

## Letter from the President

Dear VHMA Members and Vermont Housing Professionals,

As I complete my first year as President of the Vermont Housing Managers Association, I want to take a moment to reflect on the meaningful progress we've made together and to share my excitement for what's ahead.

Having worked in housing for many years, I've come to deeply appreciate the dedication, compassion, and resilience that define Vermont's housing professionals. This past year has only strengthened my admiration for the individuals who make up VHMA and the vital work we all do across the state.

One of the most exciting initiatives I've taken on is the development of a brand-new VHMA website, and I'm genuinely thrilled to share it with you. This site is more than just a digital space. It reflects who we are, what we do, and how we support one another. It will serve as a hub for resources, updates, and connection, showcasing the vibrant and committed community you're all a part of.

I want to take a moment to express my heartfelt gratitude to our committee members. Your time, energy, and thoughtful contributions have made this journey not only smooth but also fun and welcoming. It's because of your efforts that VHMA continues to grow and thrive.

As we look ahead, I'm filled with optimism. Vermont's housing professionals are among the most passionate and dedicated people I've ever met, bringing purpose and heart to the work of ensuring safe, affordable, and quality housing across our state. Together, we will strengthen our network, share knowledge, and support one another through both challenges and successes that we all face with this ever-changing landscape.

Whether you're a longtime member or just joining us, know that your voice and your work are essential to our mission. Thank you for being part of this community and part of VHMA.

Together, let's continue building a stronger, more connected housing community and one that supports and uplifts every professional across Vermont.

Warmly,

Jaime Lyn Barney

President, Vermont Housing Managers Association

**Thursday, October 23, 2025**

7:30 am - 9:00 am	Vendor Exhibits Open	Registration - Lower Lobby		
7:30 am - 9:00 am		Breakfast - International Room Welcome/Announcements/Annual Meeting		
		<b>Foeger I</b>	<b>Haynes Room</b>	<b>Foeger II &amp; III</b>
9:15 am - 10:30 am		USHC	What is Trauma	Jeff Pearson - Mental Health Police Response
10:30 am - 10:45 am		Break - Coffee/Tea/Snack - Lower Lobby		
10:45 am - 12:00 pm		USHC	Trauma Informed Care	Jeff Pearson - Mental Health Police Response
12:00 pm - 1:30 pm		Lunch with Plenary Session with State Regulators		
1:30 pm - 2:45 pm		USHC	Trauma Deescalation with Mourning Fox	HRC - Updates on Fair Housing
2:45:00 pm - 3:00 pm		Break - Coffee/Tea/Snack - Lower Lobby		
3:00 pm - 4:15 pm		USHC	Trauma Deescalation with Mourning Fox	HRC - Reasonable Accommodations
4:15 pm - 6:30 pm		Free time & Dress for our Tropical Takeover		
6:30 pm - 8:00 pm		Dinner - International Room		
7:30:00 pm - 10:30 pm	Top Hat Trivia/Photo Booth/Music			

**Friday, October 24, 2025**

7:30 am - 9:00 am	Vendor Exhibits Open	Registration - Lower Lobby		
8:30 am - 9:00 am		Breakfast - International Room Announcements & Vendor Gift Card Winners		
		<b>Foeger I</b>	<b>Haynes Room</b>	<b>Foeger II &amp; III</b>
9:15 am - 10:30 am		USHC	Cultural Sensitivity	Angela Zaikowski - VAWA and RA's
10:30 am - 10:45 am		Break - Coffee/Tea - Lower Lobby		
10:45 am - 12:00 pm		USHC	Cultural Sensitivity	Angela Zaikowski - Evictions
12:00 pm - 1:00 pm		Lunch - International Room		
1:00 pm - 2:15 pm		USHC	Suicide Prevention	Sheriff Dan Gamelin -Writs of Possessions



# THE HOTEL JAY

CONFERENCE CENTER





# VERMONT Housing Managers ASSOCIATION

## **44<sup>th</sup> Annual Meeting**

**October 23, 2025**

### **Agenda for Annual Meeting**

- **Opening Remarks from President**
- **Introduction of the current Executive Board and VHMA Committee.**
- **Minutes of 2024 Annual Meeting**
- **Treasurer's Report**
- **Presentation of Awards**
- **Rectify Election of Officers held electronically**
- **Appointment of chairs of the Education and Membership Committees**
- **Trainings**
  - **2025 Trainings**
  - **2026 Trainings**
- **New Business**
- **Adjourn**

**Vermont Housing Managers Association**

**Annual Meeting**

**October 24, 2024**

**Killington Grand Hotel & Resort**

The meeting was called to order at 12:10 pm by President Rewa Worthington.

Rewa gave a “shout out” to Vice President Jaime Barney. When the VHMA website was found to be inoperable, shortly before the conference registration was set to open, Jaime researched and found an alternative platform, Google Sheets. She created a process for conference registration that was not only inexpensive for VHMA, but was user-friendly for registrants.

Rewa introduced the Executive Board of VHMA and the Education Committee members. She explained that the Committee members work hard every year to put together the conferences and that we are always looking for new Committee members. Anyone interested in learning more should reach out to a current member.

Rewa explained that the Secretary’s Report/Annual Meeting minutes from 2023 were available digitally via the QR code that everyone was given at the conference.

- Fran Estes made a motion to approve the report as presented.
- Deb Gelsi seconded the motion.
- The Secretary’s Report was approved via voice vote.

Treasurer Kathryn Titus presented the Treasurer’s report. She also explained that there were still some outstanding conference registration fees that have not been received so those were not reflected in the report. She also explained that we anticipate some expense associated with the VHMA website as it cannot be used in its current state. We will be researching a permanent solution during the next year.

- Kevin Loso made a motion to approve the Treasurer’s Report as presented.
- Julie Fisher seconded the motion.
- The Treasurer’s Report was approved via voice vote.

Rewa gave a quick summary of the trainings that VHMA offered during 2024 and stated that our intention is to have a similar schedule in 2025. She reminded members to contact an Education Committee member if they have ideas for future trainings.

Rewa announced that two Executive Board positions were up for re-election- President and Secretary. Rewa stated that she was stepping down as President and that Jaime Barney was running for this position. Louise Wood was running for the Vice-President position if Jaime was elected as President. Iris Gilbert is re-running for Secretary.

Rewa announced a change in the voting process. A review of the VHMA bylaws found that each voting member-organization is supposed to cast one vote for officers. Ballots were passed out with that explanation. Ballots were completed and tallied and the following were elected for two-year terms:

- Jaime Barney-President
- Louisa Wood- Vice President
- Iris Gilbert- Secretary

Rewa announced the Volunteer of the Year Award. Julie Fisher, a member of the Education Committee, volunteered to solicit sponsorship for the Annual Conference. She secured over \$20,000 in sponsors. This by far exceeded anyone's expectations. Julie worked hard and was very deserving of the VHMA Volunteer of the Year Award.

Rewa entertained a motion to adjourn.

- Kathryn Titus made a motion to adjourn.
- Deb Gelsi seconded.

The meeting adjourned at 12:35pm.

VHMA  
 Actual vs. Budget Income Statement  
 12/31/24

GL Acct	Actual		Budget	YTD Actual vs. Budget		Variance Explanation	
	Month Only	YTD	YTD	Variance	FY24 Budget Full Year		
5130	Membership Dues	\$ -	\$ 7,425	\$ 10,000	\$ (2,575)	\$ 10,000	
5131	Sponsorship Dues	\$ -	\$ -	\$ 10,000	\$ (10,000)	\$ 10,000	
5132	Training/Workshop Income	\$ -	\$ 5,605	\$ -	\$ 5,605		
5132 - FHT	Fair Housing Training	\$ -	\$ -	\$ -	\$ -	\$ 10,000	
5133	Conference Registration	\$ 11,875	\$ 51,920	\$ 27,750	\$ 24,170	\$ 55,000	
5133-10	Conference Vendor/Sponsor	\$ -	\$ 21,100	\$ -	\$ -		
5415	Interest Income (MM)	\$ 1	\$ 15	\$ 100	\$ (85)	\$ 100	
5990	Other Income	\$ -	\$ -	\$ -	\$ -		
<b>Total Income</b>		<b>\$ 11,876</b>	<b>\$ 86,065</b>	<b>\$ 47,850</b>	<b>\$ 17,115</b>	<b>\$ 85,100</b>	
6143	Donation Expense	\$ -	\$ -	\$ 1,500	\$ (1,500)	\$ 1,500	VT Resident Srvc Coordinator
6203	Meeting Expense	\$ -	\$ -	\$ -	\$ -		
6210	Marketing (Website)	\$ 120	\$ 896	\$ 1,200	\$ (304)	\$ 1,200	Studio J Creative paid annual amount
6311	Office Supplies	\$ 77	\$ 563	\$ 700	\$ (137)	\$ 700	Google ACH payments - increase based on actuals
6340	Legal	\$ -	\$ -	\$ 100	\$ (100)	\$ 100	
6351	Prof. Svcs-Bookkeeping	\$ -	\$ 300	\$ 320	\$ (20)	\$ 320	
6380	Training/Workshop Expense	\$ -	\$ 1,500	\$ 15,000	\$ (13,500)	\$ 15,000	Fair Housing
6381	Scholarship Expense	\$ -	\$ -	\$ 2,000	\$ (2,000)	\$ 2,000	
6382	Conference Expense	\$ 1,003	\$ 125,190	\$ 55,000	\$ 70,190	\$ 55,000	includes \$68,345 for 2023 conference
6390	Misc. Expense	\$ -	\$ 630	\$ 1,000	\$ (370)	\$ 1,000	Paypal fees, bank fees
6720	Insurance	\$ -	\$ 795	\$ 800	\$ (5)	\$ 800	Increased based on actuals
6795-20	Membership Dues	\$ -	\$ 100	\$ -	\$ -	\$ -	Housing & Homeless Alliance
<b>Total Expenses</b>		<b>\$ 1,200</b>	<b>\$ 129,974</b>	<b>\$ 77,620</b>	<b>\$ 52,254</b>	<b>\$ 77,620</b>	
<b>Net Profit/(Loss)</b>		<b>\$ 10,677</b>	<b>\$ (43,909)</b>	<b>\$ (29,770)</b>	<b>\$ (35,139)</b>	<b>\$ 7,480</b>	
						<b>\$ 7,480</b>	

# Vermont Housing Managers Assoc.

## Balance Sheet

Year To Date 09/30/2025

	<u>Actual</u>
Assets	
Current Assets	
Cash	
1120 - Operating Checking	105,255.90
1122 - Operating Savings	14,951.52
Total Cash	<u>120,207.42</u>
Receivables	
1145 - A/R - Other	2,275.49
Total Receivables	<u>2,275.49</u>
Other	
1249 - Prepaid Other	7,000.00
Total Other	<u>7,000.00</u>
Total Current Assets	<u>129,482.91</u>
Total Assets	<u><u>129,482.91</u></u>
Liabilities & Equity	
Equity	
3130 - Retained earnings	76,269.25
Total Equity	<u>76,269.25</u>
Net Income (Loss)	<u>53,213.66</u>
Total Liabilities & Equity	<u><u>129,482.91</u></u>

VHMA  
Actual vs. Budget Income Statement  
09/30/25

GL Acct	YTD Actual vs. Budget						Variance Explanation
	Month Only	Actual YTD	Budget YTD	Budget Variance	FY25 Budget Full Year		
5130	Membership Dues	\$ 200	\$ 8,500	\$ 6,000	\$ 2,500	\$ 8,000	annual membership
5131	Sponsorship Dues		\$ 1,500	\$ -	\$ 1,500		
5132	Training/Workshop Income	\$ -	\$ -	\$ -	\$ -		
5132 - FHT	Fair Housing Training	\$ -	\$ 6,200	\$ -	\$ -	\$ 8,000	
5133	Conference Registration	\$ 42,660	\$ 48,800	\$ 27,750	\$ 21,050	\$ 60,000	Fall 2025
5133-10	Conference Vendor/Sponsor	\$ 100	\$ 14,700	\$ -	\$ -	\$ 20,000	
5415	Interest Income (MM)	\$ 1	\$ 11	\$ 75	\$ (64)	\$ 100	
5990	Other Income	\$ -	\$ 7,000	\$ -	\$ 7,000		Deposit Refund from Stoweflake
<b>Total Income</b>		<b>\$ 42,961</b>	<b>\$ 86,711</b>	<b>\$ 33,825</b>	<b>\$ 31,986</b>	<b>\$ 96,100</b>	
6143	Donation Expense	\$ -	\$ -	\$ 1,125	\$ (1,125)	\$ 1,500	VT Resident Srvc Coordinator
6203	Meeting Expense	\$ -	\$ -	\$ -	\$ -		
6210	Marketing (Website)	\$ 72	\$ 561	\$ -	\$ 561		Studio J Creative/Website and conference site upgrade
6795-80	Website	\$ -	\$ 19,572	\$ 11,250	\$ 8,322	\$ 15,000	25% Website Redesign
6311	Office Supplies	\$ -	\$ 433	\$ 525	\$ (92)	\$ 700	Google ACH payments - increase based on actuals
6340	Legal	\$ -	\$ -	\$ 75	\$ (75)	\$ 100	
6351	Prof. Svcs-Bookkeeping	\$ -	\$ 335	\$ 240	\$ 95	\$ 320	VT Sec of State filing fee \$35/ Julow \$300
6380	Training/Workshop Expense	\$ -	\$ 1,500	\$ 6,000	\$ (4,500)	\$ 8,000	Fair Housing
6381	Scholarship Expense	\$ -	\$ -	\$ 1,500	\$ (1,500)	\$ 2,000	
6382	Conference Expense	\$ 1,126	\$ 2,193	\$ 45,000	\$ (42,807)	\$ 60,000	Fall 2025 paid 2024
6390	Misc. Expense	\$ 820	\$ 1,008	\$ 750	\$ 258	\$ 1,000	Paypal/Stripe fees, bank fees
6720	Insurance	\$ -	\$ 795	\$ 600	\$ 195	\$ 800	Increased based on actuals
6795-20	Membership Dues	\$ -	\$ 100	\$ -	\$ -	\$ 100	Housing & Homeless Alliance
<b>Total Expenses</b>		<b>\$ 2,018</b>	<b>\$ 26,498</b>	<b>\$ 67,065</b>	<b>\$ (40,667)</b>	<b>\$ 89,520</b>	
<b>Net Profit/(Loss)</b>		<b>\$ 40,943</b>	<b>\$ 60,214</b>	<b>\$ (33,240)</b>	<b>\$ 72,654</b>	<b>\$ 6,580</b>	
						\$ 6,580	
Expenses paid for 2026 and 2027							
6/30/2025	Lodge at Spruce Peak 2027 conference		\$ 5,000				
6/30/2025	Killington Pico Ski Resort 2027 conference		\$ 2,000				
			\$ 7,000				
<b>Cash spent YTD</b>			<b>\$ 67,214</b>				