

Annual Report Text Only Document

Front Cover

The front cover has a light periwinkle background. The Inclusive Arts Vermont logo is at the top. In the middle is a large circular image of Jodi Whalen's art Queen Anne's Lace. A screenprint of white and orange Queen Anne's Lace against purple mountains. At the bottom of the cover is black text, "Annual Report 2024"

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A light periwinkle background same as the front cover. Black text "Table of Contents" And text below:

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A Reflection

A light aqua background with a darker aqua heading with the text “ A reflection”. At the top is a portrait of IAV Executive Director, Sarah Brown. Portrait of Sarah Brown. She has pale skin, short blonde hair, and is smiling at the camera. She is wearing black and gold rimmed glasses, a black coat, light gray scarf, and pearl earrings. Green evergreen branches are visible behind her.

On the pages is a written reflection from Sarah. It reads:

Greetings Friends and Supporters,

On the pages to follow, you will find an encapsulation of our work over the past year. This report speaks to not only the far-reaching nature of our programs, but also to the life-changing impacts on well-being,

belonging, and confidence through the power of the arts. But as Levar Burton always said, you don't have to take my word for it. You can take the word of...

- An exhibiting artist who shared ***“I have never felt so well cared for when it comes to having my art displayed, and the access.”***
- An Arts Access Summit attendee who gained ***“a deeper appreciation for the sense of empowerment that comes through creativity.”***
- An Adult Arts participant who said the class ***“will make you feel welcomed anytime you're able to arrive; everyone's treated equal.”***
- A toddler who proudly exclaimed ***“look at my masterpiece!”*** after initial hesitance engaging with a painting activity.
- An early childhood provider who is looking at things in a whole new light after working with IAV and ***“didn't realize how much the inflexibility of teachers in her earlier life impacted her. Having someone be patient consistently for so long [our Teaching Artists] has made all the difference.”***
- An intern who reflected ***“I learned so much about accessibility and putting it into practices that I will take with me to use in all parts of my life.”***
- A professional development training participant who appreciated the ***“authentic space you give us to be ourselves and to expand our thinking, as well as our practice.”***

- A teacher in our K-12 arts integration program who said ***“I was shocked at how successful this residency was! Because you allowed them [the students] to interpret the brief broadly, they were able to gravitate towards what felt authentic and then be enthusiastic about finding ways to convey in ways that were new to them.”***

Sometimes we (myself included) can get so caught up in moving the next thing forward that we lose sight of the forest for the trees. That is such a common saying, yet holds so true. As a mission-driven organization, there is nothing more important than the constituents we serve. While there is always more we want to do and ways we strive to continuously improve the programs we deliver, this annual report represents a celebration of what we did do to bring about positive change in lives across the state this past program year.

It represents a forest that is small but mighty. A forest that is part of a larger ecosystem. An ecosystem that includes you, our treasured community. As we conclude our 38th year in operation, we don't take for granted all who have supported and joined us in this journey. Was it an easy year? Certainly not, and there are many challenges ahead, but having you in our corner makes all the difference. Thank you for continuing to value arts access!

Warmest wishes,

Sarah R. Brown

Executive Director

At the bottom are three images in a grid. 1. A group photo of IAV staff and board at the CYCLES reception at CDCI. L to R: Sarah, Heidi, Alexandra, Aspen, Abbey 2. Sarah, Alexandra, Mike, and Aspen stand in front of the mural. The mural has a black background with many colorful shapes and patterns. Included are a green fractal tree, blue dodecahedrons, a multicolored Fibonacci spiral, and several tetrahedrons in the colors of the Pan-African flag. 3. IAV staff Sarah, Diane, Heidi, and Aspen stand together for a picture at the CYCLES opening at the Vermont State House.

FY 2024

A grid of colorful squares and photos. The top row, on the left, is a dark purple square with white text “13,083 total participants.” On the right, a periwinkle rectangle with white text “12,703 adult participants.” Below that an aqua rectangle “334 youth participants.”

The second row is two pictures side by side. On the left, Heidi from IAV shares tactile art with a child. On the right, a room full of PD participants making art at conference room tables.

The third row has an orange square on the left with black text “132 Programs.” On the right is an aqua rectangle “121 in-person programs.” below that is a periwinkle square with white text “11 virtual programs.”

The bottom row has 3 images. On the left, someone stands in the gallery holding a tactile representation of the artwork and feeling it through touch. In the middle, a child's arm reaches out toward pipe cleaners puff balls to make art. On the right a group of people, seated and standing engage in conversation at the CYCLES opening reception at the UVM Davis Center.

Adult Arts Education

A large photo at the top. Two adults and IAV's Director of AAE, Kirsten are at a table together making art. Everyone is laughing. Below that is text against an orange background “Adult Arts Education. **This past year, we held 11 Adult Arts class series (each 6-8 weeks) with 150 participants engaging in diverse art experiences.** Some class highlights include *Music and Drumming* with Mike, *Songs of the World* with Rebecca, a new studio art class with Ross in Brattleboro, and the *Book of Me* with Evie. In that class, artists made a page using different visual art mediums each week and put them together in a book during the last class.

Below the text are colorful speech bubbles with quotes AAE participants and teaching artists.

A purple speech bubble *“never pressure. Always encouraging and fun!”* An aqua speech bubble *“Will make you feel welcome anytime you’re able to arrive. Everyone’s treated equal.”* An orange speech bubble *“WE. LOVE. MIKE.”* A periwinkle speech bubble *“Art and music are forms of connecting. They support love and connections and encourage healing and growth.”*

Black text below the speech bubbles:

Adult Arts partners 2023-24:

- Champlain Community Services
- Families First
- Howard Center

At the bottom is a photo of a woman. She is seated looking at the camera smiling. Above her head is a row of artworks hanging on a clothesline. Artworks of rainbows and of orange and green dots.

Collaborative Arts Integration Residencies

A large photo at the top of students standing in front of a large mural they made. Their backs are to the camera. The mural has a black background with many colorful shapes and patterns. Included are a green fractal tree, blue dodecahedrons, a multicolored Fibonacci spiral, and several tetrahedrons in the colors of the Pan-African flag, and includes the symbols chosen by the Richard Kemp Center, which centers the needs of the Black community and works to rectify historical racial inequity.

White text in a dark purple background, “ Collaborative Arts Integration Residencies”. Black text below against a light purple background:

During the 2023-24 program year, CAIR partnered with 4 schools for students with cognitive, emotional, or behavioral disabilities. Our teaching artists worked within 17 classrooms, dedicating 6-20 hours per classroom, and serving a total of 140 students, spanning grades K-12.

Some residencies expanded beyond the classroom into the greater community. Teaching Artist, Michael Plante, taught 3 residencies, two of which were at Horizons, an alternative school in the Burlington School District. One of the projects they worked on was in collaboration with Math Through Arts and the Richard Kemp Center, to create a mural on the wall of the Richard Kemp Center. The mural is a beautiful intersection of art and math. Each design is a tribute to the work and humanity of Black mathematicians.

On the day of the mural unveiling students gathered. Many were still drawing fractals and creating 3D geometric shapes from paper or other supplies available. When asked how they felt about the project, one student responded, ***"It was just an ugly messed up wall that a car crashed into before we did that... It feels good."***

Another responded, ***"This place is really important to me, it's my community. It was amazing to have my two worlds, school and here, come together like that."***

The project also offered a way for students to reach out to one another. A student who had not been involved in the mural mentioned they were not sure if they were returning to school next year; another encouraged her to stay saying: ***"next year we want to do the other wall with the scientists, you know, for black history... You should definitely come back."***

Two images below the text, side by side. On the left, a close-up of the tetrahedrons in the colors of the Pan-African flag. On the right is an array of student sketches used to plan the mural.

Text below the photos:

CAIR 2023-2024 Program Year Sites:

- The Baird School
- Winooski Elementary Therapeutic Classroom
- Winooski Middle/High School Intensive Needs Class
- On Top High School (Burlington Alternative Program)
- Horizons High School (Burlington Alternative Program)

This VSA program was provided in part by a 2023-24 contract with the John F. Kennedy Center for the Performing Arts.

Exhibitions

At the top is a large photo of CYCLES artist Aurora Berger. She has pale skin and long vibrant pink and purple hair. She holds a small tactile replica of her painting on the gallery wall. The exhibition painting and the small replica each have a black hole with colorful circles emanating from it.

White text against a periwinkle background “Exhibitions.” Black text against a light periwinkle background:

In 2024, IAV’s fifth visual arts exhibition, *CYCLES*, toured the state. It featured the art of 25 Vermont disabled artists. *CYCLES* opened at The University of Vermont (UVM) Davis Center (Burlington) and then traveled to the Vermont State House (Montpelier), All Souls UU (Brattleboro), and the St. Johnsbury Athenaeum. It closed at the UVM Center on Disability and Community Inclusion.

IAV’s exhibitions and related programs are rooted in access. By centering access, the emotional labor of having to seek out access information or make access requests is removed for artists and visitors alike. This cultivates the inclusion we hope will exist in the broader world. One gallery visitor shared ***“I have always wished to experience art by feeling it and interacting with it in a gallery setting, and I was thrilled to be able to take in what I was seeing in this manner. I personally love making tactile art, so seeing the work of many artists who share the same passion was delightful!!”***

5 small square photos in a row. L to R: 1. *CYCLES* at the UVM Davis Center, 2. *CYCLES* at the All Souls UU, 3. IAV staff Sarah, Heidi and Megan and UVM CDCI staff Rachel and Jesse pose together holding a purple *CYCLES* sign, 4. *CYCLES* at the UVM CDCI, *CYCLES* at the St. Johnsbury Athenaeum.

Black text, “**ACCESS:** All the tour venues were physically accessible, all artwork had image descriptions through an audio tour. Tactile representations and elements accompanied selected artworks, and text were available in multiple formats like Braille, Large Print, and digital versions. Opening receptions had ASL interpretation and sensory items.” Next to the text is a photo of a child's hand touching a tactile representation of an artwork.

A photo of a child drawing at a table, they are drawing stars and hearts on a page. Text next to the photo, “**FAMILY PROGRAMS:** We offered free inclusive family programs. These programs invited families with and without disabilities to experience the exhibition in a relaxed setting. Participants were invited to create art with IAV Teaching Artists. One family program participant shared, *“I (heart shape) this for our community and hope others will experience it too!”*”

A photo of a ZOOM screengrab from a virtual artist talk. In Zoom squares are IAV staff Megan, Heidi, and Kirsten, there is an ASL interpreter present on Zoom, and the featured artist Conor and his typing partner Shasta. Below is a promotional graphic for Conor's artist talk with the time date and location of the talk. And Conor's abstract painting, The Wave of Sadness. Text next to the images “**VIRTUAL ARTIST TALKS:** We held virtual artist talks with five CYCLES artists: Ashley Strobridge, Willow Bascom, Jodi Whalen, Conor Cleveland, and Aurora Berger. Artists shared their art, ideas, and processes with a live audience. The talks are archived on Facebook and YouTube and continue to engage audiences. All talks had ASL interpretation, verbal description, and CART captioning.”

A quote at the bottom of the page:

“I appreciated being able to tell the disability aspect of my story without feeling like I was being judged. I feel like I am taking that risk whenever I talk about that aspect. In this environment, I didn't feel that. It felt like a safe place to tell my story.” ~Ashley Strobridge

Professional Development

A large photo of IAV staff members Heidi and Kirsten sitting on the edge of a stage. Heidi has pale skin, and short brown hair and wearing black pants, a mauve shirt, and a black face mask. Kirsten has pale skin, short blond hair and is wearing tan pants and a black shirt. They are speaking into a microphone.

Black text in an aqua background "Professional Development. Black text below on a light aqua background:

The professional development team collaborates behind the scenes to support individuals' and organizations' access journeys. Kirsten Martsi, Heidi Swevens, and Megan Bent led many trainings for state and regional arts and culture organizations in 2024. Trainings were held in person and online, engaging 360 participants.

Our PD sessions are led with a Humans First approach. This means we create an inclusive space where participants can show up as themselves fully and be supported in their access journey.

Thank you, from all of us at BMAC, for your thoughtful dedication to our betterment, including the authentic space you give us to be ourselves and to expand our thinking, as well as our practice. Your work is tremendously important -- thank you for bringing it to us." - Brattleboro Museum & Art Center

A photo of a Zoom presentation. On the right of the Zoom screen is Access Summit Keynote Speaker Jeff Kasper. He has brown skin and short brown hair and a beard. On his presentation screen are 4 white cards with reflection questions.

Black text "**Arts Access Summit: Resiliency & Rest**

Our 2nd annual virtual summit was a day of learning and conversation on access in the arts. It featured disabled artists and accessibility experts. Artist Jeff Kasper gave a Keynote Performance: *Dreaming Resilience*.

Dr. Winnie Looby from The University of Vermont gave an interactive workshop on the *Restorative Power of Creativity*. Artists Gordon Sasaki, John Ying, and Judith Klausner gave a panel discussion on resilience and rest in their art practices. This powerful day of disability-centered knowledge and innovation is archived online.

he Arts Access Summit was a powerful gathering that highlighted the importance of disability-centered arts education. What an honor to be the keynote speaker. The experience sparked meaningful conversations and collaborations that continue to inspire my work.” -Jeff Kasper

Professional Development Partners 2023-24

- **Arts Access Summit – virtual public offering**
- **Historic New England Panel**
- **Vermont Leadership Institute Panel**
- **Brattleboro Museum and Arts Center (BMAC)**
- **UVM School of the Arts**
- **Access VT Accessibility Conference – State Employees**
- **Vermont Arts Council Creative Convening**
- **Vermont Arts Council Focus Group with Disabled Artists**
- **New England Center for Circus Arts (NECCA)**

A photo is at the bottom of the page. It is a close-up of a PD participant building a sculpture out of pipe cleaners. On the table by their hands is a printed copy of the slides for the PD session.

Start With The Arts

A large photo of a child painting with watercolors. Their art is filled with bright colors and abstract shapes.

Black text against an orange background ‘Start With The Arts.’ Black text against a light orange background:

Start With The Arts (SWTA) blends art and early literacy fostering a lifelong love of learning in Vermont's youngest learners. **In 2024, SWTA served a total of 16 home and center based childcare sites, working with 17 providers, 196 children and 38 families.**

Providers consistently observed the impact of the arts on children's energy, connection, and engagement. They often refer to it as "magic." Here is one powerful example of this magic from a SWTA teaching artist:

We talked about how colors make us feel. The children used liquid watercolors to stain white coffee filters in their favorite colors. Colors that make them feel happy.

When the most recent storms hit the area, a tree fell and hit the swing set on their playground.

The children took a branch from that tree, painted it and hung all the dried coffee filter paintings off the branch with a filament line. They made something beautiful out of misfortune!

When I came in the following week, they were so excited to show me the mobile they created from something "unfortunate" to something "beautiful"!

Two photos side by side - on the left, two children hold up masks they have made from paper plates. On the right side is an assortment of paintings created by children after reading *They All Saw a Cat*.

SWTA 2023-2024 Program/Provider Locations:

Bradford, Bristol, Chester, Colchester, Grand Isle, Hartford, Hartland, Milton, N. Ferrisburgh, South Hero, Springfield, Windsor.

his VSA program was provided in part by a 2023-24 contract with the John F. Kennedy Center for the Performing Arts.

More Magic

A portrait of Aspen Dobbins. They are standing in a forested landscape. The image shows them from the shoulders up, with trees behind them. They have pale skin, and short brown hair, and are wearing a blue hoodie and a green puffy coat.

Black text against a light purple background:

Welcome, Aspen!

In the Spring of 2024, we welcomed Aspen Dobbins as our new Development Associate. Aspen is a genderqueer artist, writer and former educator with a passion for creativity and social justice. Aspen holds a degree in Professional Writing from Champlain College and has been working in education and nonprofits throughout their adult life. We are so grateful for Aspen's gifts and care they bring to IAV.

Thank you to our Teaching Artists!

A grid of 4 photos. L to R: A portrait of Ross who has pale skin, short grey hair, and is wearing a red and cream plaid shirt. A photo of Mike who has pale skin and is in a black hat and t-shirt. He is playing a golden recorder in front of a turn table. Mike, Melissa, and Alexandra pose together in IAV's storage unit. Melissa has pale skin and red hair, and Alexandra has pale skin and long brown hair. A portrait of Rebecca holding a cello. She has olive skin and long brown hair in a braid. She is wearing a pink face mask and a red shirt.

Adult Arts: Rose Bedard, Evie Lovett, Rebecca Mack, Mike Plante, Ross Smart

CAIR: Melissa Sallée, Mike Plante

SWTA: Lisa Aschbacher, Linda Bassick, Sara Dakin

A Year in Data

Income:

Federal Contracts - 12,300
State Arts/hum. Councils - 14,000
Foundations - 238,500
Fee For Service - 42,871
Individuals - 36,632
Events - 8,828
Interest - 741
Corporate Giving - 15,019
Misc. Income - 3,441

Total: \$372,333

Expenses

Program Services - 288,470
Management & General - 92,739
Fundraising - 39,512

Total: \$420,721

Net Income: \$-48,388

Management Team:

- **Sarah Brown, Executive Director**
- **Megan Bent, Director of Communications and Digital Access**

- **Aspen Dobbins, Development Associate**
- **Kirsten Martsis, Director of Adult Arts Education and Professional Development Expansion**
- **Peggy Rainville, Director of Early Childhood Programs**
- **Heidi Swevens, Director of Community Partnerships and Exhibitions**
- **Alexandra Turner, Director of Inclusive Education**

Board Members:

- **Patricia Arehart, Clerk***
- **Kaitlyn Barr***
- **Kate Bentley***
- **Jennifer Blair***
- **Riaz Clark, Co-Chair (through 12/24)**
- **Kristen J.E. Connors***
- **Masha Harris, Co-Chair***
- **Ali Kane***
- **Kassandra Kohler, Treasurer (through 12/23)**
- **Rachel Lindsay (7/24-11/24)**
- **Abbey Pratt***
- **Samantha Zimmer***

***Denotes current board member**

A photo IAV staff and board members at the 2024 POP fundraiser. Everyone is in matching white t-shirts and smiling.

A Year of Thanks

Black text against a light aqua background:

Individual Supporters:

Marguerite Adelman & Robert Ackland Marcia Andres Patty Arehart Patrice Arehart Sue Ashworth Sharon Ayer James Barr Kaitlyn Barr Myle & Ian Barr Sasha Ross Becker Katherine Bell Gloria Bent Megan Bent Sandra Berbeco Paul Betz Kathy Black Tiffany Bleumle & Elizabeth Shayne Skunk Bouchard Julianna Brazil Melinda White Bronson Megan Brown Ann & Carl Buffum Carole Carlson Margaret Cerrigione Judy Chalmer Riaz Clark Daniel Cmejla Kristen Connors Heidelise Corriveau Susan J. Crane & Mark Roberts Teresa Davis Gary DeCarolis Michael Devost Aspen Dobbins Amy Dobson Bari & Peter Dreissigacker Robin Ellwood, Esther Evans Janet Felis Mary Fontaine-Carlson Joanne Flynn Edward Gale Adrian Garneau Roberto Garza Daniel Goldstein Tara Gragg Madeline Graham Joe Greenwald Robert & Dawn Grenn Paul Gruhler & Jane Marlin in honor of Judy Chalmer Kathy Hall Aila Halman Abbey Harlow & Justin Jankus Angelica Harris Masha Harris Julia Havard Mark Hill Susan Hope Sandra Howell Susan Hullinger Timothy Hunsinger Jordan Jankus Joy Jaffe Ali Kane Courtney Kansler Mindy & Jeffrey Kantor Jeff Kasper John Killacky Harvey & Debra Klein Keiko Kokubun in memory of Bruce McKenzie Doreen Kraft Robert & Amy Krug Deborah Krugipudi Kathy Lamb Molly Lamb Rachel Lavallee Michelle Lefkowitz, Carlyn Levy, Anne Lezak & Harry Chen, Xin Rui Lim, Rachel Lindsay, Oralía Lopez, Mark Lyons, Rhiannon M Kim, Rebecca Mack, Wendy Madigan, Arnie Malina, Kristine Malmanis, Cara Malok, Zachary Manganello, Kirsten Martsi, Whitney Mashburn, Steve & Trish Mason, Susan Evans McClure & Kellen McClure, Adelaide McCracken, Barbara Bordwell McGrew, Marla McQuiston, Katie & Stephen Miller, Lissa Nilsson, Bess O'Brien, Meghan O'Rourke, Ed Paquin, Alan Peister, Abbey Pratt, Richard & Anne Pratt, Liz Reardon, Kat Redniss, Andrea Rogers, Steven Rosansky, Kathleen D Ross, Melinda Rouille, Phyllis E Rubenstein, Alissa & Dan Ryan, Deborah Ryan, Anika Sabin, Lisa Schamberg & Pat Robins, Rebecca Schwarz, Mary Ellen Seaver-Reid & Richard Reid, Anna & John Seyller Eryn Sheehan George Sliter & Monika Ivancic Blake Stanberry-Beall Elizabeth (Lisa) Steele Joan Stepenske & Robert Troester Robert Stock Jenna Struble Nancy Sugarman Mikeal Suniga Diane & Fred Swan Heidi Swevens Kristin Thompson Emily Tironi Laura Walczak Gabrielle Williams Sean Yarolin Rachel Zarrow Christian Zimmer, D.D.S. Sam Zimmer David Zuckerman

Foundations:

- A. D. Henderson Foundation
- American Online Giving Foundation
- Couch Family Foundation
- Courtney and Victoria Buffum Family Foundation
- Fountain Fund
- Maslow Family Foundation
- Oakland Foundation
- TD Charitable Foundation
- The Donley Foundation
- The Heather Foundation
- The M&T Charitable Foundation
- The Prospect Fund
- Turrell Fund
- Vermont Arts Council
- Vermont Children's Trust Foundation

- The Vermont Community Foundation
- Vermont Humanities

Contracts:

- Brattleboro Museum and Art Center
- Burlington School District
- Champlain Community Services
- Families First
- Historic New England
- Howard Center
- Shelburne Museum
- The Kennedy Center Office of Accessibility & VSA
- University of Vermont School of the Arts
- Vermont Arts Council
- Snelling Center for Government, Vermont Leadership Network

Corporations & Businesses:

- AARP Vermont
- Bellcate School, Newer Divergence Program
- Blick Art Materials
- Brattleboro Music Center, Northern Roots Festival
- Burlington Beer Co
- Burlington Paint and Sip Studio
- Champlain Community Services
- City Market
- Costco
- Davis Studio
- Erin Dupuis, Realtor (Vermont Real Estate Company)
- Essex Cinemas
- Essex Resort and Spa
- Green Mountain Power
- Hannaford
- Hillary Dubie Photography
- HireAbility Vermont
- ICF International
- Laughing Waters
- Main Street Landing
- Network for Good
- New England Federal Credit Union

(now EastRise)

- Northfield Savings Bank
- Petra Cliffs
- Prism Beauty
- Queen City Brewery
- Railyard Apothecary
- Reach for the Stars Childcare and Preschool
- Salt and Bubbles Wine Bar
- Shaw's
- Shelburne Museum
- State of Vermont Assistive Technology Program
- The Skinny Pancake
- Twincraft Skincare
- Uncommon Coffee
- Vermont Comedy Club
- Vermont Eye Associates
- Vermont Federal Credit Union
- Vermont Lake Monsters
- Vermont Mutual Insurance Group
- Vermont Center for Independent Living
- Vermont Teddy Bear
- Vermont Wings of an Angel Care
- Walmart Spark Good
- Walmart Supercenter #2682 (Berlin, VT)

A graphic showing the State of Vermont with purple pins showing all the place IAV held events or programs this year. Text “Your support made programming possible in the following places!”

A photo of IAV staff on Zoom. L to R: Heidi, Megan, Kirsten, Peggy, Sarah, and Alexandra. Everyone is holding a letter or words to spell “THANK YOU!”

