO CREATE WELCOMING ENVIRONMENTS FOR ALL ABILITIES. SINCE 2018, WE HAVE ACTIVELY LISTENED TO THE COMMUNITY'S NEEDS, AND THIS CERTIFICATION PROCESS IS OUR RESPONSE TO THE CALL FOR GREATER SOCIETAL ACCEPTANCE.

WE ARE PROUD FOR THE SUPPORT FROM THE UPPER VALLEY, STATE, AND FEDERAL COMMUNITIES—including HYPERTHERM, VITAL COMMUNITIES, AND LEBANON OPERA HOUSE, AS WELL AS LOCAL POLICE DEPARTMENTS, THE NATIONAL ENDOWMENT FOR THE ARTS, AND STATE TOURISM BUREAUS. WITH ONGOING FUNDING OPPORTUNITIES, **WE AIM TO TRANSFORM COMMUNITY CULTURE AND EXPAND OUR IMPACT THROUGHOUT VERMONT AND NEW HAMPSHIRE.**

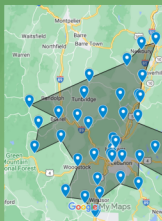
IN PRACTICE, BELONGING TO YOUR COMMUNITY IS CRUCIAL FOR INDIVIDUALS WITH DISABILITIES. IT FOSTERS SOCIAL CONNECTIONS, ENHANCES COMMUNICATION, AND IMPROVES OVERALL WELL-BEING FOR INDIVIDUALS AND THEIR FAMILIES. **BY REMOVING BARRIERS TO ACCESS, WE ADDRESS CRITICAL ISSUES SUCH AS STIGMA, INADEQUATE RESOURCES FOR FOOD, HOUSING, TRANSPORTATION, AND EMPLOYMENT, RESULTING IN A SHIFT FROM SEPARATION TO INTEGRATION.**

AS WE LOOK FORWARD TO THE FUTURE OF SNSC WITH ENABLED UPPER VALLEY AND THE CERTIFIED DISABILITY-FRIENDLY INITIATIVE, WE INVITE YOUR CONTINUED SUPPORT TO CREATE A MORE INCLUSIVE AND ACCESSIBLE ENVIRONMENT FOR EVERYONE. **TOGETHER, LET'S BUILD A COMMUNITY WHERE ALL BELONG.**

Kendra Laroche
DR. KENDRA LAROCHE, EXECUTIVE DIRECTOR

YOUR SUPPORT IN ACTION

43 FAMILIES SUPPORTED



DURING THE IEP/504 PROCESS. WE HELPED FAMILIES FIND RESOURCES FOR THEIR CHILDREN, DEFINE SUCCESS, AND AGREE TO APPROPRIATE EDUCATIONAL PLANS FOR THEIR CHILD.

2,652 HOURS OF SERVICE TO ADULTS



DURING OUR HAPPENINGS PROGRAM. WE PROVIDE ONGOING SOCIAL AND EDUCATIONAL OPPORTUNITIES FOR ADULTS WITH DISABILITIES.

813 HOURS ADVOCATING



FOR FAMILIES AND CHILDREN WITH DISABILITIES. WE AVERAGE 68 HOURS A MONTH DEDICATED TO ADVOCATING FOR HOUSING, MEDICAL, AND EDUCATIONAL NEEDS FOR PEOPLE WITH DISABILITIES.

1,714 HOURS OF SERVICE TO YOUTH



DURING CAMP ASPIRE. OUR CAMPER'S HAVE EXPLORED NEW OPPORTUNITIES, FROM VISITING THE SPACE MUSEUM TO CONFIDENTLY JUMPING OFF THE DIVING BOARD ON THEIR OWN.

99 INDIVIDUALS TRAINED



IN DISABILITY AWARENESS. THIS TRAINING PROMOTES EQUITABLE AND RESPECTFUL CARE FOR INDIVIDUALS WITH DISABILITIES DURING EMERGENCY SITUATIONS.

13 ORGANIZATIONS COMMITTED



TO BECOMING CERTIFIED DISABILITY-FRIENDLY. WE OFFER EXPERT STAFF TRAINING, WALK-THROUGHS WITH ACCOMMODATION RECOMMENDATIONS, AND CONSULTING SERVICES TO CREATE A COMMUNITY THAT IS ROOTED IN INCLUSIVITY.

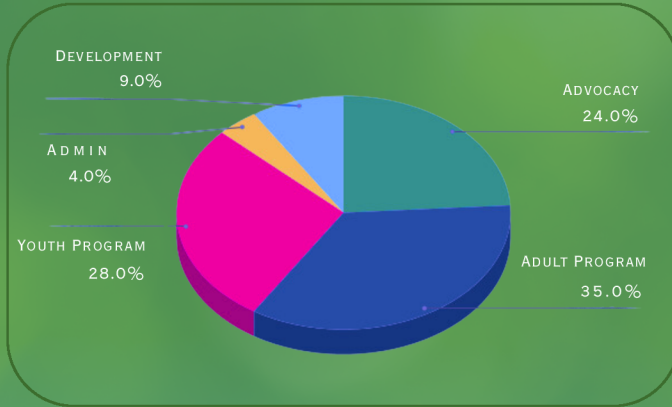


FY24

HIGHLIGHTS



EXPENSES



REVENUE



WITH THE DEDICATED HELP OF OUR COMMUNITY, WE INCREASED OUR INDIVIDUAL GIVING BY 9%, OUR MUNICIPAL FUNDING BY 17%, AND OUR CORPORATE FUNDING BY 71%.

TEAM

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CURRENT BOARD OF DIRECTORS

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TROTIER
ANNIE HOEN
VINCE MENNONA
TESHA THIBODEAU

KATE MEDEIROS
CODY DANA
LARISSA REZNEK
CHERYL SHATTIE

MEG SEELY
JO-ANNE UNRUH
SUE HAGERMAN
SAM ESTES

OUR WORK IS DEEPLY PERSONAL—IT'S WHO WE ARE.

AS A MAJORITY DISABLED-LED ORGANIZATION, WE ARE THE VOICES WE STRIVE TO AMPLIFY, AND WE ARE DRIVEN BY THE COMMUNITIES WE SERVE. **WE ARE UNITED BY A SHARED COMMITMENT TO SUPPORTING THE LIVES OF INDIVIDUALS WITH DISABILITIES IN THE UPPER VALLEY, AND WE ARE PROUD OF THE DIFFERENCE WE MAKE, BOTH BIG AND SMALL.**

THIS DEDICATION EXTENDS FAR BEYOND THE SCOPE OF OUR WEEKLY RESPONSIBILITIES. **AS A COMPASSIONATE AND DRIVEN TEAM, WE EMBED OUR WORK INTO MULTIPLE FACETS OF OUR LIVES AND GO THE EXTRA MILE FOR OUR COMMUNITY.** OUR DEVELOPMENT DIRECTOR NOT ONLY SUPPORTS FUNDRAISING EFFORTS BUT ALSO OFFERED HER TIME TO HELP A PARTICIPANT MOVE INTO A NEW HOME AFTER OUR ADVOCACY TEAM HELPED HER SECURE HOUSING, LEAVING A HOUSE SHE HAD LIVED IN FOR 20 YEARS. OUR ADVOCACY COORDINATOR REGULARLY SPENDS NIGHTS AND WEEKENDS SUPPORTING FAMILIES NAVIGATING DIFFICULT EMOTIONS AND CHALLENGES WHILE ADVOCATING FOR THEIR CHILDREN. OUR PROGRAM DIRECTOR CREATED A PARENT NIGHT, MAKING A RESERVATION AT A LOCAL RESTAURANT FOR PARENTS OF KIDS WITH DISABILITIES SO THEY COULD CONNECT WHILE SHE DID ACTIVITIES WITH THEIR CHILDREN. ADDITIONALLY, OUR COMMUNITY OUTREACH DIRECTOR TRAINS LOCAL ORGANIZATIONS USING STORIES FROM HER OWN LIFE TO DEMONSTRATE THE NEED.

THIS WORK IS MORE THAN JUST OUR JOBS—IT'S OUR MISSION. WE ARE NOT JUST AN ORGANIZATION; WE ARE A COMMUNITY, AND EVERY DAY WE STRIVE TO MAKE IT STRONGER, MORE INCLUSIVE, AND MORE COMPASSIONATE.

A COMMITMENT TO DIVERSITY

WE ARE A DISABILITY-LED ORGANIZATION, WITH 85% OF OUR STAFF IDENTIFYING AS HAVING A DISABILITY. ADDITIONALLY, SNSC HAS RESERVED TWO BOARD SEATS FOR INDIVIDUALS WITH DISABILITIES, KNOWING THAT THEIR VOICES WILL HELP IMPROVE SNSC'S PRACTICES AND PROGRAMS. WE ARE NOT SPEAKING FOR OTHERS - WE ARE THE VOICES THAT NEED TO BE HEARD.

THE SPECIAL NEEDS SUPPORT
CENTER PRESENTS OUR COMEDY
BENEFIT “GLITCHY BUSINESS”
WITH CINDY PIERCE!

50% OF ALL PROCEEDS GO DIRECTLY TO SUPPORTING
SNSC AND THE DISABILITY COMMUNITY IN THE UPPER
VALLEY.



GET YOUR TICKETS
TODAY BY SCANNING
THE QR CODE OR
VISITING
[HTTPS://LEBANONOPER
AHOUSE.ORG/EVENTS/S
NSC-CINDY-PIERCE/](https://lebanonoperahouse.org/events/sns-cindy-pierce/)



Recipient of the
National Endowment
for the Arts

Glitchy Business

A BENEFIT FOR THE SPECIAL NEEDS SUPPORT CENTER

Join us for an evening of laughter and wisdom with
local comic storyteller Cindy Pierce to benefit the
Special Needs Support Center, supporting the Upper
Valley's disability community.

SUNDAY
JANUARY 26
7 PM

LEBANON
OPERA HOUSE
LEBANONOPERAHOUSE.ORG

TICKETS
\$35-40

ADULTS ONLY.
Contains explicit
sexual language and
graphic descriptions.





DONATE



SUPPORT OUR ONGOING WORK OF
CREATING AN INCLUSIVE AND
ACCESSIBLE UPPER VALLEY BY
SCANNING THE QR CODE ABOVE OR
GOING TO **[SNSC-UV.ORG/DONATE/](https://snsc-uv.org/donate/)**

VOLUNTEER



HAVE EXTRA TIME TO SUPPORT
THE UPPER VALLEY DISABILITY
COMMUNITY? WE DESPERATELY
NEED VOLUNTEERS! **SCAN THE QR**
CODE OR GO TO [SNSC-](https://snsc-uv.org/volunteer/)
[UV.ORG/VOLUNTEER/](https://snsc-uv.org/volunteer/) TO SIGN UP

CONNECT



WANT TO KNOW MORE ABOUT
SNSC BUT DON'T KNOW WHERE TO
START? WE'D LOVE TO HEAR FROM
YOU! **SCAN THE QR CODE TO**
CONTACT US OR GO TO [SNSC-](https://snsc-uv.org/contact/)
[UV.ORG/CONTACT/](https://snsc-uv.org/contact/)

ALL CHECKS CAN BE MAILED TO THE SPECIAL NEEDS SUPPORT CENTER 129 S MAIN ST. STE. 103, WRJ, VT 05001