

TOWN OF CABOT, VERMONT

Chartered 1781



Solar Eclipse, April 8, 2024
(picture provided by Brittany Butler)

ANNUAL REPORT OF THE TOWN OFFICERS

For the Period
July 1, 2024 – June 30, 2025 (FY25)

PUBLIC INFORMATIONAL HEARING ON AUSTRALIAN BALLOT ARTICLES
Thursday, February 20, 2025, 6:00 p.m. at the Willey Building

TOWN ANNUAL MEETING
Tuesday, March 4, 2025, 10:00 a.m. at the Willey Building

AUSTRALIAN BALLOT VOTING
Tuesday, March 4, 2025, 7:00 a.m. – 7:00 p.m. at the Willey Building
(Willey Building, 3084 Main Street, Cabot, VT)

The 2025 Annual Report is dedicated to Walter Bothfeld



Walter was the 2nd youngest of seven children. He was born on December 22, 1926 in Shelborne, Massachusetts.

The family moved to Vermont in 1936 to the farm on Bothfeld Hill Road. He graduated from Cabot High School and Vermont Technical College in 1944 with a special wartime degree in Agriculture. In 1948, he married Roberta Perry. They raised four children on the farm. Walt stayed on the family farm his whole life working. He milked cows until he was 80 and gave up driving tractors at 90. He loved maple sugaring and at one time raised 500 turkeys.

Walt was an active member of the Cabot United Church and served on many church boards.

He served as a selectman for the Town for nine years and as an active member of the County Committee for the National Resource Conservation District helping farmers representing Washington County for 18 years.

In 1993, Walter, along with his two sons, was honored as Dairy Farm of the Year in the State over Vermont. He took part in committee work for the Cabot Cooperative Creamery and worked hard to keep the cooperative processing facility in the Town of Cabot.

Walt assisted others in Marshfield and Plainfield to maintain a weekly cribbage group that he loved. The group met every Thursday evening to play and many lasting friendships were made. He loved playing cribbage and did until he passed away. Walt loved going to the Senior Adventures at Neighbors In Action and Twin Valley Center to play cribbage.



CABOT TOWN CLERK/TREASURER'S OFFICE

3084 Main Street * PO Box 36 * Cabot * Vermont 05647

E-mail: tc@cabotvt.us * www.cabotvt.us

OFFICE HOURS

Monday through Thursday 9:00 a.m. to 5:00 p.m.

TOWN OFFICERS' TELEPHONE NUMBERS

Town Clerk/Treasurer's Office	802 563-2279
Town Clerk Fax	802 563-2423
Town Garage	802 563-2040
Cabot Public Library	802 563-2721
Fire Warden: Andrew Luce, Walter Bothfeld	802 563-2723
Cabot School	802 563-2289
Superintendent's Office	802 684-3801
Cabot Fire Department (EMERGENCY)	911
Cabot Ambulance (EMERGENCY)	911
Zoning Administrator: Brittany Butler	802 563-2041
Health Officer: R.D. Eno	802 272-5975
Listers	802 563-3139
Cabot Chronicle	802 279-6897
Cabot Community Association	802 279-4309

MEETING DATES

Selectboard	1st & 3rd Tuesday: 6:00 p.m.
Planning Commission	3rd Monday: 5:00 p.m.
Fire Department	2nd & 4th Wednesday: 7:00 p.m.
Listers	As needed
Conservation Committee	2nd Monday: 7:00 p.m.
CCIF Committee	2nd Tuesday: TBD
Cabot Trails Working Group	3rd Wednesday: 6:30 p.m.
School Board	1st & 3rd Monday: 6:00 p.m.
Development Review Board	As needed
Cemetery Commissioners	As needed
Willey Building Committee	As needed

TOWN PERMITS

Driveway Access:	\$60.00
Development Review Board:	\$125.00
Zoning Permit Fee:	\$60.00 Allow at least 15 days
Fire Permit:	Permits obtained from Fire Warden
Other Permits	See Cabot Town Website: www.cabotvt.us

JUSTICES OF THE PEACE

(Elected at General Election, 2024)

Cedric Alexander	802 563-3259
Sue Carpenter	802 426-4192
Fred Ducharme	802 563-2102
Roman Kokodyniak	802 563-2999
Judy Pransky	802 563-2730
Chuck Talbert	802 595-3418
Beth Wade	802 563-2110

DOG LICENSES

Neutered or Spayed: \$12:00
Un-neutered or Un-spayed: \$17.00
FEE'S INCREASE 50%
AFTER APRIL 1, 2025

PLEASE REMEMBER TO LICENSE YOUR DOG BY APRIL 1, 2025

(You must license your dog in the Town where the dog resides)

Dates and times for vaccinations at Tractor Supply on the Barre Montpelier Road:
Sun., Mar 23, 2025, 4:00 PM - 5:30 PM
Sun., May 18, 2025, 4:00 PM - 5:30 PM
Sun., June 15, 2025, 4:00 PM - 5:30 PM

East Montpelier Rabies Vaccine Clinic
Vaccines for dogs and cats
Saturday, March 15, 2025 from 9AM to 12 noon - \$20 per animal, cash or check

E. Montpelier Emergency Services Facility, 54 Village Acres, E. Montpelier.
Please bring cats in a carrier and leash all dogs.

BULK REMOVAL DAY FOR CABOT RESIDENTS ONLY, SATURDAY, SEPTEMBER 27, 2025, 9:00 a.m. – 12:00 p.m.

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SCHOOL REPORT MAILED INDEPENDENTLY OF THE TOWN OF CABOT ANNUAL REPORT

CABOT VERMONT ANNUAL EVENTS 2025

**Friday & Saturday,
January 3 & 4, 2025
CABOT 5TH ANNUAL CABOT VILLAGE
12TH NIGHT CELEBRATION**

**Monday, March 3, 2025
ANNUAL SCHOOL DISTRICT MEETING**

**Tuesday, March 4, 2025
ANNUAL TOWN MEETING**

**Sunday, April 20, 2025
CABOT UNITED CHURCH
EASTER DAWN SERVICE**

**Saturday, May 3, 2025
GREEN UP DAY**

**Saturday, June 28, 2025
TOWNWIDE YARD SALE**

**Friday, July 4, 2025
INDEPENDENCE DAY CELEBRATION**

**Saturday, September 13, 2025
CABOT UNITED CHURCH
HARVEST SUPPER**

**Sunday, September 14, 2025
RIDE THE RIDGES**

**Saturday, September 27, 2025
CABOT FALL FOLIAGE, CHEESE &
CULTURE FESTIVAL & TURKEY DINNER**

**Saturday, September 27, 2025
CABOT BULK DISPOSAL DAY**

**Sunday, December 7, 2025
CABOT COMMUNITY MEMORIAL TREE**

**Friday, Saturday & Monday
December 12, 13 & 15, 2025
TOY AND WARM CLOTHING SHARE**

**Saturday, December 13, 2025
CABOT HOLIDAY FESTIVAL
& OUTDOOR MARKET**

**Thursday, December 25, 2025
CABOT COMMUNITY
CHRISTMAS DINNER**

Courtesy of The Cabot Chronicle

Births, Marriages, and Deaths

Births

February 28, 2024	Anthony Joel Willey
March 21, 2024	Clara Georgia Grant
April 15, 2024	Galahad Moses Bevins
May 23, 2024	Amelia Rose Biggi-Hill
May 24, 2024	Daniel John Long
June 11, 2024	Finley Llewellyn Mangan
June 25, 2024	Gabriel Quinn Roy
July 2, 2024	Violet Anne Parnapy
August 19, 2024	Renee Lenore Hogan
September 23, 2024	Enoch Seth McDowell
October 22, 2024	Stormy Monica Deasy
November 19, 2024	Tahlia Ori-Maeve Bevins
December 27, 2024	Elsie Rose Dunster

Marriages

June 22, 2024	Karen Kristene Larsen to William Eugene Ameden
June 22, 2024	Jessica Brown Derick to Scott Michael Maple
July 13, 2024	Annissa Louise Lewis to Matthew Alan Lindstrom
July 27, 2024	Jordan Calvin Hale to Alisha Nancy Celley
August 10, 2024	Alexis Marie Merrill-Girardin to Kyle Paul Celley
August 17, 2024	Lillian Crawford Alexander to Michael Aaron Baskin
September 28, 2024	Melanie Rae Pastula to Dylan Colin Abare

Deaths

May 20, 2024	Wallace Vincent Hood
May 22, 2024	Patricia Distefano
May 25, 2024	Ramona A. Lumsden
June 9, 2024	Amelia Biggi-Hill
June 12, 2024	Mary Lou DeLacy
July 4, 2024	Donald Francis DeLacy
July 26, 2024	Patricia Cronin Foster
August 4, 2024	Michael Dean Maxwell
August 27, 2024	Mary Louise Shatney
September 28, 2024	Sandra Manella
November 21, 2024	Barbara A. Bouldin Pupino
December 20, 2024	Walter Bothfeld, Sr.
December 23, 2024	Susan Ann DeLosSantos

2025 – WARNING TOWN OF CABOT – 2025

The Legal Voters of the Town of Cabot are hereby warned and notified to meet at the Town of Cabot Willey Building, 3084 Main Street, Cabot, Vermont, on Tuesday, March 4, 2025, at ten o'clock in the forenoon [10:00 A.M.] to transact the following business from the floor. [The polls will be open from 7:00 A.M. until 7:00 P.M. at the Willey Building, 3084 Main Street, Cabot, VT.]

Art. 1. To elect a Moderator for the ensuing year.

Art. 2. Shall the voters of the Town of Cabot vote to accept the Town Report as printed for FY24?

Art. 3. Shall the voters of the Town of Cabot authorize payment of real and personal property taxes on August 21, 2025, and November 20, 2025, by delivery to Cabot Town Hall postmarked on or before that date; and, Establish that overdue taxes will bear interest at a rate of one percent per month or fraction thereof for the first three months and thereafter one and one-half percent per month or fraction thereof from the due date of such tax pursuant to 32 V.S.A. § 5136; and,

Establish the amount of the penalty charged by the collector of delinquent taxes for payments made after the due date for payment to 8 percent of the tax collected pursuant to 32 V.S.A. § 1674(3)(A)?

Art. 4. Shall the voters of the Town of Cabot elect all Town Officers required by law, according to law?

The following Articles will be voted on by Australian Ballot and may be discussed on the floor except for Articles 5 through 8.

Art. 5. To elect a Selectperson for a term of two years. [Australian Ballot]

Art. 6. To elect a Selectperson for a term of three years. [Australian Ballot]

Art. 7. Shall the voters of the Town of Cabot appropriate the sum of \$946,044 to defray the General Expenses of the Town, with an estimated \$113,089 to come from income and \$832,955 from local taxes? [Australian Ballot]

Art. 8. Shall the voters of the Town of Cabot appropriate the sum of \$978,712 to repair and maintain the Highways of the Town including summer, winter, and special treatment, of which an estimated \$160,000 is to come from income and \$818,712 from local taxes? [Australian Ballot]

Art. 9. Shall the voters of the Town of Cabot appropriate the sum of \$5,234.35 to the Cabot Public Library to support the full budget request put forward by the Cabot Library Board of Trustees for the coming year? The Cabot Selectboard has made the decision to cut the Library budget, significantly reducing the modest budget request put forward by the Library Trustees (a 4.8% increase, exclusively to cover the cost of inflation, increased health insurance, and small cost-of-living increases for staff). This additional allocation would cost taxpayers an estimated \$2.00/\$100,000 household worth. A vote against the measure will result in the need to cut programs for children and adults and dramatically reduce the purchase of new books and other materials. The total budget amount (\$122,234.35) has been approved and put forward by the Library Trustees, as required by Vermont Law. (Australian Ballot)

Art. 10. Shall the voters of the Town of Cabot exempt the land and building previously owned by the Town and known as The Masonic Hall, now owned by Neighbors in Action (501 (c)(3)), a non-profit organization, from real property taxes for a period of five (5) years, pursuant to 32 V.S.A. §3840? (Australian Ballot)

Art. 11. Shall the voters adopt the new CCIF (Cabot Community Investment Fund) Plan as printed in this Town Report, which calls for the consolidation of the UDAG and Scholarship Funds in a single CCIF Fund, and appropriate the consolidated CCIF Fund for the purposes of the plan? (Australian Ballot)

Art. 12. Shall the voters of the Town of Cabot approve the revised 2025 Cabot Town Plan as approved by the Cabot selectboard on January 7, 2025. (Australian Ballot)

Art. 13. Shall the voters of the Town of Cabot approve an appropriation in the amount of \$2,132 for the support of Fairbanks Museum to provide services to residents of the Town of Cabot? (Australian Ballot)

Art. 14. Shall the voters of the Town of Cabot forgive the outstanding balance (approximately \$25,721) of a UDAG Loan of \$50,000 made to Cabot Commons, Inc.? (Australian Ballot)

Art. 15. To transact any other non-binding business that may come before said meeting.

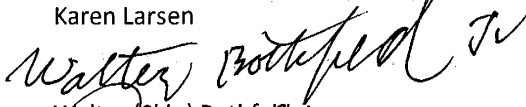
Art. 16. To adjourn this meeting.


Dated this 28th day of January A.D. 2025


Michael J. Hogan, Chair


Fred Ducharme, Vice Chair


Karen Larsen


Walter (Skip) Bothfeld, Jr.


Richard (RD) Eno



This Warning was recorded before posting,
Attest: Betty Ritter, Cabot Town Clerk

REGISTER TO VOTE:

There is no deadline to register to vote. You will be able to vote on the day of election. You can register to vote prior to voting by visiting the Cabot Town Clerk's Office or going online to olvr.sec.state.vt.us. Registration will be available at the Town Clerk's office on any day prior to the election between the hours of 9:00 a.m. and 5:00 p.m. Monday through Thursday. Registration will be available on Election Day during the hours the polls are open from 7:00 a.m. to 7:00 p.m. at the Willey Building, 3084 Main Street, Cabot, VT.

EARLY or ABSENTEE BALLOTS: The latest you can request ballots is the close of business in the Town Clerk's office on March 3, 2025, at 5:00 p.m. The voter or family member may request an early or absentee ballot in person, in writing or by telephone. Other persons may request an Absentee Ballot for another registered Cabot voter (in person or in writing), and the Town Clerk's Office will mail that Absentee Ballot to the registered voter.

Following are the ways for early voting or absentee voting: (1) vote in the Town Clerk's office before the deadline; (2) a voter may take their ballots out of the Town Clerk's office for himself/herself and return in the same manner as if the ballots were received by mail; (3) have a ballot mailed to you, and mail or return it to the Town Clerk's office before election day or to the polling place before 7:00 p.m. on election day; or (4) if you are sick or disabled, request the Town Clerk, who must be accompanied by a Justice of the Peace, to bring a ballot to you at your home no later than 5:00 p.m. on Monday, March 3, 2025.

ORGANIZATIONS REQUESTING SPECIAL SERVICES APPROPRIATIONS

- A. **American Red Cross** (802-391-6499 / redcross.org/nne) prevents and alleviates human suffering in the face of disasters and emergencies by mobilizing the power of volunteers and the generosity of donors. The Red Cross responded to one home fires and assisted four individuals in Cabot in FY24. **(Requested \$500)**
- B. **A.W.A.R.E. (Aid to Women, Men and Children in Abuse and Rape Emergencies)** (802-472-6463 / www.awarevt.org) strives to prevent and heal the trauma of domestic and sexual violence in a way that people of all ages are empowered to act towards themselves and others with awareness, empathy, respect and personal responsibility. During the past year, AWARE served 194 women, men and children who were directly affected by violence, and 114 children who were exposed to violence. AWARE educated over 1500 people through community events and outreach and educated 20 professionals about domestic and sexual violence. AWARE answered over 1,481 hotline and in-person requests for assistance. **(Requested \$1000)**
- C. **Central VT Adult Basic Education, Inc.** (802-476-4588 / www.cvabe.org) is committed to providing accessible literacy instruction for adults and teens in Central Vermont. CVABE is a free service providing basic literacy instruction in reading, writing, math and computers, English language learning and citizen preparation, HS diploma and GED programs and academic skill readiness for work, career training or college. On average, four to six Cabot residents have enrolled annually. Cabot is served by learning centers in Barre, Montpelier and Morrisville. **(Requested \$500)**
- D. **Central VT Economic Development Corp.** (802-223-4654 / www.centralvermont.org) Attracting and maintaining good wage paying jobs for the citizens of Central Vermont. **(Requested \$300)**
- E. **Central VT Council on Aging** (802-479-0531 / www.cvcoa.org) provides older residents of Cabot with information and assistance, health insurance counseling, case management services (promoting long-term care and accessing services and benefits), transportation, mental health counseling, family caregiver support, legal support, volunteer services and more. **(Requested \$1600)**
- F. **Central VT Home Health & Hospice** (802-224-2235 / www.cvhhh.org) provides high quality, medically necessary home health and hospice care to all Central Vermonters at home. **(Requested \$3650)**
- G. **Circle (formerly Battered Women's Services and Shelter)** (www.circlevt.org / 24-hour Toll Free Hotline: 1-877-543-9498) is a community-based organization dedicated to ending domestic abuse, providing advocacy, support services and shelter to help abuse survivors build on strengths to shape fulfilling lives for themselves and their children. Due to confidentiality issues, the majority of clients do not disclose their town of residence. During FY24, advocates responded to 30 hotline calls and in-person meetings from individuals who self-identified as being Cabot residents. Two individuals residing in Cabot received assistance at their final hearings for protection orders. Six Cabot residents received assistance with civil court proceedings. Advocates supported one Cabot resident when their (ex) partner faced criminal charges. Referral and safety planning were provided 15 times to Cabot residents. **(Requested \$600)**
- H. **Elevate Youth Services (formerly Washington County Youth Services Bureau)** (802-229-9151 / www.elevateyouthvt.org) During FY24, EYS served four unduplicated Cabot youth (and their families). One youth received multiple program services: One youth received health education and services with the Basement Teen Center Program. Two youths and their family received crisis support and counseling with the Country Roads Program. One youth with past or current involvement in the custody of the State received case management support through the Youth Development Program. **(Requested \$300)**
- I. **Family Center of Washington County** (802-262-3292 / www.fcwcvt.org) supports the growth and development of young children and their families. Services used in the last fiscal year by Cabot residents are early child care and education, child care financial assistance, child care referral, home visiting services, supplemental food and household items from our Food Pantry and Diaper Bank, and participation in our Parent Education workshops. **(Requested \$500)**
- J. **Friends of the Winooski River** (802-279-3771 / <https://winooskiriver.org>) is dedicated to the protection and restoration of the Winooski River watershed. Cabot is a partner in the Winooski Headwater Community Partnership, together with the towns of Marshfield and Plainfield, Friends of the Winooski and the Cabot Creamery. **(Requested \$600)**

- K. **Good Beginnings of Central VT** (802-595-7953 / www.goodbeginningscentralvt.org) provides free education, resources, community connections and home visiting for pregnant women and families with newborn infants. On average, we serve one to three Cabot families per year through our free programming. Last fiscal year, we matched one Cabot family with a Postpartum Angel volunteer and attended parent education/support events at our Nest drop-in space. **(Requested \$300)**
- L. **Green Mountain Transit** (802-864-2282 / www.ridegmt.com) Goal is to promote and operate safe, convenient, accessible, innovative and sustainable transportation services in Northwest and Central VT that reduce congestion and pollution. Encourage transit-oriented development and enhance the quality of life for all. GMT provided 933 trips to Cabot residents in FY24. **(Requested \$770)**
- M. **Green Up Vermont** (802-522-7245 / www.greenupvermont.org) promotes stewardship of our state's natural landscape and waterways and the livability of our communities by involving people in Green Up Day and public awareness about the benefits of a litter-free environment. **(Requested \$100)**
- N. **HomeShare Vermont** (802-865-4151 / www.homesharevermont.org) This past year we worked with seven residents of Cabot. Overall, 274 persons shared a home in our program. Nearly 30,000 hours of assistance were provided by our Homeshare guests during the year. Assistance ranged from simple companionship to cooking, cleaning, pet care, yard work, etc. Each match is unique depending on the needs and interests of both parties. Given the constraints of building and maintaining affordable housing options, HomeShare represents a more community centered approach to aging in place that has multiple beneficial effects for all parties involved. **(Requested \$300)**
- O. **Joe's Pond Association** (802-684-3655 / www.joespondvermont.com) to prevent the introduction of aquatic invasive species into Joe's Pond by inspecting boats being launched into Joe's Pond and removing any plant material. **(Requested \$750)**
- P. **Kingdom Animal Shelter** (802-473-3377 / www.kingdomanimalshelter.com) is an all-volunteer, non-profit rescue shelter, whose purpose is to facilitate the placement of rescued, abandoned, abused or neglected animals in safe, life-long homes; they strive to prevent overpopulation and cruelty to animals. We have adopted out cats to two Cabot families. The shelter also provides opportunities for volunteering for parents and their children and responds to numerous calls asking for advice about health, behavior and strays and runs a Trap, Neuter and Return program for cats. **(Requested \$500)**
- Q. **Mosaic Vermont** (802-476-1388 / mosaic-vt.org) services are to heal communities and end sexual violence. The services are highly confidential, and people are not required to disclose their town of residence to receive services. **(Requested \$500)**
- R. **Onion River Food Shelf** (802-426-4097) is open Wednesdays and located in the Old Schoolhouse Common in Marshfield. The food shelf serves families from Cabot, Marshfield, Plainfield, E. Montpelier, and Calais. Each person receives enough food for three meals a day for three days. Free clothing, personal items and household products are also provided. They served 63 adults, 33 children, and 8 seniors. **(Requested \$1000)**
- S. **Our House of Central Vermont, Inc.** (802-272-6312 / www.ourhousecentralvt.com) is a non-profit Children's Advocacy Center and Special Investigation Unit located in Barre and serving all of Washington County. Our House's mission is to provide a safe and supportive setting for child victims of physical and sexual abuse, their non-offending family members, as well as adult survivors of sexual assault. **(Requested \$250)**
- T. **Twin Valley Senior Center** (802-223-3322/ www.twinvalleyseniors.org) facilitates the social, emotional and physical wellbeing of independent senior citizens by providing access to community resources and services. Free transportation is provided to the center. They served 12 residents for 7 meals each week. **(Requested \$5,000)**
- U. **Vermont Association for the Blind & Visually Impaired** (802-863-1358 ext. 217 / www.vabvi.org) provides training, support, and adaptive equipment to help visually impaired Vermonters of all ages live independent lives. During FY24, VABVI worked with 1,145 Vermonters. This included 95 adults and 34 students in Washington County. **(Requested \$300)**
- V. **Vermont Center for Independent Living** (www.vcil.org) mission is to empower Vermonters with disabilities, deaf Vermonters, and others to tear down the physical, communication, and attitudinal barriers that keep us from realizing our full human potential. In FY24, VCIL served 38 residents and one ramp was built. The residents received meals through our Meals on Wheels program at a cost of \$630. **(Requested \$165)**

- W. **Vermont Family Network** (304-509-2435 / www.vermontfamilynetwork.org) works to empower and support all Vermont families of children with special need, providing trainings, parent matches, school meeting support and a help line. **(Requested \$250)**
- X. **West Danville Community Club** (802-684-3655 / pjhebert@charter.net) The mission of WDCC is to maintain and enhance the Joe’s Pond Public Beach and surrounding natural areas while promoting community involvement. WDCC supervises the maintenance of Joe’s Pond Beach, which is also the trailhead for the Lamoille Valley Rail Trail. **(Requested \$500)**

NOTE: All the above repeat requests have been approved at the requested amount and included in the General Fund Budget (page 23) to be voted on by Australian Ballot. Complete 2024 annual reports and financial statements for the above organizations may be viewed at the Town Clerk’s office.

CABOT TOTAL APPROPRIATIONS REQUESTS

Cabot Arts	750
Cabot Community Association	15,000
Cabot Cemetery	25,000
Cabot Chronicle	20,000
Neighbors in Action/Seniors	<u>2,500</u>
 Total	 \$63,250

TOWN OFFICERS – 2024

Title	Name	Term Expires
Moderator	Jeanne Johnson	
Town Clerk (Australian Ballot)	Betty Ritter	3-year term – 2026
Town Treasurer (Appointed)	Amy Monahan	Non-term
Assistant Town Clerk	Shirley Ducharme	Non-term
Collector of Lease Land Rentals	Town Treasurer	Non-term
Selectboard Members (Australian Ballots)	Walter (Skip) Bothfeld, Jr.	2-year term – 2026
	Fred Ducharme, Vice Chair	3-year term – 2026
	Richard (R.D.) Eno Clerk	3-year term – 2025
	Michael Hogan, Chair	3-year term – 2026
	Karen Larsen	2-year term – 2025
Listers	Brittany Butler	3-year term – 2026
	Jeanne Johnson	3-year term – 2025
	Jacqueline Lumbr	3-year term – 2026
Delinquent Tax Collector	Susan Carpenter	1-year term – 2024
Grand Juror	David Pike	1-year term – 2024
Cemetery Commissioners	Cedric Alexander	3-year term – 2025
	Deb Bothfeld	3-year term – 2025
	Melvin Churchill, Chair	3-year term – 2027
	Ruth Goodrich	3-year term – 2025
	Angela Ward	3-year term – 2025
School Directors	Ellen Cairns, Chair	3-year term – 2026
	Erica Fucello	2-year term – 2024
	Frank Kampf	3-year term – 2024
	Jason Monaco	2-year term – 2024
	Chris Tormey, Vice Chair & Clerk	3-year term – 2025
Library Trustees	Grace Hoffman	3-year term – 2025
	Niall McCallum	3-year term – 2025
	Angela Ogle	3-year term – 2026
	Erin Rudell	3-year term – 2026
	Kurt Steinert, Chair	3-year term – 2027
Recreation Committee	Cameron North, Vice Chair	Non-term
	Jessica North, Coordinator	Non-term

Title	Name	Term Expires
CCIF (Cabot Community Investment Fund)	Greg Burt, Chair	Appointed by Selectboard 3-year term - 2025
	Melvin Churchill	
	Jack Daniels	Appointed by Selectboard 3-year term – 2026
	Jason Monaco	
Chris Tormey, Vice Chair	Appointed by Schoolboard 3-year term – 2024	
Willey Building Committee		Brad Alexander
	Fred Ducharme	3-year term –2027
	Dan Dunham, Chair	Appointed by Library
	Betty Ritter, Secretary	3-year term – 2025
	Dana Robinson	Appointed by Selectboard
	Paul Wade	



Willey Building, January, 2025 (Picture taken by Brittany Butler)

APPOINTED BY SELECTBOARD

Title	Name	Term
First Constable	Stephen Hogan	
Second Constable	Nells McQueeney	
Water/Wastewater Administration	Cabot Town Clerk	
Pound Keeper	Cheryl McQueeney	
Animal/Dog Control Officers	Ruth Goodrich & Cheryl McQueeney	
Fence Viewers	Glenn Goodrich/David Pike	
Inspector – Coal, Wood, Lumber, Shingles	Anson Tebbetts	
Tree Warden	Roland Payne, Jr.	No term
Fire Warden	Andrew Luce/Walter Bothfeld	5-year term – March, 2025
Health Officer	R. D. Eno	3-year term – October, 2027
Town Energy Coordinator	Michael Socks	No term
Zoning Administrator	Brittany Butler	3-year term – July, 2025
Planning Commission (5 member – 3-year terms)	Dawn Andrews	March 2024
	Kate Chatot	March 2024
	Glenn Goodrich	March 2026
	Peg Hough	March 2026
	Bobby Searles, Chair	March 2026
	Brittany Butler, Administrative Assistant	No term
Development Review Board (7 members – 3-year terms)	Brad Alexander	March 2025
	Susan Carpenter	March 2026
	Stephen Hogan	March 2025
	Jenn Miner, Vice Chair	March 2026
	Jeanne Johnson, Chair	March 2027
	Kempton Randolph	March 2028
	Wolfgang Krutec	March 2028
	Vacancy	
Betty Ritter, Administrative Assistant	No term	
Cabot Trails Committee 7 Members – 3-year terms	Dana Glazier, Chair	March 2025
	Gary Gulka, Secretary	March 2026
	Lynn Rockwell	March 2027
	Kris Schmidt, Treasurer	March 2026
	Michael Socks	March 2026
	Chuck Talbert	March 2027
	Paul Wade	March 2025
Conservation Committee (5 members – 3-year terms)	Cedric Alexander	March 2027
	Dawn Andrews	March 2025
	Chris Duff	March 2026
	Gary Gulka, Chair	March 2026
	Roland Payne, Jr.	March 2025
Master of the Colors	William Walters	
Road Foreman	Sid Griggs	
Town Attorney	Tarrant, Gillies & Richardson	
Regional Planning Committee Rep.	Brittany Butler	
Emergency Management Coordinator	Jenn Miner	
NKWMD Representative	Betty Ritter	Alternate – RD Eno
Newspapers	Cabot Chronicle	Caledonian-Record Times Argus
Legislative District Representative	Representative Greg Burt	(Elected at District Level)

TOWN CLERK'S REPORT

I started off my article with the same sentence that I did in 2023 but replaced 2023 with 2024! "What a year 2024 has been for the Town of Cabot." Who would have ever imagined that to the date that we would experience flooding in Cabot 2 years in a row on the same date. We thought we were busy the first part of the year, but nothing compares to what happened on July 10-11! Fortunately, it did not do the damage that the 2023 flood did. We did have damage, but most of it was to roads and we are now repairing them once again, possibly for the 2nd time!

We have had some changes in the office this year. The Town Clerk/Treasurer position was split into a Town Clerk (elected) position and a Treasurer (appointed) position. I also hired Shirley Ducharme as an assistant to me. All of this has worked out quite well and each one of us is kept very busy. As you know, Michelle is now the Clerk/Treasurer in Danville. There is not a day that goes by that I don't think of her and miss her expertise and friendship.

Bulk Removal Day was very successful this year and we will be having a Bulk Removal Day this year on Saturday, September 27, 2024, 9:00 to Noon. Please note that this is for Cabot residents only, with one truckload per resident.

I also wanted to give a big thank you to the Graber's that delivered a huge load of clothing, dry goods, animal food plus more to North Carolina when they were devastated with the flooding they experienced this year. Thank you very much.

A reminder for all dog owners: We can license your dog anytime during our working hours (Monday through Thursday 9:00-5:00). Please be sure your dog(s) are up to date on rabies vaccination. If you have a new rabies certificate, be sure to bring a copy of the new rabies certification when you license your dog(s) as we cannot license your dog without this certificate if we do not have it on file. The deadline for registering your dog(s) is Tuesday, April 1, 2025, but know that they can be registered anytime between now and April 1, 2025. Fees are \$12.00 for neutered or spayed dogs, and \$17.00 for unneutered or un-spayed dogs. With the Danville Animal Hospital closed it will be difficult to get a rabies vaccination if you have not already registered with another Animal Hospital.

I wish all of you the best for 2025 and look forward to serving you throughout the year.

Betty Ritter, Town Clerk

TREASURER'S REPORT

My first day as Treasurer for the Town of Cabot was July 1, 2024. A mere 9 days later, we were dealing with a flood. It was quite an introduction to my role here. Thankfully, the 2024 flood was much less impactful on the residents and businesses of Cabot than the 2023 flood. In addition to managing the day to day finances of the Town of Cabot, I have been spending a large amount of time on ensuring that the town receives all of the monies from FEMA that it is entitled to.

I would like to extend a huge thank you to Betty Ritter and Shirley Ducharme for helping with my transition to this job and making me feel so welcome. I have had a chance to meet many of you over the past several months and look forward to meeting many more of you in the coming months.

I wish all of you the best in 2025.

Amy Monahan, Treasurer

Selectboard Report

The Selectboard would like to thank the voters of Cabot for having provided us the opportunity to serve our community in 2024. The Board considers 2024 to have been another challenging year. After dealing with COVID-19 the previous years, the Town faced catastrophic floods in July 2023 and 2024. The amount of damage was very substantial, but the future plans for flood mitigation are hopeful.

The Town has been working nonstop since the events of that terrible day - all of us working together: volunteers, first responders, Town employees and the non-profit sector. I hope we all remember the timeline: the Governor issued a state of emergency for flood impacted counties (including Washington County) on Sunday, July 9, 2023, and a few days later there was a disaster declaration issued by the White House for all of Vermont. Those declarations started the ball rolling to ensure that State and Federal funding became available for individuals and municipalities. This funding is issued not as a matter of 'contract' but as a sacred promise to the citizens of the United States that -in moment of peril- we provide the resources to both rescue each other and help to rebuild in the aftermath. FEMA is the conduit for much of that funding.

After weeks and months of damage estimates, the State of Vermont reached a level of documented damage that exceeded \$500 million -this is far beyond the ceiling needed to reimburse towns for 90% of the damages incurred by the flood. Cabot is covered by this 'sacred promise' of funding for rescue and rebuilding. This information has been shared continuously and consistently in both public meetings hosted by the Cabot Selectboard, and in posts on various social media platforms. While it is true that the Town may incur expenses beyond the reimbursement amount of 90%, those expenses will be minimal compared to what we will receive. The Town should have its portion of the damages after reimbursement by next March 2026. At that time, the Selectboard will determine the process of paying off any deficit.

A report of flood related expenses for 2023-2024 is included in this report along with any reimbursements and flood damage loans. There are also reports related to flood mitigation projects from the Flood Task Force.

The Fire Department building was officially condemned by the State of Vermont and razed after the 2023 flood. A new temporary Public Safety structure has been built on South Walden Road. The temporary building, once vacated, can potentially be repurposed for numerous things. It will be available to purchase at a fully depreciated cost that FEMA will decide. The Town will have the opportunity to vote on that potential purchase and discuss uses for the possible repurposing of that building. We do not yet know what that cost will be.

Planning for the new Public Safety Building on 215S continues. This past year the Town received a grant for \$5.1 million from the USDA to apply towards its completion. The remainder of the funds needed are currently being negotiated with FEMA along with inquiries into other State and Federal funding sources.

One of the main functions of the Board is to produce a financial budget each year for the Town to vote on at Town Meeting. The Town approved the current fiscal year budget that runs from July 1, 2024, through June 30, 2025, at last year's meeting. We are currently through seven months of our current budget cycle as this note is being written.

The next fiscal year (FY 2026) budget that covers the period of July 1, 2025, through June 30, 2026, has taken considerable work at multiple budget meetings. The Board has set aside an hour or two for special budget meetings each week to discuss expenses needed to meet the financial demands of the Town. At these meetings, various entities of the Town that comprise both the General and Highway Funds presented their FY2026 budget requests. We have had a fair amount of public input and that is very appreciated. These are public meetings, and we invite the public to attend and give us their thoughts and suggestions.

The Board is very aware of the difficult financial situation many of us face as the July floods of 2023-2024 damage has taken a toll on the town and full reimbursements from FEMA are in process. We have worked very hard to propose a budget that is fiscally responsible and meets the ongoing needs of the Town. The Selectboard has agreed

to use some of its positive fund balance going forward to help reduce the needed revenue and thereby bring down the projected tax rate.

The projected 2025-26 Municipal Property Tax rate is anticipated to be 0.5595 if all the articles pass, slightly up from 0.5158 in 2024-2025. The GRAND LIST AND TAX COMPARISON report is included in the Annual Town Report, providing a ten -year comparison of Property Tax Rates.

The taxes for the new fiscal year 2026 (July 1, 2025-June 30, 2026) are due in two installments: municipal taxes are due in August and November. By doing so, tax money will be payable in smaller amounts in two installments rather than in one lump sum. The Town may not have to obtain a tax anticipation loan to cover taxes due and pay the resultant interest that is an additional expense to the Town.

Art. 7. Shall the voters of the Town of Cabot appropriate the sum of \$953,410 to defray the General Expenses of the Town, with an estimated \$251,197 to come from income and \$702,213 from local taxes? [Australian Ballot]

FY2026 (July 1, 2025-June 30,2026) Projected General Fund Operating Budget is \$953,410 as compared to last year's budget of \$825,218, an increase of \$128,192. All social service appropriations as outlined in this report are fully funded as requested by the organizations listed in this town report. That total is also included in Article 7 for all General Fund Appropriations. There is also a line item for emergency transport services funding for the second year of the contract for \$45,000. The library request of additional monies is in Art 9. The library is requesting \$122,234 and the Selectboard is recommending level funding from the previous year.

Art. 8. Shall the voters of the Town of Cabot appropriate the sum of \$978,712 to repair and maintain the Highways of the Town, including summer, winter, and special treatment, of which an estimated \$167,600 is to come from income and \$818,712 from local taxes? [Australian Ballot]

The FY2026 (July 1, 2025-June 30, 2026) Projected Highway Operating Budget totals \$978,712 as compared to last year's base budget of \$1,041,393, a decrease of \$62,681. There are no projects scheduled other than FEMA flood projects. There will be some small patch paving and repairs needed in some areas and increased expenses for truck leasing, sand, salt and other needed highway costs.

The Board wishes to thank Road Foreman Sid Griggs and his road crew. The Road Crew has been short an employee for this past summer and fall and has been using some part-time help. In addition to keeping the roads in excellent condition, they also completed multiple critical FEMA projects. They are also doing work that is not generally visible to most of us, such as ditch clearing, culvert cleaning, brush-hogging, and the like. The roads are in great shape post flood and the Board has received many positive comments from people in town on the Road Crew's work.

The Board also wishes to thank Betty Ritter for her work as Town Clerk and Shirley Ducharme as Assistant Town Clerk. Under Betty's leadership, the Town Offices are a welcoming and pleasant place to undertake the town's business.

We welcome and thank Amy Monahan as our new Town Treasurer. Amy brings efficiency, pleasantness, professionalism, and spark to Cabot. We are fortunate to have her working for our town.

We would also like to thank Jenn Miner for her tireless work as Emergency Management Coordinator.

Lastly, we wish to thank all the Town officers and endless volunteers who contribute so much to the smooth functioning of our incredible community. Without all of you, Cabot would not be the wonderful community that it is today. We can never thank each and every one of you enough for all of your services to our town.

The Board meets on the first and third Tuesday of each month at 6:00 p.m. in the Willey Building, and we welcome your attendance. Each meeting begins with a Public Comment period where we listen to your concerns and suggestions.

Michael J Hogan, Chair, Cabot Selectboard



FEMA Damages FY25

The following information is a summary of damages incurred from the devastating floods of July 2023 and July 2024. These numbers are estimates from the date of this report. The Town continues to work with FEMA and will have a more accurate picture by Town Meeting 2026.

Flood Damages: Roads, bridges, culverts, Cabot Volunteer Fire Department

- Damages from flood DR4720 July 2023: \$3,888,456
- Damages from flood DR4810 July 2024: \$300,000
- Monies Borrowed: \$3,400,000
 - Balance Due: \$2,400,000
 - \$60,000 Interest
- Monies Reimbursed from FEMA through 12/31/24: \$313,000
- Three- Category C Flood Mitigation Projects for 2025- Estimated Costs \$1.5million (Lower Jug Brook Road, Menard Road, and Mack Mountain Road)
- Permanent Public Safety Building Construction (CFD)
 - USDA Facilities Grant Awarded to Cabot: \$5,148,000
 - FEMA Funding and other state and federal grants- TBD
 -

Thank you again to every person who volunteered their time and energy to help preserve our town through both flood events.

Michael J. Hogan- Cabot Selectboard Chair & Flood Relief Coordinator



Blodgett Road

Delinquent Taxes
 Susan Carpenter – Delinquent Tax Collector
 December 31st, 2024

	2022	2023
Clark, Lori		4.63
Hannah, Judith		1,763.42
Houston, Dawn		114.62
Larson, Edward		467.84
Malone, Michael	2,947.19	3,267.22
May, Albert C.		3,140.07
Paquin, IJ & Erin		2,613.43
Patterson, Timothy & Hilary		807.12
Rathbone, Robert		5,358.10
Searles, Nettie - Estate		1,461.38
Sironi, Randall - Estate		6,657.84
Tetreault, Clint		2,258.59
Travis, Ross		2,131.02
Walbridge, Linda	_____	<u>1,742.01</u>
Total	2,947.19	31,787.29

Statement of Delinquent Taxes
Susan Carpenter – Delinquent Tax Collector

	2022	2023	2024
Balance due - 1/1/23	8,508.99	----	----
2023 taxes due 1/18/24	----	151,445.03	----
2024 taxes due 11/21/24 190,285.96	----	----	
Collected 11/21/24 – 12/31/24	----	----	43,365.29
Collected 1/1/24 to 6/30/24	2,486.52	91,848.80	----
<i>(end of fiscal year)</i>			
Collected 7/1/24 to 12/31/24 <i>(final 6 months of calendar year)</i>	3,075.28	27,808.94	----
Balance due as of 12/31/24 146,920.67	2,947.19	31,787.29	

Interest Collected 1/1/24 to 6/30/24 - \$2,254.90

Interest Collected 7/1/24 to 12/31/24 - \$4,752.40

Total interest collected - \$7,007.30

*Adjusted from 2023 Town Report. An increase to the original warrant by \$20.88.

GRAND LIST AND TAX COMPARISON 2015 - 2024

Year	Grand List	Municipal Tax		Education Tax		Tax Rate	
		General ¹	Highway	Residential	Non-Residential	Residential	Non-Residential
2015	1,681,092.28	1.5890	0.3484	1.6511	1.5089	2.1619	2.0197
2016	1,717,651.53	0.7284	0.3314	1.7199	1.5099	2.2515	2.0415
2017	1,714,792.80	0.3106	0.3041	1.7391	1.5236	2.3540	2.1380
2018	1,747,891.16	0.2571	0.3671	1.7543	1.5910	2.3834	2.2201
2019	1,757,653.45	0.2806	0.3274	1.7305	1.5966	2.3385	2.2046
2020	1,775,551.00	0.2698	0.3837	1.6814	1.6127	2.3349	2.2662
2021	1,803,782.81	0.2701	0.3669	1.7175	1.6576	2.3545	2.2946
2022	1,804,348.00	0.2805	0.3714	1.7013	1.6669	2.3532	2.3188
2023	1,798,572.77	0.3065	0.4263	1.7840	1.8378	2.5168	2.5706
2024	2,629,964.55	0.1836	0.3322	1.3398	1.3199	1.8556	1.8357
Average: \$	1,843,130.04	0.4770	0.3559	1.6819	1.5825	2.3387	2.2305

¹ Rates include any Local Agreement and Deficits amounts

TOWN GENERAL FUND & HIGHWAY INCOME

		Approved Budget	Actual Budget	Approved Budget	Proposed Budget
		2023-2024	2023-2024	2024-2025	2025-2026
General Fund Income		82,100	1,577,087	210,089	113,089
Highway Fund Income		159,100	146,610	167,600	160,000
Income from Taxes				1,488,922	1,651,667
	Total Revenue	241,200	1,723,697	1,866,611	1,924,756
General Fund Expense		726,619	704,259	726,619	946,044
Highway Fund Expense		925,863	889,124	925,863	978,712
		1,652,482	1,593,382	1,652,483	1,924,756
General Fund Income					
	Administrative Charges	10,000	10,000	10,000	10,000
	Property Taxes		1,130,400		
	Hold Harmless - Land Use		120,963		
	Land Use Change Fee		3,173		
	Equalization	900	893	900	900
	Conservation Committee		500	-	-
	Clerk Fees	25,000	24,494	20,000	20,000
	Library Income & Grants			500	500
	Tax Sales Redemption/Sale				
	Education Billing Fee			5,189	5,189
	Fire Dept Donation & Grants		7,905	2,000	2,000
	Grants		43,008		
	Interest	20,000	12,350	8,000	8,000
	Miscellaneous Income	2,300	1,631	500	500
	Masonic Hall Fees & Purchase	10,200	157,150	147,000	
	Recreation Committee	2,000	16,209	4,000	4,000
	Re-Appraisal		7,591		
	Recycle Center			-	-
	Sheriff Fines	2,200	1,168	1,500	1,500
	State PILOT Payments	8,500	8,584	8,500	8,500
	Trails Committee		23,329		
	Willey Bldg Rental Income	1,000	7,739	2,000	2,000
	Income from Fund Balance				50,000
	Total General Fund Income	82,100	1,577,087	210,089	113,089
		Approved Budget	Actual Budget	Approved Budget	Proposed Budget
		2023-2024	2023-2024	2024-2025	2025-2026
Highway Fund Income	HW Miscellaneous	1,100	990	1,000	1,000
	HW State Highway Grants	25,000		34,000	27,000
	HW State Aid	133,000	145,620	132,600	132,000
	HW Grants				
	Total Highway Fund Income	159,100	146,610	167,600	160,000

TOWN GENERAL EXPENSE BUDGET

	Approved Budget	Actual Budget	Approved Budget	Proposed Budget
	2023-2024	2023-2024	2024-2025	2025-2026
Payroll	166,423	167,726	156,890	203,264
Payroll Taxes	21,635	18,525	21,500	24,000
Cabot Appropriations	88,750	108,750	62,500	63,250
Special Service Appropriations	17,135	17,135	18,735	20,435
Audit	12,000	13,590	13,000	13,000
Legal	10,000	6,786	10,000	10,000
Computer - IT & Cyber Security	1,000	13,992	20,000	18,000
Conservation Commission	500	350	1,500	2,000
Flood Resilience Task Force			1,500	1,500
Constable	1,000	63	1,000	500
County Tax	15,000	16,291	15,500	13,992
Development Review Board	1,000	402	600	600
Dues & Subscriptions	16,000	20,538	11,500	15,000
Emergency Management	500		500	500
Emergency Transport Services			40,000	45,000
Fire Department Operations	81,250	97,577	122,900	123,042
Fire Department Sinking Fund				
General Expense	2,000	3,793	3,000	3,000
Grants Management				5,000
Health Insurance	12,200	11,500	12,200	47,218
Health Officer	500		500	
Insurance	14,000	14,687	15,000	17,243
Interest Expense	7,500	10,468	6,000	6,000
Library Expense	103,334	103,422	116,543	117,000
Lister Expense	7,617	5,176	6,200	8,000
2466 Main Street Property	2,000		-	-
Masonic Hall Expense	4,000	20,863	-	-
Meetings/Elections	5,000	2,862	5,000	3,000
Office Expenses	6,000	21,819	7,000	8,500
Office Supplies	2,000	2,353	2,000	2,000
Planning Commission/DRB	2,650		2,650	2,000
Pound keeper	500		500	500
Rec. Committee Ops	10,625	18,231	10,000	10,000
Selectboard Misc.	4,000	4,570	4,000	4,000
Sheriff	7,000	7,333	8,000	8,000
Recycle Center	10,000	8,984	10,000	9,000
Tax Sale				
Tax Map			18,000	
Trails Committee	2,000	144	2,000	2,000
Trees - Ash Borer			7,000	10,000
Village Expenses	41,000	35,039	41,000	41,000
Willey Building Expenses	50,000	88,254	50,000	87,500
Zoning Admin.	500	1,252	1,000	1,000
Total General Fund Exp	726,619	842,475	825,218	946,044

HIGHWAY FUND EXPENSE BUDGET

	Approved Budget	Actual Budget	Approved Budget	Proposed Budget
	2023-2024	2023-2024	2024-2025	2025-2026
Payroll	208,624	189,972	212,588	217,240
Payroll Taxes	27,000	23,392	28,000	29,000
Bridges	2,500		1,000	1,000
Bridge Rental				3,516
Legal	500		500	500
Building Maintenance	2,000	9,348	3,000	3,000
Chloride	21,000	26,453	21,000	21,000
Clothing Allowance	5,500	5,381	4,000	5,000
Cold Patch/Sealer	9,500	339	9,500	12,000
Culverts	13,500	17,104	15,000	15,000
Equipment Lease	28,500	112,764	71,237	29,237
Equipment		65,742	-	
Equipment Repair	25,000	52,554	40,000	40,000
Equipment Loan Princ.	79,415		43,308	
Fuel Expense for Equipment	55,000	52,122	55,000	55,000
Garage Supplies	3,000	5,423	9,000	10,000
Garage Repairs		1,051	-	1,500
Gravel	80,000	84,881	90,000	90,000
Class 4 Roads Maintenance			10,000	10,000
Highway Grants			-	
Health Insurance	34,500	31,102	55,000	79,354
Highway Propane	10,000	4,404	10,000	8,000
Hired/Rented Equipment	5,000	840	8,000	8,000
Insurance	27,000	27,628	35,000	35,000
Interest-Paving Bond	2,609	1,012	2,609	1,012
Interest-Garage Bond	652	898	652	898
Principal-Paving Bond	40,000	30,000	40,000	30,000
Principal-Garage Bond	10,000	10,000	10,000	10,000
Loan Interest	11,397	11,291	6,000	6,000
Miscellaneous	1,500	2,132	2,000	2,000
Paving Misc. Projects	40,000	36,000	40,000	50,000
Paving Loan	47,166	88,265	47,000	28,456
Permits stormwater	2,000	1,350	2,000	2,000
Salt	55,000	33,994	65,000	65,000
Sand	35,000	38,931	50,000	50,000
Sinking Fund	10,000		10,000	10,000
Signs & Guardrails	7,000	3,113	10,000	15,000
Tires	20,000	14,360	20,000	20,000
Tire Chains			8,000	8,000
Transportation Planning	1,000		-	
Utilities	5,000	4,872	7,000	7,000
Total Highway Expense	925,863	986,720	1,041,393	978,712

ROAD FOREMAN - Sid Griggs

This year started out well with a mundane mud season in which the roads dried out, allowing us to start summer work earlier than usual. Off to a great start I thought until July 10th rolled around. Cabot received 9" of rain in 36 hours on top of steady, soaking rains for the month prior. Cabot suffered severe flooding on most of its roads on this date for which repairs took Aldo and I, along with the help of many local contractors. all summer and most of fall, to get back into shape for plowing. We were lucky to have a long-drawn-out fall allowing us to get the mountain of work we had to complete done before winter maintenance. The FEMA process has been a challenging one, to say the least, but we have worked very hard to answer all the questions they've had to keep the process moving. The Town has five projects that need repairs above and beyond the level of the previous state to prevent further damage in the future. They are Blodgett, Jug Brook (2), Menard, and Mack Mountain. The town has received extensions from the state and FEMA to get engineering done to move these projects along and potentially be completed in the following construction season.

Winter was one of the worst I have ever experienced as far as winter road maintenance goes. We were lucky to plow on frozen surfaces only a handful of times which meant the rest of winter plowing on rough, rutted road surfaces was extremely hard on the equipment. Aldo and I hauled gravel for two weeks in December when the first of four mud seasons hit us. Once the gravel pits closed, I decided to take the grader out as the temperatures dropped, to smooth up the road surfaces so we wouldn't be faced with several areas of frozen mud ruts. This worked well for the most part and saved on the gravel budget extensively.

In January the town hired Tom Dailey of Woodbury onto the road crew. He was a fuel technician with Bournes Energy. Since joining Aldo and me, he has fit right in with us, is willing to learn and is doing a great job with any task brought before him. We are grateful for him being here!

Spring mud season wasn't all that bad because we had frozen and thawed so many times during the winter months, I don't believe there was much frost to speak of. We got off to a great start with summer work, but hit the back seat when a large hole appeared in the road over on Mack Mountain Road. The old stone culvert had one headwall on the inlet end fail, causing material to fall away from the road, making it unsafe for local traffic.

Luckily the state had one more temporary bridge we could rent and within 5 days we had the road back open. I am very proud of the work we are accomplishing and how we are doing it. We are using new methods, some outside the box, which are making us more efficient and saving money to boot! The weather is changing, which is forcing us to think differently about many aspects of this job. I always have public safety in mind, and we work hard to keep everyone moving safely on our roads.



**TOWN GENERAL FUND BALANCE SHEET
AS OF JUNE 30, 2024 (FY24)**

ASSETS

Current Assets

Checking/Savings

1003 · Passumpsic Bank #4661	90,369.84
1004 · Community National Bank	72,084.95
1004.a · Comm Nat'l Bank Non Arbitrage Chkg	-74,027.28
1004.b - Comm Nat'l Bank Flood Relief	14,924.48
1005 · Petty Cash	200.00
1006 · Reappraisal Fund Savings Acct	52,490.81
1007 · Passumpsic Sinking Fund	35,148.62
1008 . Fire Dept - Donations	7,622.68

Total Checking/Savings	198,814.10
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Other Current Assets

1584.ww. Due from WW	123,784.89
1584d. Due from Del. Tax Collector	-300.00

Total Current Assets	123,484.89
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TOTAL ASSETS

322,298.99

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Other Current Liabilities

Due to Fire Department	300.00
Due School Fund	41,883.14
1586 · Solid Waste - REFUNDABLE DEP.	300.00
1589 - Initial Flood Relief Loan	1,000,000.00
1590 - Flood Relief Line of Credit #1	500,000.00
1591 - Flood Relief Line of Credit #2	675,000.00
1592 - Flood Relief Line of Credit #3	500,000.00

Total Other Current Liabilities	2,717,483.14
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Total Current Liabilities	2,717,483.14
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Total Liabilities	2,717,483.14
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Equity

1703 · Retained Earnings	264,065.19
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Net Income	-2,659,249.34
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Total Equity	-2,395,184.15
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TOTAL LIABILITIES & EQUITY

322,298.99

TOWN GENERAL FUND PROFIT & LOSS STATEMENT
FISCAL YEAR ENDING JUNE 30, 2024 (FY24)

Ordinary Income/Expense

Income

1445 · Administrative Charges	10,000.00
1447 · Conservation Comm	500.00
1450 · Education Billing Fee	0.00
1475 · Equalization	893.00
1500 · Current Taxes	1,130,400.17
1501 · Land Use - Hold Harmless	120,963.00
1506 · State PILOT	8,584.33
1570 · Land Use Change Fee	3,173.00
3000 · Clerk Fees	20,694.58
3030 · Land Record Restoration	3,739.00
3200 · Delinquent Taxes	117,298.81
3250 · Grant	19,000.00
3275 · FD Income	7,907.54
3300 · Interest Income	12,347.22
3390 · Library Income	2,211.48
3400 · Misc. Income	2,309.06
3496 · Re-Appraisal - RESERVED	7,590.50
3600 · Recreation Income	16,209.37
3645 · Masonic Hall Fees	157,150.00
3648 · Sheriff Fines	1,168.37
3649 Trails Committee	500.00
3650 · Willey Bldg Rent Fees	7,738.89
HF3030 · Miscellaneous Income	340.14
HF3032 · Driveway Permit	300.00
HF3033 · Excess Weight Permits	470.00
HF3785 · State Aid	145,619.91
HF3787 · State Highway Grants	4,000.00

Total Income

1,801,108.37

Gross Profit

1,801,108.37

Expense

Payroll Expenses	190,129.70
Payroll Taxes	20,315.20
4000 · Appropriations	125,885.00
4001 · Audit	13,590.00
4002 · Legal	6,786.49
4036 · IT & Cyber Security	13,991.56
4038 · Conservation Committee	350.21
4039 · Constable	62.50
4040 · County Tax	16,007.48
4044 · Delinquent Collector Fee	11,580.39
4045 · Development Review Board	402.36
4046 · Dues & Subscriptions	20,537.68
4050 · FD Expenses	97,577.25
4110 · General Expense	3,587.71

4120 · Grants	2,747.50
4130-1 · GF Health Insurance	11,534.08
4140 · Insurance	10,552.62
4150 · Interest Expense	10,468.32
4200 · Library Operations	105,633.16
4300 · Lister	5,176.15
4400 · Masonic Hall	20,862.86
4500 · Meeting Elections	2,861.83
4600 · Office Expenses	21,818.57
4700 · Office Supplies	2,352.56
5550 · Rec Committee Operations	7,283.58
5600 · Records Restoration	2,040.00
6000 · SB Miscellaneous	4,569.53
6051 · Sheriff	7,617.30
6070 · Recycle Ctr	8,983.73
6175 · Trails Comm	-22,131.66
6200 · Willey Bldg Expenses	52,479.22
6300 · Village Expenses	35,039.19
6360 · Zoning Admin	1,252.38
HF4002 · Building & Garage Maint	9,348.47
HF4004 · Chloride	26,453.01
HF4006 · Clothing Allowance	5,381.33
HF4007 · Cold Patch	339.17
HF4010 · Culverts	17,104.28
HF4028 · Equipment Lease	112,764.23
HF4029 · Equipment	65,691.94
HF4030 · Equipment Repairs	52,722.42
HF4055 · Fuel Exp/Equipment	52,122.37
HF4060 · Garage Supplies	5,422.91
HF4060a · Garage repair	1,051.20
HF4061 · Gravel	84,881.12
HF4089 · Furnace Oil/Propane	4,403.87
HF4090 · Hired/Rental Equipment	840.00
HF4095 · Highway Insurance	65,984.88
HF4110 · Bond Interest	1,909.80
HF4120 · Bond Principal	40,000.00
HF4130 · Loan Interest	11,290.64
HF4140 · Loans	88,265.40
HF4160 · Misc. Expense	2,095.79
HF4177 · Highway Payroll	213,364.01
HF4180 · Paving	36,000.00
HF4182 · Salt	33,993.93
HF4183 · Permits	1,350.00
HF4185 · Sand	38,930.71
HF4192 · Signs & Guardrails	3,113.34
HF4194 · Tire Account	14,359.92
HF4200 · Utilities	4,871.88
Total Expense	<u>1,806,001.07</u>
Net Ordinary Income	<u><u>-4,892.70</u></u>

BOND PAYMENT SCHEDULE (FY24)

	2021	2022	2023	2024
2014 HW Paving & Garage [\$500,000]				
Interest due 6-1	2,661.70	2,661.70	1,995.95	644.60
Interest due 12-1	2,661.70	1,995.95	1,265.20	1,265.20
Vermont Municipal Bond Principal	50,000.00	50,000.00	50,000.00	40,000.00
Total 2014 Bond Payment	55,323.40	54,657.65	53,261.15	41,909.80
 2011 FD Truck Bond [\$150,000]				
Interest due 6-1	175.70	93.48		
Interest due 12-1	175.70			
Vermont Municipal Bond Principal	10,000.00	10,000.00		
Total 2011 FD Truck Bond Payment	10,351.40	10,093.48	Paid	
Payment Schedule Grand Total	\$ 65,674.80	\$ 64,751.13	\$53,261.15	\$41,909.80

REAL ESTATE INVENTORY (FY24)

Cabot Commons - .80 acres	8,800
Cabot School - 4.80 acres and Buildings	3,000,000
Cemetery Storage Buildings	5,800
Danville Hill Road - 2.90 acres and Water Pump Building	46,000
Elm Street - 19 acres and Cemetery	31,500
Highway Garage and Salt Shed - 8.02 acres	1,000,000
Houston Hill Land Fill - 4 acres	4,800
2466 Main Street - 3.41 acres	173,900
Recreation Building and Field - 9 acres	72,100
Recycle Center and Town Storage	26,000
2639 So Walden Rd - 2.50 acres	87,700
Temporary Public Safety Building	1,000,000
Town Forest - 40 acres	40,000
US Route 2 - 4 acres	9,000
Wastewater Historical Dwelling	52,000
Wastewater Sewer Treatment Building - 9.50 acres	2,149,700
Wastewater Storage Building	12,500
Water Wells	30,700
Willey Memorial Building - .95 acres and Town Hall	314,000
	<hr/>
Total Real Estate	\$ 8,064,500

TOWN EQUIPMENT INVENTORY (FY24)

	VALUE
Cemetery Water Tank	500
Cemetery Small Hand Tools	550
Cemetery 1999 John Deere Riding Mower	500
Cemetery 2000 John Deere Riding Mower	500
Fire Department Fire Station Inventory	53,000
Fire Department 2011 Pierce Saber Pumper Truck	335,000
Fire Department 2009 GMC 5500 Rescue Truck	145,000
Fire Department 1999 International 4900 Tank Truck	100,000
Fire Department Rescue Truck Inventory	75,000
Fire Department Pumper Truck Inventory	30,000
Fire Department Tank Truck Inventory	18,000
Highway Department 2015 John Deere Grader	240,000
Highway Department 2015 John Deere Excavator	100,400
Highway Department 2019 John Deere Tractor/Roadside Mower	118,000
Highway Department 2015 Trailer	10,000
Highway Department 2018 Komatsu Loader	55,000
Highway Department 2001 International Truck and Plow	10,000
Highway Department 2017 International Truck and Plow	95,000
Highway Department 2014 Freightliner Truck & Plow	60,000
Highway Department 2018 Western Star Truck and Plow	114,000
Highway Department 2014 GMC Sierra Truck and Plow	15,000
Highway Department 2020 Skid Steer	40,000
Highway Department Plows and Sanders	5,000
Highway Department Chipper	2,200
Highway Department Chainsaws	800
Highway Department 2 Welders	200
Highway Department Culvert Thawer/Pressure Washer	3,000
Highway Department Generator	6,000
Highway Department Small Hand Tools	10,000
Town Clerk Office Computers/Printers	9,500
Town Clerk Office File Cabinets/Safes	10,000
Town Clerk Office Furniture/Fixtures	20,000
Lister's Office Computers/Printer	2,000
Zoning Office Computer/Printer	12,000
Town Library [in the Willey Memorial Building]	127,000
Total Equipment Value	\$1,823,150

TOWN SALARIES 2024

Aldo Nunn	Road Crew	57,453.38
Amanda Otto	Children's Librarian	23,746.14
Amy Monahan	Treasurer	30,040.00
Anne Miller	Library Substitute	90.00
Betty Ritter	Clerk	61,095.24
Brittany Butler	Lister/Zoning Admin	13,563.66
Christina Sacalis	Library Substitute	1,080.00
Davey Chase	Road Crew	5,312.50
Fred Ducharme	Selectboard Member	1,000.00
Grace Hoffman	Library Substitute	660.00
Harry Dailey	Road Crew	3,537.50
Jacqueline Lumbra	Lister	10,336.06
Jeanne Johnson	Lister	23,619.35
Jessica North	Rec. Committee Coordinator	5,196.00
Karen Larsen	Selectboard Member	1,000.00
Kathleen Hoyne	Librarian	57,841.65
Lori Augustyniak	Trails Committee Grant	2,800.00
Michael Hogan	Selectboard Chair	1,050.00
Michelle Leclerc	Asst. Clerk & Treasurer	22,976.79
Richard D. Eno	Selectboard Member	1,000.00
Shianne Charette	Library Summer	1,432.50
Shirley Ducharme	Asst. Clerk & Custodian	59,158.64
Sidney Griggs	Road Foreman	85,159.76
Susan Carpenter	Delinquent Tax Collector	11,040.57
Thomas Dailey	Road Crew	61,019.50
Walter Bothfeld, Jr.	Selectboard Member	1,000.00
	TOTAL	<u><u>\$542,209.24</u></u>

**CABOT COMMUNITY INVESTMENT FUND
BALANCE SHEET as of JUNE 30, 2024 (FY24)**

ASSETS

Current Assets		
Checking/Savings		
Admin Fund Checking	1,782.74	
Scholarship Admin Checking Acct	898.57	
Total Checking/Savings	<u>2,681.31</u>	
Accounts Receivable		
Accounts Receivable	-66,303.94	
Total Accounts Receivable	<u>-66,303.94</u>	
Total Current Assets	<u>-63,622.63</u>	
Fixed Assets		
Contra Accts Receivable	58,371.16	
Total Fixed Assets	<u>58,371.16</u>	
Other Assets		
Trust Accounts		
Scholarship Endowment Trust Acc	240,449.95	
CCIF Funds Trust Account	695,354.57	
Total Trust Accounts	<u>935,804.52</u>	
Wastewater Loan - due 2031	405,500.00	
Wastewater Loan - due 2031	75,000.00	
Total Other Assets	<u>1,416,304.52</u>	
TOTAL ASSETS	<u>1,411,053.05</u>	
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Town Garage Short Term Loan	-24,789.31	
Total Current Liabilities	<u>-24,789.31</u>	
Equity		
Retained Earnings	1,355,124.75	
Net Income	80,717.61	
Total Equity	<u>1,435,842.36</u>	
TOTAL LIABILITIES & EQUITY	<u>1,411,053.05</u>	

CABOT COMMUNITY INVESTMENT FUND
PROFIT & LOSS STATEMENT as of JUNE 30, 2024 (FY24)

Ordinary Income/Expense

Income

Miscellaneous Income	0.00	
Community Loan Interest Income		
Cabot Common 50K Interest	861.31	
Total Community Loan Interest Income		861.31
Income From Trust & Check Accts		
Bank Interest		
Scholarship Admin Checking	1.41	
CCIF Admin Checking Acct Int	2.70	
Total Bank Interest		4.11
CCIF Fund Trust Acct Earnings		
Realized gains/(losses)	-26,420.71	
Foreign tax withheld	0.00	
CCIF Trust Acct - Change in Mkt Value	94,030.46	
CCIF Trust Acct - Div & Int	23,927.27	
CCIF Trust Acct - Fees to Union Bank	-7,420.46	
Total CCIF Fund Trust Acct Earnings		84,116.56
Total Income From Trust & Check Accts		84,120.67
Loan Repayments		-4,264.37
Total Income		80,717.61
Gross Profit		80,717.61
Expense		
Debt Service - Town Garage Interest		
Administrative Expenses		
Accounting and Auditing Service	775.00	
Total Administrative Expenses		775.00
Total Expenses		775.00
Net Ordinary Income		79,942.61
Net Income		79,942.61

Cabot Community Investment Fund

On Town Meeting Day 2023, Cabot voters agreed to a proposal from our CCIF Committee to sequester most of the money in the Fund for two years to allow it to recover and grow in value following previous losses. Also in 2023, our Committee voted to increase the portion of the fund dollars invested in stocks from 50% to 60% and to decrease the portion invested in bonds from 50% to 40%. Taken together, these two changes have worked to increase the Fund's value during the past two years.

In January of 2023, the value of CCIF's general fund stood at \$521,017. At the end of December 2024, it had increased to \$703,720- a gain of 35% over two years. Over the same two-year period the CCIF's Scholarship Fund grew by 19%- from \$211,215 to \$251,319.

The overall increase of these funds together has been 30% since the start of 2023. Given this growth, our Committee did not see it necessary to continue to sequester the CCIF Fund beyond March 2025.

In October, Cabot's Selectboard drew up a proposal to abolish the plan that currently guides the use and oversight of CCIF funds. This proposal would combine the funds now in the CCIF General Fund and the CCIF Scholarship Fund into a single entity: the "Community Investment Program" or "CIP". According to this proposal (to be voted on by Cabot voters on Town Meeting Day 2025), the CCIF funds that have for 30+ years supported a wide range of Cabot businesses and nonprofits, as well as the Cabot School and the Town of Cabot, would in future be limited to funding capital projects in Cabot identified by the Selectboard. The current CCIF Committee would be dissolved and replaced by a four-member group (whose members need not be Cabot residents) that would act as fiscal managers of the CIP Fund. After a lengthy discussion and review of the Cabot Selectboard's "CIP" proposal, our CCIF Committee voted unanimously not to endorse it.

Respectfully submitted,
Greg Burt

CABOT COMMUNITY INVESTMENT PLAN 2025 PROPOSED

INTRODUCTION

The Cabot Community Investment Fund (formerly Urban Development Action Grant, or UDAG) has been in existence since 1991. It consists of funds granted to the Town of Cabot in 1986 by the U.S. Government in the amount of \$2 million, on condition the funds be lent by the Town to the Cabot Farmers' Co-Operative Creamery at a discounted rate of 4% to help finance its expansion. The Creamery would repay that loan over a period of ten years. The final payment was received in 1996.

In 1992, Town Meeting voters approved the first UDAG Plan, to be overseen and administered by a committee of five. Under this Plan and successive revisions, two separate investment account were established, a CCIF (UDAG) Fund to make grants and loans for large public projects (among them Cabot Commons, Willey Building restoration, Cabot School Performing Arts Center, Cabot Municipal Wastewater System) and also for small businesses, local organizations and non-profits. A separate Scholarship Fund made small grants for continuing education to qualifying Cabot adults and Cabot School seniors.

Over the last decade, it seems that the two funds, CCIF and Scholarship, have been underutilized and, from time to time, uncertainly managed. In the aftermath of our catastrophic floods, the need has become clear for more focused investment in housing, commerce and municipal infrastructure. About \$1 million remains in two funds, but the value of that asset diminishes with inflation. In order to support a more active municipal investment strategy, a new CCIF Plan is hereby proposed.

THE PROPOSED CCIF PLAN OF 2025

All previous plans are hereby revoked.

THE TWO FUNDS SHALL BE COMBINED INTO ONE

All CCIF assets shall be merged into a single brokerage account, which shall be managed according to this plan. Henceforth, the CCIF shall consist of single fund, to be deployed in furtherance of the **CCIF INVESTMENT PROGRAM (CIP)** as described in this plan.

THE CABOT COMMUNITY INVESTMENT PROGRAM (CIP)

The objective of the CIP is to promote economic development in the Town of Cabot. "Economic development", as used in this plan, shall be understood to mean any one or combination of the following:

- 1) Creation of new commercial enterprise;
- 2) Expansion of existing commercial enterprise;
- 3) Job creation;
- 4) Development of property for commercial use;
- 5) Development of multi-family housing;
- 6) Enhancement of municipal infrastructure to support the above.

SUPPORT FOR CAPITAL PROJECTS ONLY

The CIP will support only capital expenditures and projects and only within the Town of Cabot, subject to the approval at Town Meeting. All CCIF funds are hereby allocated and appropriated for the CIP, and, with the exception of such monies as are necessary to pay administrative expenses and to meet outstanding obligations, no use may be made of these funds other than to carry out the CIP in accordance with the terms of this plan.

The CIP shall consist of grants or loans for capital projects that promote economic development in the Town of Cabot. "Capital Project", as used in this plan, shall be understood to mean:

- 1) Any project, by a private or public entity, involving the purchase, construction, improvement, renovation or expansion of a commercial premise or facility, that promotes economic development as defined above;
- 2) Repurposing, by a private or public entity, of existing infrastructure for commercial enterprise that promotes economic development;
- 3) Purchase, construction, improvement, renovation or expansion of a municipal premise or facility to support or sustain commercial activity therein or thereby.

Only Capital Projects within the Town of Cabot shall be eligible for funding from the CIP. Such funding may take the form of grants, loans or ownership investments, and such funding may provide matches towards grants obtained from other sources.

THE ROLE OF THE SELECTBOARD

The Selectboard shall carry out the CIP by choosing from time to time appropriate opportunities and projects for disbursement, lending or investment of CCIF funds within the Town of Cabot, in accordance with the criteria in this plan. Any proposal for such disbursement or investment, beyond CCIF administrative expenses or payment of outstanding CCIF obligations, must be approved by an Australian Ballot vote at a regular or special Town Meeting. Any project proposed for CIP funding must be presented and discussed at two public hearings at least 30 days apart, the second of which must take place no less than two weeks before the vote. CIP hearings may be concurrent with Selectboard meetings.

A description of any project to be brought before Town Meeting for a vote must be made public in writing, posted in three public locations, published on the Town of Cabot website, posted to Front Porch Forum and Cabot Connects or comparable and moderated social media, made available at the Town Office, and published in whole or summary in the Cabot Chronicle or other print media in general circulation in the Town of Cabot no later than two weeks before the first public hearing.

The project description must include the following:

- 1) All relevant municipal permits, including such maps and images as are required for such permits under Town of Cabot codes and ordinances or state or federal law, though permit applications do not need to be obtained before a project is approved;
- 2) Estimated costs, including grant writing and application fees, projected legal fees, interest payments, and any other foreseeable expenses;
- 3) Estimated construction time and completion date;
- 4) Funding design, including all potential grants and loans other than CCIF loans and grants, though such other grants or loans do not need to be applied for or obligated before a project is approved;
- 5) Any maintenance or other costs going forward for which the Town may be obligated, but such obligations may not incur expenditures of CCIF funds;
- 6) Consistency with the Town Plan;
- 7) Consistency with the CCIF goal of “economic development” as described in this plan;
- 8) Consistency with definition of “capitol project” as described in this plan.

The Selectboard shall have final authority over the management of CCIF funds, notwithstanding the role of the CCIF Committee (see below), and, once a CIP project is approved by voters, over its execution.

Any warned Town Meeting article to approve a CIP proposal must be worded to “authorize the Selectboard to spend up to” a specified amount of CCIF funds on the project in question; and to “spend such grant funds as may be applied for and received” in support of the project in question and; to “authorize the Selectboard to borrow up to” a specified amount from lending institutions, should such borrowing be part of the funding design in the project description.

THE CCIF COMMITTEE

The Selectboard shall appoint a CCIF Committee to consist of four members, one of whom shall be the Town Treasurer ex officio. The Committee:

- 1) Shall establish any brokerage and bank accounts, including checking accounts, it deems necessary to fulfill the purposes of this plan;
- 2) Shall have responsibility for managing the CCIF investment portfolio and ensuring that the portfolio has a cash component for paying current obligations, administrative costs and disbursements for CIP projects or is linked to a cash or bank account for such purposes;
- 3) Shall have the authority to instruct the CCIF account manager to buy or sell holdings in the CCIF investment portfolio;
- 4) Shall have the authority to make payments from the CCIF cash account on outstanding obligations and for administrative costs;
- 5) Shall arrange for the disbursement of funds to carry out CIP projects upon and according to instructions from the Selectboard;

- 6) Shall report to the Selectboard quarterly, in person or in writing, on the status of the fund, any changes made in the investment account, and any recommendations for action by the Selectboard.

CCIF Committee members need not be residents of the Town of Cabot. They shall serve at their own pleasure and at the pleasure of the Selectboard. The CCIF Committee shall organize itself according to its best judgement and shall meet at its own pleasure.

The Town Treasurer, as a member of the CCIF Committee, and the chair of the Selectboard shall have signing authority for any checks issued against CCIF funds.

RULES FOR EXECUTING THE CCIF PLAN

The Selectboard, in consultation with the Planning Commission, the Listers and the Zoning Administrator, shall devise the rules and procedures for carrying out this plan and any CIP projects approved by the Town Meeting voters. These rules and procedures shall be printed out and made available at the Town Office and posted on the municipal website, as shall any changes to the rules and procedures. Such rules and procedures may be submitted to the Town attorney for review and advice, at the discretion of the Selectboard; and upon advice of counsel the Selectboard shall have the authority to make changes in the rules and procedures without further consultation; but such changes shall be made public as per the above.

CEMETERY COMMISSION FINANCIAL REPORT (FY24)

Ordinary Income/Expense		
Income		
Appropriations	20,000.00	
Burial Income	8,780.00	
Dividend & Interest	8,485.87	
Donations	1,000.00	
Lot Sale	485.00	
Perpetual Care	5,005.00	
Total Income	<u>43,755.87</u>	
Expense		
Advertising and Promotion	0.00	
Burial Expense	5,600.00	
Contract - Lawn Maintenance	16,800.00	
Insurance Expense	173.68	
Repairs and Maintenance	5,715.05	
Supplies	384.05	
Total Expense	<u>28,672.78</u>	
Net Ordinary Income	15,083.09	
Other Income/Expense		
Other Income		
Interest Income	49.97	
Net Other Income	<u>49.97</u>	
Net Income	<u><u>15,133.06</u></u>	

CEMETERY COMMISSION ANNUAL REPORT (FY24)

Cabot Cemetery Commission is pleased to award the three-year maintenance contract (2025 through 2027) again to Joe Mangan and crew, who do an excellent job caring for all of the seven cemeteries. It was a challenge this year to find workers to work on projects.

Board members Ruth, Cedric, and Melvin, and volunteer Gail Greaves, scraped and painted the roadside fence on Cabot Plains. Cedric and Melvin also replaced a number of decrepit two by fours on the south fence side.

The Board also hired Joe Mangan to clean 100 stones at the Village Cemetery. Clean stones look amazing, and we hope to clean even more in 2025. We also have hopes of removing some more old dangerous trees in 2025. The Board considers it prudent to remove these trees before they fall and damage cemetery stones.

The Board would like also to thank Cabot citizens for our annual appropriation that supported our work.

Respectfully submitted,

Melvin Churchill, Chair

Cedric Alexander

Debra Bothfeld

Ruth Goodrich

Angela Ward

Conservation Committee

Public education and outreach events conducted in 2024 included:

- February 11 – A presentation on Beaver Management and Living with Beavers by Tyler Brown, Vermont Fish & Wildlife
- May 19 – Bird Walk near the shores of Joe’s Pond and the Lamoille Valley Rail Trail, led by Tom Berriman of NEK Audubon. 42 bird species were identified.
- June 20 – Public presentation on the Natural Resource Inventory/Natural Communities study by Matt Peters, Consulting Ecologist
- July 13 – Participated in the 2023 Flood Commemoration event in conjunction with Cabot Library and Flood Resiliency Task Force.
- The Conservation Committee worked with the Select Board to devise a plan to reduce the amount of grass mowing at the public water storage facility on Bond Hill. This plan was implemented this past year.
- A contract was awarded to Matt Peters, Consulting Ecologist, to complete the Natural Resource Inventory/Natural Communities study that began in 2020. Field work was completed with 23 properties visited. A final report will be prepared in 2025 with a public presentation of the report. Three field trips will be scheduled to visit natural communities of interest.
- The Committee prepared an update of the Natural Resources section of the Town Plan for inclusion in the Planning Commission’s plan update.
- After a presentation by the Joe’s Pond Association and follow-up discussion, the Conservation Committee recommended that the Select Board sign a petition with Danville Select Board to ban wake boat sports on Joe’s Pond due to detrimental environmental impacts. The Select Board subsequently voted unanimously to sign on to the petition which was filed with the Agency of Natural Resources.

Four Conservation Committee members are members of the Flood Resiliency Task Force that is currently working on solutions to village flooding and public outreach and education on flood resiliency.

The Conservation Committee meets on the second Monday of the month at 7 pm. Current members and terms (appointed by the Select Board) are as follows: Cedric Alexander (2027), Dawn Andrews (2025), Chris Duff (2026), Gary Gulka (2026), Roland Payne (2025).



EMERGENCY MANAGEMENT

The Emergency Management story for 2024 is a repeat of flooding of the Cabot community on July 10, 2024. The likelihood of another flood on the same date that devastated our community just a year before is unthinkable for many. While the damage to the Town of Cabot was much less the repetitive nature in which these storms are occurring has fostered more communication and emergency preparedness conversations on how to make this community even more resilient. There are many ongoing projects that will help Cabot protect itself and those downstream in the future.

Despite the challenges with volunteerism nationally, Cabot as a community is fortunate to always have the willingness and involvement of our community members to help one another and outreach to other communities who were more impacted with this round of storms. Cabot believes in paying it forward.

As EMD I continued to work collaboratively with local community members and partners to help facilitate the cleanup of homes in our area again. There has been successful collaboration between the Cabot Select board, the Town Clerk, local businesses and Vermont Emergency Management to ensure our community needs are being met at both the local and state levels.

I am thankful to the Town of Cabot Select board for the opportunity to serve the Cabot community in this capacity for a third consecutive year.

Respectfully Submitted,
Jennifer Miner
Emergency Management Director



West Shore Road damage, 2024, picture taken by Emily Sable and Joshua Pollack

VOLUNTEER FIRE DEPARTMENT OPERATIONS (FY24)

	Approved Budget 2023-2024	Actual Budget 2023-2024	Approved Budget 2024-2025	Proposed Budget 2025-2026
Income				
Appropriation	81,250	81,250	122,900	123,042
Donations				
Interest				
Misc				
	81,250	81,250	122,900	123,042

Expense

Electricity	1,800	3,155	2,700	4,200
Building Maintenance	3,180	216	-	3,000
Dry Hydrant grant/repair		4,122	5,500	5,500
Supplies	2,300	347	2,300	2,300
FAST Squad			23,300	10,000
Heating Fuel	3,700	10,318	4,700	4,800
Insurance	6,700	9,646	6,900	18,610
Members Gear	9,000	29,652	9,000	12,000
Members Support	5,000	646	5,000	5,000
Miscellaneous	1,200	1,197	1,200	600
New Equipment	8,000	3,509	6,300	5,600
Radios Repair	1,400		2,300	3,600
Sewer/Water	1,500	1,520	1,500	1,520
Dispatching Service	12,890	13,976	14,000	16,500
Telephone/Tablet	1,380	3,858	4,500	3,200
Truck Fuel	700		1,700	3,000
Training			2,000	3,500
Repair - Equipment	5,500	2,496	2,400	2,500
Repair - Truck	17,000	12,919	17,000	17,000
Sinking Fund			10,000	
Trash			600	612
Total	81,250	97,577	122,900	123,042

Cabot Volunteer Fire Department

Cabot Volunteer Fire Department (CFD) is a member of the Capital Fire Mutual Aid System which includes 22 other municipalities. Cabot Fire has automatic response agreements with Marshfield and Walden. We are dispatched via Capital Dispatch found in Montpelier VT. Our membership role is 29 with several more applications pending. In a typical year, the Fire Department responds to around 148 calls, Generally, more than 75% of the calls are fire-related, with the rest related to traffic accidents, Hazmat, alarm activation, or other emergencies. After the CFD FAST (First Aid Stabilization Team) project goes online, CFD's projected yearly call volume will be 258.

Looking forward:

As I continue to focus my main direction on member safety (mentally and physically), keeping the taxpayer's burden in check at the forefront, the support we received from the current select board as I advance the department to National Emergency Operational Standards (NEOS) has been overwhelming. I greatly appreciate their full cooperation. Equally important, I also appreciate the community (**you**) the ones we serve, and the fact that you hear our needs and support us as we move forward making Cabot a safer place to live. Because of our recent restructuring to a "professional level", our volunteers within the department went from 19 to 29, (all active). We are one of the largest fire departments in the area and among the few in the state to have successfully integrated a licensed social worker into our membership for enhanced member support after "challenging" calls. This invaluable service has been generously donated, providing our members with essential support resources. I extend my heartfelt gratitude to Kerri Moll for this contribution.

The members have been continuously donating their time away from their family members (and work) to respond to emergency calls for help. They attend countless hours of fire school and EMS training at night and on weekends, increasing their knowledge and their performance skills, spending unlimited hours on maintenance and upkeep of equipment at the station so apparatus is ready to roll at a moment's notice. The community is extremely fortunate to have these dedicated members, and I thank each one of them for their time and dedication to the community. As for the position of Chief, it's a very complex role. In addition to commanding emergency scenes, in-house training, and apparatus driver/pump qualifications reviews, the Fire Chief guides the Selectboard, the Planning Commission, and other Town public and private committees on fire safety and large public gatherings matters, including education facility's evacuation drills & preplans. This also includes site reviews for new residential and commercial developments as well as water supply extensions/locations for fire suppression and KNOX box installations (emergency key boxes). The Chief is also heavily involved in negotiating with FEMA on the town's emergency service requirements. This position is also the main contact for the International Organization for Standardization (ISO) committee for rating the Town for fire insurance rates. When I assumed the role of Chief a few years ago, the Department was assessed by I.S.O. with a rating of "7.7," where "1" represents the highest performance and "10" the lowest. This rating was unsatisfactory, prompting me to set a target of achieving a rating of 3. Lower ratings would result in any structures within a three-mile radius qualifying for reduced fire insurance rates. I have had many meetings with ISO to work on this goal and the rating is shifting towards the better, however, the official rating has not been released at the time of this submittal. One of the Strategies to further lower this rating in the near future is not only having a National Fire Prevention Association (NFPA) approved station to properly address carcinogens but also installing more dry hydrants (emergency access systems to water from a pond) in Cabot. And replacing the small 1600-gal 24-year-old tanker with a new 3000-gal tanker. All these items (or lack thereof) are a negative hit to your fire insurance rating. The Chief is also in charge of the newly formed upcoming EMS FAST Squad, and internal running the day-to-day operations of the department.

It is evident that the role of the chief involves numerous responsibilities. On average, 31.3 hours per week are dedicated to this "volunteer" position, encompassing various tasks and including managing 1000s of emails, reports, and phone conversations, attending both local and out-of-town meetings representing Cabot's emergency service, and covering extensive travel on personal vehicles. Providing some type of Town compensation for this highly essential and currently voluntary position in the future should be considered.

As we entered the summer of 2024, the fire department was pleased to move into our temporary facility. This current building, while functional, is not intended to be a permanent firehouse. It has not been designed, approved, or engineered to comply with the comprehensive NFPA requirements adopted by the State of Vermont but serves as a short-term solution. Achieving full compliance will require significant funding, engineering, and space. The future permanent station will meet all necessary milestones and standards. In the meantime, all members were pleased to secure nearly \$2,000,000 worth of equipment in a temporary controlled environment and position our apparatuses closer to the town center for quicker emergency response.

With regards to the temporary building, the town will have the option to decide what to do with the structure after we move into our permanent facility. This temporary structure is located right next to the pavilion, the new basketball court, and the reconditioned soccer field so the possibilities are endless for our youths if the town desires to purchase the building from FEMA at a highly discounted rate and keep it. Or it could be leased out or relisted for sale. The choice is yours.

Status of CFD First Aid Stabilization Team (FAST Squad)

The voters of the town of Cabot approved money for the fire department to start a FAST (First Aid Stabilization Team) squad. This has been a long process to acquire the documentation, equipment, communication needs, and license needed to perform this service. We have 5 members who are already licensed in the state of Vermont in the rank of EMT (Emergency Medical Technician) or above, 4 who hold a VEFR (Vermont Emergency First Responder) certification and there are 8 others moving forward to obtain new EMS certification. We are eager and willing to assist with the emergency medical needs of Cabot's community members when everything is properly aligned to my satisfaction.

How is CFD equipment?

One of the milestones that we have just recently reached was temporarily upgrading our self-contained breathing apparatus (SCBA's) the firefighter's lungs. SCBA supplies fresh air to a firefighter when on scene. This move brought the Town of Cabot back into "compliance status" with NFPA for SCBA use. This was achieved by purchasing "used" SCBA equipment from another department that just did an "early" upgrade. SCBA has a 15-year life before NFPA requires them to be pulled from service. Unfortunately, the cost for one new SCBA is \$10,000 and I felt that the town did not currently have \$150,000 for this task. With all of ours out of compliance and failing, I moved to purchase 15 used SCBA that still had a shelf life of 2.3 years for \$6000 total. Now back into compliance and safer for our members to use, we will aggressively continue to search for grants, so the full burden is not placed on the taxpayers.

What are the Challenges /Needs:

The Cabot Fire Department has identified several issues relating to the firehouse, water availability, membership, radio equipment, road access, EMS service, and other issues which follows.



Cabot Volunteer Fire Department, 2025, picture by Brittany Butler

Emergency Service Task	Priority	Status
<p>The Temporary station. Currently, carcinogens that are produced at emergency scenes are not properly DECON at the temporary facility when equipment/personnel are returned as per NFPA 1500.</p>	<p>EXTREMELY HIGH The health (mentally and physically) of the volunteers is at risk as per NFPA 1500 and countless proven studies. The apparatus is also not protected with a sprinkler system as per NFPA 13</p>	<p>The new Cabot Public Safety Building facility is in the final design phase to meet all NFPA & State of VT requirements. Possible funding is being reviewed by utilizing FEMA and other outside agencies. USDA awarded just over 5 million to contribute to the project. A new station will also help lower the ISO rating for the Town and be a main complex for all Town municipal emergency services. The building will also house the Emergency Operation Center (EOC) when needed and be a prime candidate for a regional firehouse if the State continues to move in that direction.</p>
<p>Emergency source of Water. The Fire Department is looking to add additional sites for dry hydrants to the existing 13 locations</p>	<p>Medium Additional water sources are imperative for 2nd supply source availabilities</p>	<p>Two new sites are being considered and are being negotiated with landowners. A tax break is now available to all landowners if the pond has a dry hydrant installed and is certified by the Chief and the system provides 1000 GPM of water minimum for 15 min. CFD will utilize grants for 75% of the cost of installation.</p>
<p>Volunteers: Increasing Firefighting positions/administration positions to ensure adequate response, especially during the day.</p>	<p>Medium The type of emergencies we now respond to in this day and age is complex regardless of whether it is before, during, or after the call.</p>	<p>The newly formed membership team is steadily increasing the membership roster (from 19 to currently 29) to meet town demands/needs. Advance training is applied to all members.</p>
<p>Class 4 road accessibility & private driveways</p>	<p>High Difficulty reaching landowners with full-size equipment. Most of the 7.7 miles of class 4 roads have low-hanging vegetation obstructions preventing larger emergency apparatus from accessing these remote areas. Long private driveways mirror the same concern. Private bridges must be engineered certified and plaque-rated for the maximum weight of apparatus to cross. Adequate road width and turnaround areas are needed in driveways to permit tanker trucks and other apparatus to reach structures.</p>	<p>Public awareness programs are in place to educate these landowners to trim vegetation, widen roads and install impervious areas for turnaround. A smaller apparatus with very limited pump ability and onboard water storage is being considered.</p>

Radio / Communication	High Our current radios (8 portables and 6 mobiles) that are 15 years old are an equipment model line no longer serviceable as per Motorola.	Grants have been applied for the replacement of the equipment (estimated cost \$95,285.00) These radios are specifically designed and programmed to now be required to have "private channels" so the general public cannot monitor the frequency.
Self-Contained Breathing Apparatus (SCBA)	Extremely High The self-contained breathing apparatus (SCBA) that the department currently owns is used equipment purchased from another FD. So we can comply with NFPA 1981 during the next 2+ years	Grants have been applied for the replacement of 15 packs (estimated cost (\$150,000.00). CFD has a 2 + year window to fully address this.
First Aid Stabilization Team (FAST Squad)	Extremely High Faster additional assistance is needed for EMS calls.	The Department has started a FAST Squad consisting of the members noted above to respond to EMS calls to help stabilize the patient and perform life-saving measures till a transport agency (ambulance) arrives. CFD FAST Squad should be online around July 2025. A FAST squad cannot transport to the hospital.
Water Tanker Apparatus MUST be replaced after 20 years of service (NFPA 1911),	Extremely High The current tanker is 24 years old and only holds 1600 gallons of water (the smallest tanker in the area). An average structure fire requires an excess of 55,000 to 68,000 gals of water to extinguish. Many times, we run low/out of water during firefighting operations.	Sinking funds have been implemented and grants are being applied for a new 3000-gallon tanker. (Estimated replacement cost \$550,431.00) This new unit will also be a Pumper/tanker so when our primary engine is out for service for repairs, the Town still holds ISO-approved fire suppression coverage.
Fire Fighter Gear (Maximum firefighter gear life is 10 years- NFPA 1851)	Medium The average cost to outfit a firefighter is \$5500. This includes a helmet, Bunker pants, Firefighter coat, gloves, flashlight, Nomex hood, and boots.	Budget items are implemented into the operating budget due to NFPA setting now higher requirements for firefighting gear. Costs have increased. Grants and comparison shopping is an ongoing daily objective.

In conclusion, the Cabot Fire Department appreciates the support provided by the Cabot Community. The community's responsiveness to our needs allows us to perform our duties professionally when responding to emergencies.

When you dial 911, We are 911.

Be Safe!

Chief Deasy



Cabot Emergency Ambulance Service Inc.

2426 US RT 2, Cabot, Vermont 05647

Cabot Ambulance Report

Cabot Ambulance wishes to thank the citizens of the town for your continued support & donations. The spirit of Volunteerism is alive and well, continuing in the tradition of Frank & Virginia Caffin. Every year the Virginia Caffin award is presented to that individual in District 6 who has shown the true spirit and dedication to EMS service that they exemplified. We have among our own citizens, a recipient of that award in Jennifer Miner, a long term member of Cabot Ambulance and former president. Jennifer and her husband Charles recently retired from EMS service after many many years of hard work & sacrifice to perform this vital public service. We thanked with a beautiful plaque as a remembrance.

We received a total of 97 calls in Cabot and the surrounding communities for mutual aid in 2024. As our ranks have increased, our response rate has increased over the last quarter of 2024 to 100% with only one transport assistance from a mutual aid partner. We have given assistance to E. Montpelier as mutual aid and are participating joint training with them to improve skills on a wide variety of topics. We have new members, returning members & at least 3 members stepping up their commitment by taking training to certify at the EMT level.

Our ambulance is in great shape, working well and our maintenance officer is doing a great job. We are pursuing grants and researching a new ambulance as an investment in the future. We have several options of locations to build a dedicated facility to build a station for our service.

Thank you

Cabot Ambulance Staff

Flood Resiliency Task Force

The Flood Resiliency Task Force has had a busy and productive year. In January 2024, the Town applied for and subsequently received an Advance Assistance grant that enabled us to hire an engineering firm, SLR Consulting of Waterbury, to study the two tributaries in the village, that caused millions of dollars in damage to municipal and private properties in July 2023. SLR modeled the tributaries and their storm flows in worst-case scenario storm events, and evaluated alternative solutions that would minimize or eliminate future flooding events.

We were also successful in obtaining a grant from the VT Community Foundation to support public outreach and education on flood mitigation options. For the first of those sessions, we teamed up with the Cabot Library on the “After the Flood” festival on July 13, to coordinate the educational exhibits. That event had over 200 attendees. We are planning on future outreach and education to advance townwide climate resiliency.

On September 18, we held a public meeting to inform the community of the study SLR study and receive comments and answer questions. On November 6, another public meeting was held to review SLR’s alternatives report and their recommendations. After this, the Task Force advised the Select Board on the alternative solutions to pursue. The Select Board agreed to the Task Force recommendations which included a new bridge to replace the twin culverts under the Cabot Garage and a new and elevated bridge to replace the existing bridge on the northern tributary next to the rec field. In both cases, these recommended structures would vastly expand the head space to pass water in the channels and minimize debris accumulation that happened in July 2023. Other stream modifications to be pursued include stream widening and stabilization, stone retention walls, and a flood bench to capture high stream flows without topping the streambanks.

As of this writing, SLR consulting is completing concept design of all these modifications and developing cost estimates for full engineering design and construction. This information is being used in a FEMA Hazard Mitigation Program grant application we’re preparing that, if successful, will allow us to complete this work in a few years. FEMA has awarded the State of Vermont about \$90 million for flood mitigation work related to the July 2023 flood, and we know there are abundant statewide needs for this competitive funding, but we hope our projects will rank high. We also tallied damage estimates from the storm, including municipal, homeowner, and business damages. This is important to justify the cost versus the benefits of the projects.

The Town received a grant to buy out the Cabot Garage to allow for a bridge across Main Street and stream widening. The property owner has the option of accepting or not accepting the buyout for the appraised value of the property. We are seeking a site in the village to relocate the business and are hoping for a state planning grant to evaluate sites and do design work. We’ll be asking for public input on site ideas and selection.

In November, the woody debris and log jams just a couple hundred yards upstream from the Willey Building were removed to avoid future culvert blockage in the village. More work will need to be done in this area under a future grant.

The Flood Resiliency Task Force has regular remote meetings on the first Wednesday of each month at 6:30 pm. The public is invited to participate.

Task Force Members: Gary Gulka (Chair), Peg Elmer Hough, RD Eno, Chris Tormey, Chris Duff, Thomas Dunbar, Dawn Andrews, Roland Payne, Jr., Karen Deasy, Michele Braun (Friends of the Winooski)



West Hill Pond Dam

The West Hill Pond, and the 1820 dam that created that body of water, has a rich history of uses ranging from power creation for timber and milling operations, to ice harvesting, to water flow control for a downstream dam in Lower Cabot. As most Cabot residents and many visitors know, the West Hill Pond is also a place of great beauty: fifty-one acres of water, ten to fifteen feet deep, are held back by a historic granite dam reinforced by concrete and a 140-foot earthen embankment. The Pond is fed by drainage from 2.3 square miles of mixed-use land and supports robust aquatic, avian, and mammalian populations. It is a favorite spot for locals and visitors alike and most summer evenings see the presence of kayakers, canoeists, and fishermen. The State of Vermont maintains a public boat launch on the Cabot Road just past the four-corners and the fire departments of both Cabot and Woodbury have had occasion to draw from the dry hydrant on the Coits Pond Road. Apart from the State boat launch, the shoreline is privately owned by eleven property owners, the majority of whom are seasonal residents with deep roots in Cabot and a great love for the Pond.

For more than two hundred years, the dam and earthen embankment have been privately owned and managed and neither has ever been operated, maintained, repaired, or modified by the Town of Cabot. That tradition of private stewardship continues today, with the West Hill Pond Association taking a leading role in monitoring the dam. A new challenge has, however, emerged in the last two years.

The extreme rainfall of July 2023 and July 2024 brought the full attention of Vermont's Dam Safety Program (DSP) to Cabot. The DSP is a State Agency tasked with monitoring and regulating every non-Federal and non-power dam in the State. Their authority over private dams like the West Hill Pond Dam was confirmed by the Legislature in 2018 and 2020 and protocols that define ownership, assessment, and maintenance standards were codified at that time in State Statute 10 VSA, Chapter 43.

It is important to note, however, that the State's interest in Cabot -and in West Hill Pond Dam- is not new. Vermont is home to hundreds of historic dams that fall under a variety of ownership structures and maintenance protocols and the State has a role in monitoring dams of all descriptions for public safety reasons. In 2001, the West Hill Pond Dam first attracted the State's attention and was -at that time- rated to be in 'poor' condition. That rating has not changed but in the last two years that 'poor' evaluation has been modified with a descriptor: 'high hazard'. It is this 'high hazard' classification that brings with it additional attention from the State and a new urgency to ensure that the West Hill Pond dam and embankment is in good condition and, if needed, repairs are made in a timely fashion.

Cabot, as we all know, sustained catastrophic damage in the flooding of '23 and '24. Every major piece of infrastructure (roads, bridges, wastewater systems, public safety infrastructure, municipal and public spaces, etc.) sustained damage. There is now deep and continuing concern on the part of the State DSP that the West Hill Pond Dam has also sustained damage and that the stress on the embankment and Dam wall -if not addressed- may result in failure and dangerous downstream flooding, particularly if we continue to experience extreme rainfall events. The DSP has visited Cabot several times in the last two years; the most recent inspection was in August of 2024, and we expect to see the dam safety engineers return to Cabot with the Spring thaw to offer an assessment and potentially launch a process of mitigation to ensure the safety of downstream residents and property owners. That mitigation *may* involve, as a first step, lowering the level of the water of the West Hill Pond by approximately two feet to take pressure off the dam wall and offer a better opportunity for assessment and potential repair.

This is a complicated moment for people who know and love West Hill Pond. The current dam owners, as understood by the State of Vermont under the DSP Statutes, are disputing both their ownership and

responsibilities for dam maintenance with the help of legal counsel. The Town of Cabot has reserved \$20,000 in public funds -drawn from State resiliency funding- to help jump start necessary repairs once a 'way forward' is established but has no power to intervene or direct work, as the West Hill Pond Dam and embankment is privately owned and not under the control of the Town. The Selectboard's liaison (Karen Larsen) to the DSP, the West Hill Pond Association, and the owners of the Dam is also working with members of the Cabot Fire Department, the Cabot Ambulance, our Emergency Management Director Jenn Miner, and Incident Commander Bob Burke, to finalize an Emergency Action Plan (EAP) which details the emergency response of the Town, should there be a significant failure at the West Hill Pond Dam. Although we have ***no expectations of imminent failure***, an EAP is a requirement of the DSP for dams that are listed as 'high hazard'. Residents and property owners downstream of West Hill Pond received in early February informational letters about emergency notification planning and recommendations for emergency response as a final 'piece' in the development of Cabot's EAP.

West Hill Pond is a treasure, and much beloved, but we find ourselves in a moment of challenge and difficult choices regarding the future of the West Hill Pond Dam and the water behind it. At this moment, that future can only be directed and decided by the private owners that surround the Pond, but the Town of Cabot stands ready to help with designated resources to support those who steward the Pond and Dam once they determine their direction.

Respectfully submitted,

Karen Larsen
Selectboard Member



LIBRARY OPERATIONS (FY24)

	Approved Budget 2023-2024	Actual Budget 2023-2024	Approved Budget 2024-2025	Proposed Budget 2025-2026
INCOME				
Appropriation - Town	78,344	78,344	116,543	122,234
Gifts & Donations		1,275		
Interest				
Miscellaneous/Grant	25,000	936		
Total Income	103,344	80,555	116,543	122,234

EXPENSES				
Payroll	47,257	48,414	54,600	56,742
Payroll Taxes	3,615	10,951	7,398	7,747
Youth Librarian Payroll	22,380	22,633	24,252	25,453
Youth Librarian Taxes	1,712	2,118	2,013	2,262
Books - Adult	4,200	3,331	4,200	4,305
Books - Juvenile	2,830	3,040	2,830	2,900
Books - Audio / Video	1,500	452	1,500	1,550
Books - Replacement	-		-	-
Books - News/Magazines	500	756	500	750
Custodial	950	950	980	1,005
Dues & Subscriptions	1,000	709	1,000	750
Equipment	200		200	200
Library World	475	495	495	495
Maintenance	200		200	200
Mileage	75		75	75
Miscellaneous	50	109	50	50
Postage	1,100	1,205	1,100	1,500
Programs	3,000	4,362	3,000	3,000
Substitutes	2,200	998	2,200	2,400
Supplies	550	593	700	700
Telephone & Internet	1,500	1,795	1,000	500
Training	100		100	100
Insurance	1,950	1,523	2,150	2,350
Insurance - Health	6,000	6,025	6,000	7,200
Total Expenses	103,344	110,459	116,543	122,234

Cabot Public Library

The Library Trustees, Amanda Otto (Youth Librarian), and I would like to express our gratitude to Cabot Library patrons and all town residents for their continued support.

The Cabot Public Library currently has 487 active library users, who borrowed 6,466 items this past year. We also received 350 items from other libraries through Vermont's Interlibrary Loan service and provided 185 titles to other libraries in Vermont through this same service. Cabot Library patrons downloaded 1,267 audio/eBooks through the free service offered by Overdrive/Libby. This year, the library added 516 books, audiobooks, and DVDs to our collection. We also maintain subscriptions to 17 magazines, for an annual total of 162 magazines available to patrons and visitors.

We continue to offer a wide variety of services for patrons, including the Interlibrary Loan service, access to free audio/eBooks through Overdrive/Libby and the Palace app, free DVD's through Biblio +, printing services, and broadband community Wi-Fi access, both inside the building and in surrounding areas including the parking lot outside. Nontraditional items such as family board games, snowshoes, a moisture meter and binoculars are also available to borrow.

Cabot Public Library also offers seven Park/Museum passes available to borrow, which offer patrons access to Vermont State Parks, the ECHO, Leahy Center for Lake Champlain, Vermont History Museum/Vermont Heritage Galleries, Vermont State Historic Sites, performances of the Craftsbury Chamber Players, the Old Stone House in Brownington, and the Fairbanks Museum.

Youth Programming

The library expanded its role as a center for family activities and connection throughout the year. Story and Activity Time continued to meet weekly throughout the year at the Cabot Recreation. Field Pavilion during warmer months and in the Willey Building Auditorium during colder months. Kids aged birth through 5 enjoy stories, songs, crafts, sensory activities and open play. Some special offerings included Yoga for Kids with Christyn Walker, Adventures with the Cabot Fire Department, Families Rise Up Climate Justice Workshop, Story and Activity Time at Burt's Apple Orchard, as well as an inaugural clothing swap.

Throughout the year, kids ages 8+ also enjoyed several hands-on programs including Solar Eclipse Viewers with Beth and Paul Wade, and science, technology, engineering, art, and mathematics (STEAM) programs, which offered participants the opportunity to work together in teams to complete building challenges such as catapults, bridges and towers. We also hosted our annual Pumpkin Decorating program in October and Cookie Decorating program in December. Our recently established Teen Game Nights for youth ages 12+ offered participants the chance to make pizza, popcorn and other snacks before playing their favorite games.

The library also hosted a variety of youth-led programs. For instance, a group of slightly older kids, aged 9-13, met regularly throughout the year to play Dungeons and Dragons with Losada Stoddard acting as dungeon master (DM). In the summer and fall, youth volunteers Stella Heber and Aspen Long read to kids and helped facilitate activities during our Ready to Read Storytime and STEAM Program for youth ages 5-11. Cabot teen John Delgaudio also led an all-ages Ultimate Frisbee Workshop with the support of Bill Delgaudio.

The Summer Reading program, *Adventure Begins at Your Library*, was a wonderful success this year, with over 80 youth reading an estimated 1,800 books. Of these participants, 26 completed the 1000-page challenge. To help kick off the program this year, Cabot School students in grades K-8 as well as several homeschool families enjoyed a performance by Modern Times Theater.

Other successful programming included an all-ages Aquatic Field Study program from the Vermont Museum of Natural History, and Snack & Paint programs with community member Jen Tidd. As we closed out the year, the library held its annual Holiday Workshop, which attracted more than 60 participants of all ages who enjoyed decorating cookies, making wreaths, and crafting star ornaments – many thanks to Sandy Atkins, Taeryn, Luke and Alaina Robbins for their help making this wonderful event such a success. Additional thanks to Alia Clary and Anna Helfand for their help with our clothing swap and to Cabot School teachers Thomas Dunbar and Ian Kelly along with several middle and high school students for their help creating a wood chip base for the climbing dome at the Cabot Rec. Field Pavilion and to Ella Senkowska and Madison Charette for their help throughout the year. Thanks to our local businesses who have generously donated toward these programs, including Burt's Apple Orchard, Cabot Village Store, Heyday Bakery, and Cabot Smith Farm.

Thanks so much to our summer teen employee, Shianne Charette, for her enthusiasm and dedication throughout the summer. Shianne put together our 'Read to Me' bundles for new families, prepared story time materials, ran a Tie Dye Workshop and helped to organize and shelve books. Funding was made possible by a grant from the Wiswell Foundation.

With grant funding from the Vermont Community Foundation, the library also hosted a major event to commemorate the July 10th floods of 2023 and 2024. During this event more than 350 people came out to participate in workshops and enjoy free food and entertainment. The event featured a variety of programs including a Community Sing with Heidi Wilson, Fiddle Tunes with Dana and Susan Robinson, Flood Resilience Stations (organized by the Flood Resiliency Task Force), a Mummers Play by the Cabot Community Theater, Burlington Taiko, Daddy Daughter Date, Mama Duck of Diamond Family Circus (who organized a rubber duck race on the Winooski). Activities also included a photo exhibit with Cabot Show & Tell, Touch-A-Truck courtesy of the Cabot Road Crew, Community Art Project, 'Families Rise Up' Information Table and free food and provided by Stag & Thistle, the Cabot Village Store, E.N.D.s Blends, Heyday Bakery, Nama Farm and Neighbors in Action. In addition, the grant funds also allowed the library to purchase a display board to exhibit photos and artwork, digital projector screen and climate-themed books.

Family Programming

The Cabot Book Group, open to all, continues to meet monthly, generally on the 4th Thursday of the month for a daytime session, and the 4th Wednesday of the month for an early evening session. With the support of Vermont Humanities Council, we were able to offer a book discussion based on the book *Gather* by Vermont author Kenneth Cadow. Rebecca Wallick helped organize *Branching Out – Author Talks* – a series that brought local Vermont authors to the Cabot Library to discuss their works. Author Erika Nichols-Frazer led a workshop titled "*Writing Memoir*" and Sean Prentiss led a workshop titled "*Writing Setting as a Character*".

Additional programs offered this past year included: *Mending Matters – Darning and Patch Mending* – 4 sessions with Christina Sacalis; Yoga on Sunday mornings January through May with Christyn Walker; a Zoom Zentangle session with artist Katy Abbott; *Make the Most of your Garden Space* with Anne Miller; a community discussion with Susan Clark based on her book, *All Those in Favor: Rediscovering the Secrets of Town Meeting*; *Cell Phone Photography* with Ora Moore; *Endangered Alphabets* with Tim Brookes and a documentary showing of *Just getting By* with the filmmaker, Bess O'Brien highlighting Vermonters' struggles with food and housing insecurity.

Community Support

This year we remember Mary Lou and Don DeLacy, beloved members of the Cabot community and devoted library patrons. Mary Lou was a much-loved Friend of the Cabot Library for over 15 years. She is best remembered at Story Hour as she kept everyone in tune with her beautiful voice and keyboard playing. Mary Lou worked at the annual library book sale recruiting family to help as well. Mary Lou always

had a huge smile and an even bigger heart, a delightful sense of humor, and a kind and generous spirit. Donations raised in honor of Mary Lou brought in over \$1,500 for the library.

Many thanks to the Friends of the Cabot Library – Sandy Atkins, Mary Lou DeLacy, Maria Acchione-Goodrich, Norma Bermingham, Beth Wade, and Janet Westervelt – for their hard work coordinating the annual July 4th Book Sale. Thanks also to the many volunteers who came out to help carry books and tables and to those who donated so generously. Much appreciation to the Friends of the Library for funding over 150 new books for beginner readers. Thanks also to Grace Hoffman, Vicky Palmer, Christina Sacalis, and Beth Wade for their volunteer help at the desk, and with processing, weeding and shelving books.

We are grateful to the Select Board, Town Clerk Betty Ritter, Assistant Shirley Ducharme and Treasurer Amy Monahan for their hard work on behalf of the library. Thanks also to the Library Trustees for their many volunteer hours and devotion to the library: Niall McCallum, Angela Ogle, Taeryn Robbins, Erin Ruddell, and Kurt Steinert. Special thanks to Ila Steinert who has volunteered for four years at the library, helping especially with cataloging and programming, and has served as Student Representative on the Library Board of Trustees for the last two years.

Respectfully submitted,

Kathleen Hoyne, Library Director
Amanda Otto, Youth Librarian



Pictures by Amanda Otto



BOARD OF LISTERS ANNUAL REPORT (FY 24)

REMINDERS:

- Homestead Declarations are due April 15, even if filing for an extension. This year’s Homestead Declaration (HS-122) and Property Tax Credit (HS-144) are based on 2024 personal income and property taxes, so 2024’s reappraised property values will be reflected in this year’s tax credit if you file and qualify. You may file online at <https://myvtax.vermont.gov>.
- Property owners are legally obliged to maintain an accurate mailing address on file. This can be easily updated online at cabotvt.us with the “Update Contact Info” link in the green footer of the home page. Telephone numbers and email addresses are critical for keeping property owners informed and redirecting mail when it is undeliverable.
- Permits are required for all new structures or property improvements. Farmers are not exempt, but no permit fee is assessed. The permit form is available at cabotvt.us by clicking the “Permits” button.
- Property owners are invited to review parcel and owner information for correctness, and Listers recommend a visit every few years. Call 802-563-3139 or email Listers@cabotvt.us, or stop by. We love to see you.

Year in Review: 2024 Grand List Statistics and the Change from 2023

1,034 total parcels (+5)	2 Special Exemptions (no change)
877 taxable parcels (-5)	4 State land parcels (654 acres) (no change)
455 taxable homesteads (+1)	28 Non-taxable parcels (131.42 acres) (-1)
12 \$40,000 veteran exemption parcels (-1)	
Taxable Grand List: \$2,678,393.55 (1% of total property values) (+880,902.80)	

2024 Statistical Reappraisal

Why Cabot needed a reappraisal in 2024: The Department of Taxes evaluates the grand list by comparing appraised values with actual property sales over the past three years. Cabot Listers maintained the 2006 reappraisal for fourteen years in a relatively stable real estate market. But by 2020, the cost of purchasing land, homes and construction materials exceeded the values set in 2006 cost tables, and Cabot contracted for a statutorily-required reappraisal. By the time work started, we were plunged into a pandemic. Simultaneously with our sales analysis for the 2020 reappraisal, home buyers were purchasing Cabot properties at prices *significantly* inflated by demand and cost, influencing the ratio of selling price to appraised values almost immediately, which impacted the CLA (Common Level of Appraisal). Bottom line: While we were compelled by law to conduct an appraisal in 2020, we knew the values being developed would be inconsistent with sales within a year, and by 2023, Cabot’s properties were recorded in the Grand List at only 69% of fair market value (CLA of 68.87%). A statistical reappraisal allowed us to revise property values based on actual sales without physically re-inspecting every parcel, because the base data was still good.

CLA (Common Level of Appraisal) is now 95.61% (up from 75.69%) as a result of the statistical reappraisal. This has a positive impact in many ways, including utilities’ contribution to the town budget, the town’s education fund assessment by the state and penalties paid by Cabot property owners for withdrawals from Current Use acreage.

COD (Coefficient of Dispersal) is 18.35% (down from 21.34%): a measure of uniformity of appraisals among all property types on the Grand List. CoD above 20% merits a reappraisal order.

Payments Received from the State Related to Lister Tasks

Equalization Payment	\$893 (- \$7)
Reappraisal Fund Payment	\$7,590 (- \$59.50)
*Current Use Hold Harmless Payment:	\$120,963 (+ \$3,534)

Property Transfers

Seventy-seven property transfers and subdivisions were processed April 1, 2023, to March 31, 2024, up from seventy-six for the period April 1, 2022, to March 31, 2023. Grand List year runs April 1 – March 31 by statute.

Business Personal Property

2 cable equipment parcels	15 business equipment parcels
Total taxable value: \$12, 223,307 (- \$316,770 from 2023)	

Current Use (Use Value Appraisal Program) Summary

The Use Value Appraisal program (Current Use) is administered by the Tax Department in partnership with the Town. The contract for enrollment is between the property owner and the State, but application of the program values to local parcels is performed by the Listers.

Vermont Enrollment
 33% of total land
 19,692 parcels
 2.57 million+ acres

Cabot Enrollment
 60% of total land
 151 parcels (+2)
 13,805.28 acres (- 17.79 acres)

2024 Use (taxable) Values are:

- \$483/acre for agricultural land
- \$188/acre for forest and conservation land
- \$141/acre for forest & conservation land more than 1 mile from Class I, II or III Road.

*As defined in 32 V.S.A. §3760, towns are “held harmless” from this reduction in taxable value by a payment designed to hold the municipality harmless from the loss in municipal revenue resulting from the assessment of property at use value.

Special Exemptions:

- Cabot Commons Limited Partnership Qualified Housing -
 Real & municipal taxable value \$411,800,
 Education tax exemption \$36,033, education taxable value \$375,767
- BDE Cabot Lazar Solar LLV -
 Total real & municipal taxable value \$466,700,
 Solar education tax exemption \$466,700, education taxable value \$0

State Land Parcels

- Coits Pond Access 28.2 acres
- West Hill Pond Access .45 acres
- Molly’s Falls Pond Park 625.4 acres
- GMP Fishing Access Lease 0 acres

Non-Taxable Parcels

- | | | | |
|-----------------------------|-----------------------|--------------------------|----------------------------|
| 1. United Church of Cabot | Church building | 15. Cabot Town of | Village Cemetery |
| 2. Cabot Historical Society | Brimblecomb Building | 16. Cabot Town of | West Hill Cemetery |
| 3. Cabot Historical Society | West Hill Schoolhouse | 17. Cabot Town of | Former Landfill |
| 4. Cabot Town of | Water Area #1 | 18. Cabot Town of | Durant Cemetery |
| 5. Cabot Town of | Well Tank | 19. Cabot Town of | Wastewater & Garage |
| 6. Cabot Town of | Cabot Plains Cemetery | 20. Cabot Town of | 2466 Main Street |
| 7. Cabot Town of | Water area #2 | 21. Cabot Town of | Firehouse land |
| 8. Cabot Town of | USGS Marker | 22. Cabot Town of | Willey Building |
| 9. Cabot Town of | Town Center Cemetery | 23. Cabot Town of | Town Common |
| 10. Cabot Town of | Recreation Field | 24. Cabot Town of | Cabot School |
| 11. Cabot Town of | Town Garage | 25. Cabot Town of | East Cabot Cemetery |
| 12. Cabot Town of | 2639 S. Walden Road | 26. Cabot Town of | South Cemetery |
| 13. Cabot Town of | Town Forest | 27. Cabot Town of | Route 2 Parcel |
| 14. Cabot Town of | Pump Station | 28. Yasodhara Aram, Inc. | Buddhist Meditation Center |

Cabot Board of Listers: *Jeanne Johnson* *Jacqueline Lumbra* *Brittany Butler*



CABOT PLANNING COMMISSION

The Planning Commission completed work to renew and expand Cabot's Village Center Designation. The Village Center Designation gives the Town access to technical assistance, priority consideration for some State grants, makes village businesses eligible for historic preservation and code improvement tax credits, and puts Cabot higher on the list of those towns seeking aid.

Downtown parking issues were also addressed, as the Planning Commission simplified the restrictions for businesses to use available spaces and parking lots to help reduce congestion, which was put forth and approved by Australian ballot.

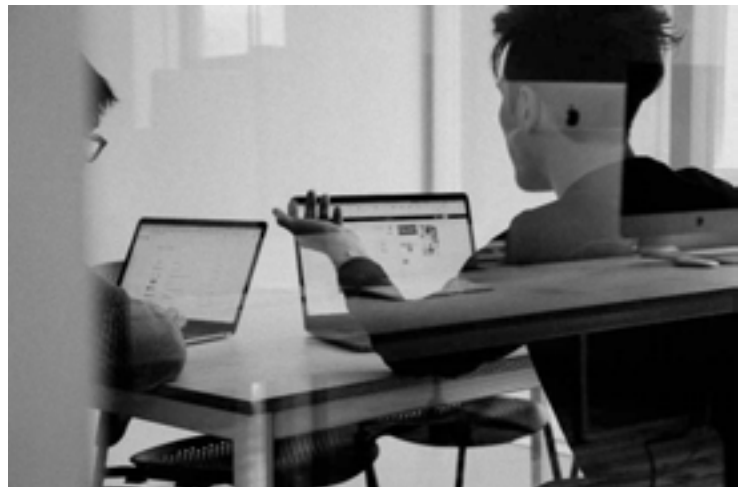
Work is continuing updating and revising zoning regulations as well as an update to the Town Plan, which is due in 2025. We plan on holding multiple hearings, meetings and surveys to align the Town Plan with the current goals and expectations of the town and its residents.

The Planning Commission is also reviewing river corridor by-laws to make sure we are in line with state requirements to receive grant and assistance in times of flooding, like we have experienced again in 2023 and 2011.

Public Meetings are held the third Monday of every month. All interested parties are welcome to come and discuss any questions they have about Cabot's future. We are eager to hear the voter's feedback and concerns.

Respectfully submitted,

Bobby Searles, Chair
Dawn Andrews
Kate Chatot
Glenn Goodrich
Peg Elmer Hough



RECREATION DEPARTMENT OPERATIONS (FY24)

INCOME	Approved Budget 2023-2024	Actual Budget 2023-2024	Approved Budget 2024-2025	Proposed Budget 2025-2026
Town Budget	10,625	10,625	10,000	10,000
ARPA Funds	6,800			
Rec Fund	1,000			
Grants				
Carry Forward			151	
Fees	3,500	3,097	4,000	3,100
Concessions	2,000	500	500	500
Gifts & Donations			500	600
Total Income	23,925	14,222	15,151	14,200

EXPENSES				
Coordinator	5,200	5,593	5600	5600
Electricity	300	485	500	550
Water	400	520	520	520
Wastewater	1,800	2,000	1800	2000
Porta Potties	625	355	400	400
Miscellaneous	600	359	500	350
Egg Hunt	550		500	
Facility Repairs	3,500	632	500	500
Skating Rink	2,200		1500	1000
Soccer	3,300	300	1000	750
Summer Camp	1,000	330	1000	750
Field Repairs	2,500	410		500
Insurance	200	213	250	400
Basketball	1,600	1,679	800	800
Sledding Events	150		150	
Summer Evening Night	-			
Total Expenses	23,925	12,877	15,020	14,120

TRAILS REPORT

The Cabot Trails Committee maintains over 15 miles of trails on private and public lands. Non-motorized uses include hiking, biking, skiing and snowshoeing. Some trails allow horses. Informational kiosks at trailheads describe allowable uses of each trail and trail etiquette practices to be followed. We owe a great deal of appreciation to Cabot landowners for allowing public access and helping us to create this wonderful local recreational resource!

This past year, two new trails have been added to the Cabot Trails Network. In May, the Old Center Trail which starts behind the Willey Building, was completed. It goes to the Old Town Center and cemetery and is one mile in length. The trail can also be accessed from Old Center Road off Danville Hill Rd. A small parking area was improved for trail users and visitors to the Old Town Center. We worked with Cabot School to create a poetry walk on this trail, with original poems posted on plaques along the length of the trail.

The 1.3-mile Burt's Orchard Trail loop was completed this summer and features scenic vistas and benches for rest stops. The trail can be accessed near the Orchard retail store. Improvements have been made to the Town Forest Trail, including parking and loop trails.

Trail damage from the July 2023 flood is being addressed, including Langone Road erosion and bridge construction to replace a failed culvert on Talbert Farm Trails and Langone Road.

We have received two grants from the Vermont Outdoor Recreation Economic Collaborative (VOREC) through the VT Dept. of Forests, Parks & Recreation that has allowed us to purchase tools, equipment, and materials and to repair flood damage on the trail network. These resources have helped us immensely in building out the trail network and increasing our capacity for work in the future.

This year we will complete the tasks on the two recreation grants that include two new bridges, additional trail erosion repair, installation of trail benches, and data collection from trail user surveys. In addition to trail maintenance, we will be exploring new trail opportunities and a wheelchair accessible trail.

Constructing and maintaining a public trail network with a core group of volunteers is a challenging endeavor. With ever-constant tree blowdowns, trails to mow, signs and trail markers to maintain, and erosion to deal with, it is a true labor of love to keep things going. We can always use a hand if you can commit to a trail workday or making a longer-term commitment as a trail steward to monitor sections of trails. For further information, please contact a Trails Committee member.

The Trails Committee meets monthly, on the Fourth Tuesday of each month at 6:30 PM.
Committee Members: Dana Glazier, Gary Gulka, Lynn Rockwell, Kris Schmitt, Michael Socks, Chuck Talbert, Paul Wade

TREE WARDEN REPORT

Last year, 2024, was a busy year for the Tree Warden with ongoing projects. The tree planting on the town green and the Municipal Tree Inventory are now complete. In May, the two elm trees on the town green that died approximately five years ago have been replanted with American chestnut trees. The elm trees were removed because they succumbed to an insect infestation. A Northern pin oak at the Willey building was hit by a car that slid off Whittier Hill Road. The Northern pin oak tree broke apart about eighteen inches above the ground, killing the tree. The removal of the Northern pin oak stump is complete, with the hole backfilled for now. I have ordered a replacement tree for the Northern pin oak, which should arrive in early May of 2025 for replanting. Unfortunately, the replacement tree will be much smaller than the other three remaining Northern pin oak trees from the first planting. I would like to thank Ben Ackermann for removing the three root balls of the American elms on the town green and the Northern pin oak at the Willey Building. These trees were well-established and had strong root systems that would have been exceedingly difficult to remove by hand. Ben did the removal work with his small excavator for the town at no cost.

Another task undertaken in September of 2024 was updating the municipal tree inventory for the trees along Main Street, Elm Street, and in the town green spaces. Joan Garton of the Urban and Community Forestry program visited Cabot on two days in September. The ArcGIS Survey123 app was used to create the inventory and record all data. Once completed, the Municipal Tree Inventory GIS data was uploaded to Vermont's Urban and Community Forestry webpage for municipal inventories. This makes the Municipal Tree Inventories accessible to anyone who would like to view them. Another benefit of the ArcGIS tree inventory is that all the trees in the inventory become a data file for each individual tree, containing all past and present data on that tree. This allows the files to store photos of the trees and data such as maintenance dates and pruning done on each tree, simplifying record-keeping. The tree files can also include tree species, planting dates, and tree health assessments. This system will make updating information on the Municipal Inventory trees much easier.

In 2024, the Conservation Committee undertook the second part of the Natural Resources Inventory/Natural Communities Study. Consulting Ecologist Matthew Peters was contracted to complete the Natural Resources Inventory. During the visits to properties while conducting the Natural Resources Inventory, Matt Peters found Emerald Ash Borer (EAB) infestations in ash trees on three properties in Cabot. The roadside ash trees near these properties will need to be surveyed for EAB during the later part of winter 2024/2025. If EAB is present in the roadside ash trees, management and removal of the affected ash trees will need to begin. Ash tree health declines quickly once EAB infestation is visible.

Planned work for 2025 includes ash tree management for trees affected by EAB, maintenance of trees on the municipal inventory, replanting of the Northern pin oak at the Willey building, and planting of a balsam fir tree at the green space created when the old fire department was demolished this past summer. The municipal tree inventory will be updated to reflect any work done on the public shade trees in Cabot. If you have any questions regarding Ash trees, please contact Roland.

Roland Payne



WASTEWATER FUND OPERATIONS (FY24)

Approved Budget 2023-2024	Actual Budget 2023-2024	Approved Budget 2024-2025	Proposed Budget 2025-2026
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INCOME

Income - User Fees	177,000	169,896	178,000	170,000
Capital expense draw	4,000		12,000	15,000
Trust Earnings		39,033	35,000	38,000
Delinquent Income		2,575		
Grant				
Interest Earnings		83	1,900	100
misc income				
	181,000	211,587	226,900	223,100

Expense

Administrative Costs	5,000	5,000	5,000	5,000
Audit/Legal Fee	1,000	1,000	1,000	1,000
Bond Interest	10,673		10,673	10,673
Bond Principal	23,684		29,253	29,253
VT EPA Loan	3,085		paid off	-
Capital Investment				
Capital Expense				
Electric/Pump Stations	3,000	3,658	5,000	4,000
Electric/Treatment Plant	16,000	25,294	20,000	25,000
Engineering	800	10,433	1,000	1,000
Equipment			3,000	1,000
Fire Alarm Monitoring	700	674	700	700
Gas	11,000	2,694	8,000	3,500
Generator Maintenance	1,000		1,000	1,000
Improvements - Plant	2,000	750	3,000	1,500
Insurance - Plant	2,800	2,576	3,100	3,100
IT Service		4,306	100	100
Mileage	500		300	200
Miscellaneous - Plant	500	16	800	500
Operation Contract	66,800	64,537	66,000	66,000
Permit Fee	200	200	200	200
Postage	100	93	100	100
Repairs	7,000	58,659	16,000	16,000
Sludge Removal	20,000	138,203	41,000	41,000
Supplies	8,000	5,666	7,000	6,000
Telephone	3,000	2,474	3,100	3,100
Testing Service	400	1,903	500	2,000
Wastewater Annual Fee	1,000	1,000	1,000	1,000
TOTAL	188,242	329,135	226,826	222,926

121 users

WASTEWATER FUND BALANCE SHEET
as of JUNE 30, 2024 (FY24)

ASSETS

Current Assets

Checking/Savings

Community Nat'l Bank Checking Acct	18,038.34
Union Bank Investment Overage Acct	205,042.52
Union Bank Investment Acct	204,583.68

Total Checking/Savings 427,664.54

Accounts Receivable

Accounts Receivable 48,890.01

Total Accounts Receivable 48,890.01

Other Current Assets

Undeposited Funds 4,953.62

Total Other Current Assets 4,953.62

Total Current Assets 481,508.17

TOTAL ASSETS **481,508.17**

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Accounts Payable 3,013.00

Total Accounts Payable 3,013.00

Other Current Liabilities

Due to Town 89,381.35

Loan - Revolving Credit 26,673.87

Total Other Current Liabilities 116,055.22

Total Current Liabilities 119,068.22

Long Term Liabilities

Loan - UDAG 405,500.00

Loan - UDAG #2 75,000.00

Total Long Term Liabilities 480,500.00

Total Liabilities 599,568.22

Equity

Retained Earnings -2,861.63

Net Income -115,198.42

Total Equity -118,060.05

TOTAL LIABILITIES & EQUITY **481,508.17**

WATER FUND BALANCE SHEET
as of JUNE 30, 2024 (FY24)

ASSETS		
Current Assets		
Checking/Savings		
Checking - Community Nat'l Bank	21,844.11	
Checking - Passumpsic Reserve	75,226.57	
Total Checking/Savings	97,070.68	
Accounts Receivable		
Accounts Receivable	15,120.58	
Total Accounts Receivable	15,120.58	
Other Current Assets		
Undeposited Funds	633.18	
Total Other Current Assets	633.18	
Total Current Assets	112,824.44	
Other Assets		
Other Assets		
Due from Wastewater		
Total Other Assets	0.00	
TOTAL ASSETS	112,824.44	
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable	398.00	
Total Accounts Payable	398.00	
Other Current Liabilities		
Due to Town GF	129.15	
Due to Wastewater	250.00	
Total Other Current Liabilities	379.15	
Total Liabilities	777.15	
Equity		
Retained Earnings	119,028.49	
Net Income	(6,981.20)	
Total Equity	112,047.29	
TOTAL LIABILITIES & EQUITY	112,824.44	

WATER FUND OPERATIONS (FY24)

	Approved Budget 2023-2024	Actual Budget 2023-2024	Approved Budget 2024-2025	Proposed Budget 2025-2026
Income				
User Fees	79,000	70,802	79,000	68,000
Capital draw				
Interest		128		100
Misc		35		
	79,000	70,965	79,000	68,100

ITEM

Administrative Costs	5,000	5,000	5,000	5,000
Audit/Legal Fee	1,000	1,000	1,000	1,000
Bond Payment	27,542	33,942	27,542	33,942
Water Line Loan	6,400		6,400	
Chlorination				
Electricity	5,500	4,059	4,500	4,500
Equipment	500		3,000	3,000
Engineering		175		
Insurance	650	383	650	650
Interest Expense				
Mileage	500		500	250
Miscellaneous	500	1,245	1,000	1,200
Operation Contract	7,000	8,367	9,000	9,000
Permit Fee	1,000	679	1,000	800
Postage	400	255	350	350
Propane	2,000	669	700	800
Repairs	2,000	20,179	2,000	5,000
Capital Investment	16,000		14,000	
Capital Expense				
Sample Testing	1,500	1,294	500	1,200
Supplies	200	21	1,000	600
Telephone	700	678	800	750
TOTAL	78,392	77,946	78,942	68,042

102 users

Cabot Water and Wastewater System

Cabot's water and wastewater treatment facilities are operated and maintained by H2O Innovations Operations and maintenance division. On July 1, 2024, we entered the fourth year of a five-year contract for services with the Town of Cabot.

During the past year we have worked with the Select Board to make many improvements to the wastewater facility. These include updating the membranes and vacuum pumps. Work on the heating, ventilation and water system at the facility.

Looking forward there are a number of projects lined up to assure that your facilities are not only maintained and operated correctly but optimized. The town is looking at an energy audit to improve on energy cost. A new permeate skid has been ordered. Electrical upgrades at the wastewater plant are scheduled. On the water side a new pressure reducing valve was installed on Main Street.

As we continue our partnership with your community, H2O Innovation would like to take a moment to thank you for the opportunity to serve you and your community. We look forward to providing you with quality water and wastewater services in the future.

Thank you.



Rodger Glenn Sheldon

Senior Area Manager VT/NH

E: rodger.sheldon@h2oinnovation.com

www.h2oinnovation.com

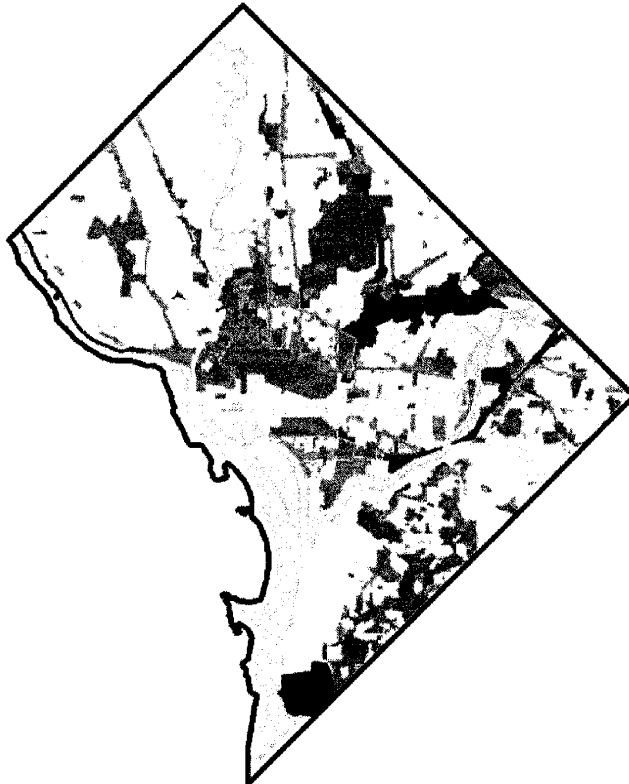


Zoning Administration

This has been the 5th year that I have served as the Zoning Administrator. Although there are some tough days here, I really do still enjoy working with the Town as the Zoning Administrator. This year there were fifty-one permits out of this office: three new homes, nine additions/garages, 18 accessory structures (sheds and barns), and five permits went to the Development Review Board for approval/denial. This year's flooding brought some new and added challenges this year, again, it was not as bad as 2023 but property owners and the municipality still sustained damages. If your property is in the flood plain the permitting process is a bit different, in most cases they have to go through the Development Review Board, while I realize this is not ideal for most, this process keeps us in compliance with the NFIP standards and means that when events like this happen again, we will get more funding from the state and federal government than, if we did not stay up to date with the NFIP standards. Please feel free to call or stop by the office any time you have questions or concerns.

Thank you,

Brittany Butler





The CCA is a 501(c)3 not-for-profit organization and is led by a Board of Directors and a few very part-time paid staff members. The CCA supports the following programs –Cabot Child Care Initiative, *The Cabot Chronicle*, Cabot Visual Arts, Greater Cabot Area Working Landscape Network and Economic Development Workgroup.

The CCA board strives to provide a valuable resource to the Cabot community and consistently acts to expand its service to the town and Cabot residents. Activities this past year that exemplify the CCA mission include:

- Launched a new **CCA website** <https://CabotVermont.org> and **Cabot Business Directory** <https://cabotvermont.org/businessdirectory>. These projects promote the vitality and diversity of Cabot, provide information on how residents can get involved in the community, support local businesses and integrate with other Cabot online presences.
- Sustained the **Cabot Children’s Center** with public, private and in-kind support. The Children’s Center has become an integral part of the CCA’s economic development plan and is working to respond to the increasing need for childcare services in Cabot.
- Coordinated the **Cabot 4th of July** festivities.
- Hosted the **Cabot Fall Foliage** event, in coordination with the Cabot Cheese & Culture Festival, to provide opportunities to promote local businesses and enjoy Cabot’s fall foliage.
- Published ***The Cabot Chronicle***, a reliable communication vehicle for Cabot residents that boosts civic participation, enhances knowledge of town government and promotes understanding and appreciation for what makes Cabot a great community.
- Provided **bookkeeping, administrative aid and grant research** to six local grass roots organizations/projects who, because of their affiliation with the CCA, can receive tax-deductible donations. These groups are Cabot Christmas Dinner, Friends of Cabot Mentoring, Ride the Ridges, Friends of Cabot Library, Friends of Cabot Trails, and Cabot Community Theater.
- Promoted and administered **Community grants** to Cabot not for profits and grass roots organizations. The CCA awarded a total of \$10,000 to sixteen projects run by Cabot Not for Profits and grass roots organizations.
- Helped other organizations and businesses with event promotion and grant writing.
- And perhaps most important to note, the town’s investment of \$10,000 last year helped the CCA to secure **more than \$175,000 additional funding** in 2024 in participant fees, charitable contributions, and grants, that directly support the projects that Cabot residents organize and participate in.

Cabot Community Association Financial Report for fiscal year July 1, 2023 - June 30, 2024

Income	CCA Administration	The Cabot Chronicle
Advertising, Subscriptions		\$ 9,828
Charitable Contributions	\$ 121,490	\$ 1,613
Town Appropriation	\$ 10,000	\$ 15,000
Flood Relief	\$ 57,013	
Total Income	\$ 188,503	\$ 26,441
Expenses	\$ 11,406	\$ 387
Administration		
Cabot Childcare Initiative	\$ 90,031	
Community Grant Awards	\$ 6,750	
July 4	\$ 2,957	
Fall Foliage	\$ 791	
Printing & Postage		\$ 9,709
Payroll & Payroll expenses	\$ 17,665	\$ 20,410
Flood relief grant awards	\$ 48,085	
Total Expenses	\$ 177,685	\$ 30,506
Net Income	\$ 10,818*	\$ (4,065)

*\$8,828 is in reserve for future flood related needs

We appreciate the support the Town of Cabot has given to *The Cabot Chronicle* and CCA and look forward to embarking on our 18th year of publication and service. A full CCA Annual Report will be published in the March issue of *The Chronicle*.

We welcome new volunteers and ideas. Please contact us if you are interested in being involved in any of our projects.

- | | | |
|-----------------------------|----------------|----------------------------------|
| Paul Wade, President | R.D. Eno | Johanna Thibault |
| Frank Kampf, Vice President | Susan Robinson | Lori Augustyniak, Exec. Director |
| Jeanne Johnson, Secretary | Bobby Searles | |

Neighbors in Action Cabot Town Meeting Report, 2025



Our Amazing Volunteers make our good work possible!

Dear Neighbors,

2024 once again Broke the Record. Our rural community continues to face significant challenges with food insecurity. Rising food prices have led to an unprecedented increase in demand for our services. Throughout the year we provided **over 1,000 boxes of food a month to families in need** through our two locations in Cabot and Lyndonville. ***This is a 25% increase in one year.***

Rising to the Challenge:

This increased demand means more volunteer resources are needed to procure and process food. Larger deliveries mean there is more to unload and re-package for distribution. Thankfully, our teams of volunteers and small staff are more than happy to serve, **meeting the challenges together** with our funders and supporters throughout the year. Also, our food share coordinators are skilled at diversifying. They rely upon a network of partnerships with local businesses and farms to find the food we need to meet the need.

Thanks to Your Support

Our team is able to make your donation multiply! Our programs run almost entirely upon volunteer labor and donated/reclaimed food. Therefore we are able to provide amazing services to our neighbors in need, supporting them socially and physically with minimal overhead expenses. For example, a \$10 donation to our program provides a box with between \$45 -\$150 worth of food for a family in need.

2024 Accomplishments

- **1,000+ Boxes of Food a Month = 500,000 lbs. of Food**
- **30 Community Meals**
- **375+ Children received Warm Clothes and Toys for the 2024 Holiday Season**
- **50+ Volunteers = OVER 6,000 Volunteer Hours**

- **20 Senior Adventures Gatherings!**
- **Fundraising Events: 35 Community Meals, 30 Game Nights & Annual 3-Day Yard Sale**

Permanent Home in Cabot

Thanks to the generous support of our community and a USDA matching grant, we were able to purchase our building at 3339 Main Street from the Town of Cabot in the spring of 2024! We are so grateful to have a permanent home from which to continue our important work.

Requests for the Voters of Cabot

As a non-profit organization, *Faith in Action/Neighbors in Action* was approved as exempt from town property taxes in the future. However, we closed on the building just one week too late to submit the paperwork for the current tax year. Therefore, we have a question on this year’s ballot asking the voters of the Town of Cabot to forgive us of this year’s tax bill (\$6,847.16), as it would be a hardship to our small organization and would impact our ability to continue meeting the increasing needs of our neighbors.

The town appropriations we receive annually from the Town of Cabot support our Foodshare program (\$2,000) and our Senior Adventures group (\$500). In 2024 we served over 450 Cabot residents through our Foodshare program and more than a dozen through our Senior Adventures program.

We are grateful to all the support we receive from the Town of Cabot and our neighbors!

Give us a call if you’d like to join our team or are interested in attending one of our programs: 802-563-3322

Sincerely,
 Amy Hornblas
 Executive Director



Walter Bothfeld was a regular attendee at our Senior Adventures Group



Washington County Sheriff's Department

Marc P. Poulin, Sheriff
10 Elm St * PO Box 678
Montpelier, VT 05601-0678
802-223-3001

November 25, 2024

Town of Cabot
Members of The Select Board

Annual Report 2024

For those of you who I have not met or spoken with over the last couple of years, I will again take a moment to give you a little background on me and my career. I began my career with the Montpelier Police Department in 2005. I worked as a Patrolman for the city for approx. 2 ½ years before leaving, taking a position as a State Deputy with the Washington County Sheriff's Department. I rose through the ranks serving as a Deputy, Sergeant, and Lieutenant. My primary focus was as supervisor of the court/detail/traffic control division within the department. I also was extremely active in our highway safety efforts, covering town shifts on occasion as well as our grant funded programs. After approx. 14 years I left the Sheriff's office, becoming a member of the Capitol Police Department, where I served as a patrolman, with my focus on intelligence and investigations of threats against our legislature. I am a Field Training Officer, NREMT, VT Certified Non-Lethal Use of Force Instructor, Taser, PR24, and Oleoresin Capsicum Instructor as well as member of various Vermont Criminal Justice Council committees.

I am an Eagle Scout extremely active in the scouting program, serving as the head of security for national scouting events. I am a piano technician by training and still run a piano service business with my wife, who is also a piano technician. I have 3 children, and in my spare time have a bit of a LEGO obsession.

Law enforcement is a challenging profession to be in these days. Upon taking office, we identified our priorities moving forward which included updating our equipment, increasing our community engagement, recruiting and retention improvements, placing the department in a more secure financial position, and increasing our services to the towns.

Law Enforcement equipment has been and continues to be extremely expensive. Having to endure the rugged conditions of our job and to survive day to day, year to year use means it all becomes very costly. As manufacturers continue to have supply chain challenges and fewer companies produce police equipment, this problem continues to grow. The cost of police vehicles alone this year for the basic unequipped cruiser increased just over \$8,000 each. We are moving towards keeping our cruiser fleet in service longer than in the past, utilizing commercial extended warranty services to accomplish this goal. The warrantees are a much more efficient use of funds vs purchasing new vehicles more often.

For our department operations to be more transparent, we have upgraded our recording devices to Axon Body cameras combined with cloud storage. These systems are commonly regarded as the industry leader in this field, giving our deputies the most efficient way to record interactions with the public and store them securely and in an organized manner. These have replaced our cruiser cams (recording to thumb drives) which were reaching the end of their service life and unable to be repaired or

replaced in timely manner. We also placed into service Taser devices (Taser 7), which give our Deputies another use of force option, increasing safety for all. All of cameras, tasers, and cruisers are tied together so if any of these devices are activated the camera activates as well. This ensures we can record as much of our interactions as possible without deputy input under stressful conditions.

We recently trained 3 Deputies and placed into service 3 Less Lethal Impact Munition Shotguns. These bright, orange-colored shotguns that are easily recognized, fire beanbag rounds, allowing us to protect ourselves and the public from a greater distance with a lower level of force to be utilized. We continue to research additional options in this line of thought. Many of our Deputies are working alone in rural locations and providing them with as many equipment options as possible is in everyone's best interest.

We received a grant to replace all of our mobile UHF/VHF mobile and portable radios, as our fleet was over 10 years old and losing their reliability. Our new system integrates a mobile repeater in each cruiser allowing our portable radios (deputy worn) to feed their signal into the larger mobile radios in each cruiser for rebroadcast. This greatly increases our communication and safety in our rural areas where before we could not communicate. We continue to have some teething issues with this cutting-edge equipment, along with our aging mountaintop repeater. We have budgeted for a replacement repeater in 2025, which along with the newer radios sets will serve us well for years to come. We are also beginning study of adding a second repeater into our network to better cover the "dead spots". This will be a multiyear project all dependent on the results of signal studies yet to be done.

We have made updates to our uniforms as well, going with a more "tactical look" as some have called it. We began wearing external carrier vests to allow our staff to remove gear from their belts and put on the vests. This greatly increases comfort and the ability to take off the gear easily in down moments. Studies have shown a marked decrease in officer lower back injuries by agencies switching to this type of uniform. Our staff's health is important if we wish to keep them happy, healthy, and here to serve our residents.

You may have noticed our cruiser markings changing as well. We are transitioning away from the white with red vehicle markings. Our new markings are green, black, and silver. Please keep an eye out for the new ones in this design, we are very proud of how they turned out!

We have begun utilizing our department Facebook page (visit Washington County Sheriffs Dept Vermont) to see our latest goings on and updated information as we share. Check out a few local podcasts our staff make appearances on, and other public events we try to attend to interact with the public. We have recently created a department website: www.washingtoncountysheriffVT.gov. This page continues to be a work in progress, but will eventually allow access to online fingerprinting appointment scheduling, access to updated town/patrol reporting, employment information, etc.

Captain Meyer and Sergeant Bent have recently joined as members of the Central Vermont Treatment court team. Treatment Court is a voluntary, post-plea program for defendants over 18 years old. They offer participants who complete the program the chance to have criminal charges dismissed or reduced. The program tries to reduce drug-related crime, make communities safer, and help people recover from drug dependence. This is a collaborative effort between prosecutors, defense attorneys, mental health and substance abuse treatment professionals, law enforcement and other emergency service providers, and the person needing help themselves.

Our current primary patrol Deputy, Davis Hart, will be attending the Level III academy in Pittsford VT this coming winter. This may mean a slight interruption in our patrol activities as other staff

cover for his 17-week absence. This does come with a benefit, upon his return, Deputy Hart will have the highest law enforcement certification to better serve our communities.

We have plans to send all our full-time staff to an Emergency First Responder course this December to become Vermont licensed medical responders. While we will be unable to provide a full medical response, our staff will be better able to respond and begin treatment prior to the arrival of an ambulance service if they are nearby at the time of a call. We are partnering with a local Ambulance Service to accomplish this goal, becoming part of a less than handful of agencies being both medical and law enforcement certified. We recently received a donation from the Mad River Ambulance Service of 3 AED's (Automated External Defibrillator). AEDs are used to help those experiencing sudden cardiac arrest. With our Deputies in remote rural locations far from medical services, we hope to assist our EMS partners by responding in a timelier manner with these lifesaving devices. These machines will be placed in service with our primary Patrol Deputy, the Sheriff (who is an EMT), and the third in an undetermined location.

We have made tremendous efforts in our recruiting efforts without much success. Nationwide, law enforcement is struggling to recruit new hires based upon multiple issues. Vermont is no different. Our greatest challenge to employment is simply providing a competitive wage. A local police agency recently became the highest paid agency in the area, with a starting wage of \$34/hr. With our contract model, raising our rates to cover this kind of wage increase while continuing to fund department operations would be an impossible increase for our towns to afford. We are trying our best to find a balance in this effort.

Our office continues to remain in a good financial position. Our contract billing rates have gone up dramatically over the last year and a half. They will continue to increase in smaller amounts yearly due to surging costs in healthcare, equipment, and wages. Years ago, Sheriff's Departments operated mostly with retired Law Enforcement Officers, or those working multiple part time jobs to make ends meet. This staffing model did not require overtime, benefits, retirement etc. Society has changed and our compensation package has had to change accordingly. Our department mostly consists of a small number of full-time officers, who require overtime payment to continue to work the hours that they do. It is a challenging environment as an employer everywhere, but we are doing our best to encourage applicants to join our team.

Locally:

Countywide, our patrol efforts during fiscal year to date 2024 generated 2268 total incident reports, to include 1317 Traffic Stops, 468 Vermont Traffic Citations and 1245 Traffic Warnings.

During our patrol efforts in Cabot the following Vermont Traffic Complaints, Warnings and Incidents were recorded by the Washington County Sheriff's Department while on patrol:

Tickets/Warnings:

Ticket Violation	Ticket Violation	Ticket Type
CRS - Failure to use child restraint system- First offense	1	Traffic
DEF - Condition Of Vehicle	3	Warning
DP - Failed To Display Front Registration Plate	1	Traffic
DP2 - Failed to Display Rear Registration Plate or Failed to Display Both Registration Plates	1	Warning
INS - Operating Without Liability Insurance	2	Traffic
.BR - 11-20 MPH over speed limit - Local	4	Traffic
.BR - 11-20 MPH Over Speed Limit-Local	7	Warning
.BR - 21-30 MPH over speed limit - Local	2	Traffic
.BR - 31-or more MPH over speed limit - Local	1	Traffic
.VL - Operating Without A License	2	Warning
VR - Persons Required To Register	1	Traffic
VR - Persons Required To Register	4	Warning
PNA - Misuse Of Number Plates	1	Warning
SD3 - 21-30 MPH Over Speed Limit	1	Traffic
SL2 - 11-20 MPH Over Speed Limit	4	Traffic
SL2 - 11-20 MPH Over Speed Limit	13	Warning
SL3 - 21-30 MPH Over Speed Limit	2	Traffic
SL4 - 31 Or More MPH Over Speed Limit	1	Traffic
TV - Operating With Television Set Installed	1	Warning
VI - Vehicle Not Inspected Within 15 Days Of Vt. Registration	1	Traffic
VI - Vehicle Not Inspected Within 15 Days Of Vt. Registration	15	Warning

Incidents:

Call Type	Call Type
54	Traffic Stop
13	Directed Patrol
3	Motor Vehicle Complaint
2	Writ of Possession
2	Foot Patrol
2	Welfare Check
2	Property Watch
1	Juvenile Problem
1	Crash - LSA
1	Agency Assist
1	Parking Violation
1	Suspicious Person/Circumstance
1	Animal Problem
1	Crash - Non-Reportable

Through all the issues we all deal with in today's world, we take pride in our efforts in making Washington County a safe place to live and work, for all of us.

Professionally,



Marc Poulin
Washington County Sheriff

Northeast Kingdom Waste Management District (NEKWMD) Year-End Financial Report for 2024

The NEKWMD ended 2024 with a surplus of \$65,746.46. Revenues in 2024 were 22.3% above projections, while expenses were 15.4% above projections. Revenues from tire disposal, scrap metal, and the surcharge were responsible for strong revenues in 2024. Some fees used to generate revenues will increase headed into 2025. The surcharge will increase \$2.75/ton from \$26.75 in 2024 to \$29.50 in 2025. This represents a \$0.07 increase on a standard bag of trash. Hauling fees to service recycling centers and schools will be increasing as well in 2025. The rate for recycling centers will increase from \$49/stop to \$55/stop, and the rate for schools will increase from \$33/stop to \$37/stop. Fees for tires will remain unchanged in 2025 as will the per capita assessment (\$1.16/person).

The NEKWMD is entering 2025 with a budget of \$1,030,997 – an increase of 8.8% compared to 2024. The NEKWMD was staffed by eleven full-time and two part-time employees in 2024. The District will be adding a full-time employee in 2025.

There were no additions or subtractions to the District membership in 2024. We continue to serve the largest geographical area and largest number of towns (49) in the State. Our population served is 3rd in the state behind only the Chittenden Solid Waste District and the Central Vermont Solid Waste Management District.

Each of the member Towns is entitled to representation by at least one Supervisor. The Board of Supervisors is the principal authority over the NEKWMD and the primary means of contact with the member towns. The Board of Supervisors meets monthly with the District's Executive Director to set the direction of NEKWMD policy.

Since the surcharge on trash is based on the amount of waste produced, members have a clear opportunity to control their waste management costs. Costs can decrease as waste generation rates decrease and recycling rates increase.

We would like to express our appreciation to our able staff for their continuing commitment to our mission. The 47,600 residents of 49 Towns throughout the Northeast Kingdom can be assured that the NEKWMD will continue to address their waste management concerns in a timely and environmentally sound fashion.

Paul Tomasi
Executive Director
NEKWMD

Acceptable HHW Materials

HOUSEHOLD ITEMS

- AEROSOLS
- AIR FRESHENERS
- AMMONIA
- ARTS AND CRAFTS SUPPLIES
- BLEACH
- CLEANERS (INCLUDES: DRAIN, OVEN, FLOOR, WINDOW, TOILET, RUG, ETC.)
- DISINFECTANTS
- METAL & FURNITURE POLISH
- MOTHBALLS
- MERCURY THERMOMETERS
- NAIL POLISH & REMOVER
- NI-CD, LITHIUM, MI-MH, AND BUTTON CELL BATTERIES
- SPOT & STAIN REMOVERS
- ALKALINE BATTERIES *

GARDEN SUPPLIES

- CREOSOTE
- DIOXINS
- FERTILIZERS
- FLEA KILLERS
- FUNGICIDES
- HERBICIDES
- INSECT SPRAYS
- MURIATIC ACID
- NO-PEST STRIPS
- PESTICIDES
- RODENT KILLERS

GARAGE

- ANTIFREEZE
- BRAKE FLUID *

GARAGE (CONTINUED)

- CORROSIVES
- CAR WAXES AND CLEANERS
- ENGINE DEGREASERS
- FLUORESCENT LIGHT BULBS *
- GASOLINE/DRY GAS
- KEROSENE
- LEAD-ACID CAR BATTERIES *
- LIGHTER FLUID
- OIL-BASED PAINT
- LATEX-BASED PAINT
- PAINT THINNER
- PROPANE CYLINDERS
- SEALANTS
- STAINS/STRIPPERS
- SWIMMING POOL CHEMICALS
- TRANSMISSION FLUID *
- WOOD PRESERVATIVES
- USED MOTOR OIL AND FILTERS *

* ALSO ACCEPTED AT OIL AND BATTERY STATIONS YEAR ROUND

PLEASE DO NOT BRING:

- ASBESTOS
- EXPLOSIVES, INCLUDING GUN POWDER, AMMUNITION
- FLARES
- INFECTIOUS WASTE
- PRESCRIPTION MEDICATION
- RADIOACTIVE WASTE, INCLUDING SMOKE DETECTORS
- UNKNOWN GAS CYLINDERS
- EMPTY CONTAINERS

**CONTACT THE NEKWMD IF YOU HAVE ITEMS YOU CANNOT IDENTIFY
802-626-3532 or 800-734-4602 or www.nekwmd.org**

2025 NEKWMD BUDGET

	A	B	C	D
1	BUDGET ITEM	2024 BUDGET	2024 ACTUAL as of 12/31/2024	2025 PROPOSED BUDGET
2	ADMINISTRATION EXPENSES			
3	Advertising	\$300.00	\$324.00	\$200.00
4	Audit -- Financial	\$9,000.00	\$11,050.00	\$8,500.00
5	Audit -- Waste Haulers	\$2,500.00	\$0.00	\$2,500.00
6	Bank Charges	\$25.00	\$75.00	\$25.00
7	Surplus	\$0.00	\$0.00	\$0.00
8	Cleaning	\$2,000.00	\$2,995.00	\$2,500.00
9	Copier	\$1,500.00	\$1,410.61	\$1,500.00
10	Deficit 2023	\$2,899.63	\$0.00	\$0.00
11	Dues/Permits/Fees/Penalties	\$6,500.00	\$6,199.28	\$5,000.00
12	Heating Fuel	\$1,500.00	\$1,059.28	\$1,600.00
13	Liability & Casualty Ins.	\$16,000.00	\$26,802.38	\$21,000.00
14	Legal Fees	\$2,000.00	\$0.00	\$2,000.00
15	Professional Services- ED	\$0.00	\$0.00	\$8,000.00
16	Postage	\$2,000.00	\$1,889.87	\$2,000.00
17	Office Supplies	\$3,500.00	\$4,409.53	\$3,200.00
18	Secretary Stipend	\$300.00	\$600.00	\$600.00
19	Telephone/IT - Office	\$7,500.00	\$13,533.26	\$9,000.00
20	Miscellaneous	\$1,000.00	\$67.55	\$500.00
21	Water/Sewer	\$1,400.00	\$1,224.15	\$1,400.00
22	TOTAL ADMINISTRATION	\$59,924.63	\$71,639.91	\$69,525.00
23	Gross Wages	\$457,414.00	\$443,887.44	\$529,000.00
24	OT Wages--Warehouse	\$9,000.00	\$9,827.97	\$6,500.00
25	Fica (Employer Match)	\$28,918.00	\$27,245.36	\$34,637.00
26	Medi (Employer Match)	\$6,763.00	\$6,371.74	\$8,100.00
27	Unemployment/HCP Insurance	\$7,150.00	\$7,585.55	\$5,250.00
28	VMERS (Retirement)	\$30,709.00	\$29,520.85	\$33,135.00
29	Health Insurance	\$72,000.00	\$39,169.69	\$55,000.00
30	Workman's Comp. Insurance	\$34,000.00	\$51,856.87	\$38,000.00
31	VT- Child Care Tax	\$0.00	\$1,050.22	\$2,500.00
32	Mileage - Employee	\$5,000.00	\$1,939.32	\$2,000.00
33	Life & Disability	\$7,750.00	\$9,949.85	\$9,000.00
34	Personnel Equipment	\$750.00	\$694.70	\$500.00
35	Training	\$500.00	\$25.00	\$800.00
36	TOTAL PERSONNEL	\$659,954.00	\$629,124.56	\$724,422.00
37	EQUIPMENT EXPENSES			
38	Baler Repairs	\$3,000.00	\$3,709.78	\$4,000.00
39	Baler Supplies	\$5,000.00	\$8,337.25	\$5,000.00
40	Box/Truck- Insurance	\$0.00	\$12,400.00	\$0.00
41	Forklift Fuel	\$3,000.00	\$2,790.69	\$3,000.00
42	Forklift Repairs	\$3,500.00	\$7,782.29	\$4,000.00

43	Misc. Equipment Repairs	\$1,000.00	\$0.00	\$1,000.00
44	Skidsteer Repairs	\$3,000.00	\$11,492.30	\$2,000.00
45	Warehouse Supplies	\$3,500.00	\$7,070.34	\$2,500.00
46	Trucks--Diesel	\$28,000.00	\$20,141.92	\$24,000.00
47	Trucks- Repair	\$27,500.00	\$95,798.39	\$5,000.00
48	Truck Lease	\$0.00	\$0.00	\$50,000.00
49	TOTAL EQUIPMENT	\$77,500.00	\$169,522.96	\$100,500.00

BUDGET 2025

2025 NEKWMD BUDGET

	A	B	C	D
50	BUDGET ITEM	2024 BUDGET	2024 ACTUAL as of 12/31/2024	2025 PROPOSED BUDGET
51	BUILDING EXPENSES			
52	Electricity	\$5,400.00	\$5,856.93	\$6,000.00
53	Maintenance	\$1,500.00	\$2,655.99	\$1,000.00
54	Trash Removal	\$3,800.00	\$5,676.86	\$4,800.00
55	TOTAL BUILDING	\$10,700.00	\$14,189.78	\$11,800.00
56	PROGRAMS EXPENSES			
57	Composting	\$23,000.00	\$22,340.00	\$23,500.00
58	Composter/Bin	\$3,500.00	\$6,812.01	\$5,000.00
59	Organics VT Grant	\$0.00	\$61,521.06	\$0.00
60	Education Outreach	\$8,000.00	\$7,840.25	\$7,000.00
61	Hazmat Disposal	\$40,000.00	\$45,089.43	\$40,000.00
62	Hazmat Supplies	\$5,500.00	\$2,278.19	\$4,500.00
63	Recyclables Processing	\$22,500.00	\$32,584.08	\$17,000.00
64	Special Collections	\$250.00	\$0.00	\$250.00
65	Supplies	\$500.00	\$1,889.08	\$500.00
66	Tire Disposal	\$15,000.00	\$18,620.80	\$15,000.00
67	TOTAL PROGRAMS	\$118,250.00	\$198,974.90	\$112,750.00
68	SUB-TOTAL	\$926,328.63	\$1,083,452.11	\$1,018,997.00
69				
70	Capital Improvement Fund	\$24,000.00	\$13,250.00	\$12,000.00
71	TOTAL CAPITAL FUND	\$24,000.00	\$13,250.00	\$12,000.00
72				
73	TOTAL NEK EXPENSES	\$950,328.63	\$1,096,702.11	\$1,030,997.00
74	Grants--St of VT	\$111,000.00	\$112,081.16	\$117,000.00
75	Grants--Organics	\$0.00	\$61,521.45	\$0.00
76	Hauling--Recycling Pick-ups	\$59,000.00	\$56,756.00	\$61,000.00
77	Haz Mat/Paint Care	\$5,000.00	\$5,290.29	\$5,000.00
78	Interest Income	\$30.00	\$65.06	\$50.00
79	Insurance- Truck Claim	\$0.00	\$44,836.40	\$0.00
80	Miscellaneous Income	\$2,500.00	\$2,814.52	\$2,000.00
81	Program Sales--Composter/Bins	\$1,500.00	\$530.00	\$500.00
82	Programs- Oil Filter Program	\$150.00	\$75.00	\$150.00

83	Sale of Recyclables	\$100,000.00	\$97,228.49	\$110,333.00
84	Compost Income	\$23,000.00	\$19,337.50	\$20,000.00
85	Deficit 2023	\$2,899.63	\$0.00	\$0.00
86	Electronics Income	\$19,000.00	\$17,169.13	\$17,000.00
87	Scrap Metal Income	\$18,000.00	\$30,976.94	\$28,000.00
88	Battery Income	\$5,000.00	\$2,938.50	\$3,000.00
89	Tire Income	\$15,000.00	\$20,920.00	\$15,000.00
90	Per Capita Assessment	\$54,506.00	\$54,503.76	\$54,506.00
91	Surcharge--Waste Haulers	\$533,743.00	\$635,404.37	\$597,458.00
92	TOTAL NEK REVENUES	\$950,328.63	\$1,162,448.57	\$1,030,997.00

BUDGET 2025

2025 NEKWMD CALENDAR OF EVENTS

MAY 6	Household Hazardous Waste (HHW) Collection by appointment in Lyndonville begins
MAY 10	Newbury HHW Collection, Town Garage, 8am-12pm
MAY 17	Guildhall HHW Collection & Bulky Day, 5635 VT Route 102 (HWY Salt Shed) 8am-12pm
MAY 24	Bloomfield HHW Collection & Bulky Day, VT Route 102 Bloomfield, 8am-12pm
MAY 24	Albany Bulky Day, Albany Transfer Station, 8:30am-1pm
MAY 29 -May 31	Sutton Bulky Days, NEKWMD facility Lyndonville, Appointment required
JUNE 7	Derby HHW Collection, Derby Recycling Center, 9am-1pm
JUNE 14	Brunswick Bulky Day, Brunswick Town Offices, 8am-12pm
JUNE 21	Westfield HHW Collection, Westfield Recycling Center/Town Garage, 8am-12pm
JUNE 28	Unified Towns and Gores Bulky Day, Hatchery Brook Rd., Averill, 8am-12pm
JULY 19	Maidstone Bulky Day, 1342 Rte. 102 Maidstone 8am-12pm
AUGUST 2	Brighton HHW Collection, Brighton Recycling Center 8am-12pm
AUGUST 9	Unified Towns and Gores Bulky Day, Rte. 105 UTG Building, Ferdinand, 8am-12pm
AUGUST 16	Marshfield HHW Collection, Town Clerk's Office, 9am-1pm
AUG 28-30	Sutton Bulky Days, NEKWMD Facility, Lyndonville, Appointment required
SEPTEMBER 13	Bloomfield Bulky Day, VT Route 102 Bloomfield, 8am-12pm
SEPTEMBER 27	Cabot Bulky Day, Cabot Recycling Center, 8am-12pm
SEPTEMBER 27	HHW Collection, NEKWMD Office, No appointment necessary, 8am-2pm
OCTOBER 2	HHW Collection by appointment in Lyndonville ends
OCTOBER 4	Albany HHW Collection & Bulky Day, Albany Transfer Station, 8:30-1pm
OCTOBER 18	Brunswick Bulky Day, Brunswick Town Offices, 8am-12pm
<p>For information on these events and others, contact the Northeast Kingdom Waste Management District at (802) 626-3532, 800-734-4602, by e-mail at progmgr@nekwmd.org or check the updated calendar of events at www.nekwmd.org</p>	

DOG LICENSING & THE VT SPAY NEUTER INCENTIVE PROGRAM aka "VSNIP"!

Pursuant to: 20 VS.A. §3581 of the Vermont Statutes Title 20: Internal Security and Public Safety, Chapter 193: Domestic Pet or Wolf-hybrid Control. Sub-chapter 002: Licenses: A dog must be licensed (registered) by six months of age at your town office to be legal. Proof of a rabies vaccination within the last year is required. Dogs not licensed can be seized and euthanized per state statute.

Registering identifies your dog. It's proof of protection against rabies in case an animal or person is bitten. Immediate medical attention is needed. Animals not vaccinated and registered could be quarantined or possibly seized and euthanized, enabling the brain to be tested. Rabies is deadly. PLEASE LICENSE NOW!

Vermont Statutes Title 20 - Internal Security and Public Safety Chapter 193 - Domestic Pet or Wolf-Hybrid Control §3621. Issuance of warrant to impound; complaint.

(a)(1) The legislative body of a municipality may at any time issue a warrant to one or more police officers, constables, pound keepers, or appointed animal control officers, directing them to promptly impound all dogs or wolf-hybrids within the town or city not licensed according to the provisions of this subchapter, except as exempted by section 3587 of this title, and to enter a complaint against the owners or keepers of the impounded dogs and wolf-hybrids.

A puppy (or kitten) can have their first rabies vaccination after 12 weeks of age. Community Animal Aid hosts a Wellness Clinic, including rabies vaccinations, for those unhoused or those receiving state benefits usually on the 2nd Saturday of the month: East Barre Fire Station. Check for updates: AnimalAidVT@gmail.com or 802-734-0259. Tractor Supply Stores host a monthly rabies clinic, and some VT Humane Societies and veterinarians offer a rabies clinic in March.

THE VT SPAY NEUTER INCENTIVE PROGRAM aka "VSNIP"

VSNIP helps income eligible Vermonters have dogs and cats spayed/neutered and vaccinated at a very reduced cost to them. Veterinary offices are throughout the state and we invite other veterinarians to join this altruistic effort to help continue eliminating routine euthanasia of mostly, an over population of cats and kittens. For an application, call 802-672-5302. Push #2 for instructions, or visit: VSNIP.VERMONT.GOV Sue Skaskiw, Administrator

TOGETHER WE DO MAKE A DIFFERENCE!

TOWN MEETING RESULTS (FY24)

SELECTPERSON (3 YEARS)

Michael J. Hogan 439
Write In 42

SELECTPERSON (2 YEARS)

Walter "Skip" Bothfeld 473
Write In 27

SCHOOL DIRECTOR (1 YEAR)

Erica Fucello 408
Write In 38

SCHOOL DIRECTOR (2 YEARS)

Jason Monaco 391
Write In 40

Art. 7. Shall the voters of the Town of Cabot appropriate the sum of \$825,218 to defray the General Expenses of the Town, with an estimated \$210,089 to come from income and \$615,129 from local taxes? [Australian Ballot]

YES 465 NO 138

Art. 8. Shall the voters of the Town of Cabot appropriate the sum of \$1,041,393 to repair and maintain the Highways of the Town, including summer, winter, and special treatment, of which an estimated \$167,600 is to come from income and \$873,793 from local taxes? [Australian Ballot]

YES 544 NO 70

Art. 9. Do the citizens of the Town of Cabot wish to see continued service by the Cabot Emergency Ambulance Service as the primary transport ambulance service for the Town of Cabot? [Australian Ballot]

YES 493 NO 106

Art. 10. Shall the voters of the Town of Cabot allow the Selectboard to appoint the Town Treasurer as permitted by the Vermont Legislature pursuant to 17 V.S.A. 2651 (d) and (f) for a term of one or three years? [Australian Ballot]

YES 454 NO 150



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 Get Help, Give Help,
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 From outside Vermont: 1-802-652-4636
www.vermont211.org



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- Consumer Services
- Clothing and Thrift Shops
- Discrimination Assistance
- Domestic and Sexual Violence Services
- Education—GED Instruction, Computer Classes
- Employment Services
- Food Shelves and Nutrition Programs
- Health Care Services
- Alcohol and Drug Programs
- Housing—Homeless Prevention, Shelter, Tenants' Rights
- Independent Living Services
- Legal Assistance
- Mental Health Care and Counseling
- Mentoring
- Military, Family and Community Network
- Parenting Programs
- Senior Resource and Referral
- Stop Smoking Programs
- Support Groups
- Transportation
- Utility Assistance
- Youth and Family Services
- Veteran Services
- Volunteering
- Wellness Programs
- And More...

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