

Town of Richmond

Request for Special Appropriations

Request for Fiscal Year: FY27
Organization's Name: HOPE Works
Address: PO Box 92
City, State, Zip: Burlington VT 05402
Website address: <https://hopeworksvt.org/>

A. GENERAL INFORMATION

1. Program Name: HOPE Works
2. Contact Person/Title: Erika Linskey, Executive Director
Telephone Number: 802-864-0555
E-mail address: erika@hopeworksvt.org
3. Total number of individuals served in the last complete fiscal year by this program: 452
4. Total number of the above individuals who are Town residents: n/a
Please attach any documentation that supports this number. HOPE Works provides confidential services and many of those served choose to remain anonymous.
Percent of people served who are Town residents: n/a CONFIDENTIAL
5. Amount of Request: \$1885.00
6. Total Program Budget: \$690,052.00
Percent of total program budget you are requesting from the Town of Richmond:
less than 1% (.0027%)
7. Please state or attach the mission of your agency:
H.O.P.E. Works is dedicated to ending all forms of sexual violence. We are committed to serving the Chittenden County community through the continued provision of our services and to being a leading voice in the State of Vermont for meaningful change in law and society. We provide crisis counseling and advocacy for those whose lives have been affected by sexual violence. Our education outreach work strives to change attitudes and beliefs that perpetuate and condone the cycle of violence. We constantly seek to expand our efforts to meet the needs of an increasingly diverse community and welcome all to our agency. Support for our mission is actively sought through fundraising, development, and the dedicated efforts of our volunteers.
8. Will the funding be used to:
 Maintain an existing program
 Expand an Existing Program
 Start a new program
9. Has your organization received funds from the Town in the past for this or a similar program?
Yes
If yes, please answer the following:
 - a. Does the amount of your request represent an increase over your previous appropriation? If yes, explain the reason(s) for the increase. n/a Not asking for an increase.
 - b. Were any conditions or restrictions placed on the funds by the Selectboard? n/a no
If yes, describe how those conditions or restrictions have been met.

B. PROGRAM OVERVIEW

1. Statement of Need: Identify the issue or need that the program will address (use statistical data to justify the need for the program). To what extent does this need or problem exist in the Town of Richmond?

HOPE Works provides crisis counseling and advocacy for those whose lives have been affected by sexual violence. Sexual violence exists everywhere. Our education and outreach work strives to change attitudes and beliefs that perpetuate and condone the cycle of violence. We constantly seek to expand our efforts to meet the needs of an increasingly diverse community and welcome all to our agency. In FY25, 329 of our 452 served self-reported to be residents of Chittenden County. Funding for HOPE Works will go towards sustaining our core advocacy services that serve Richmond and the rest of Chittenden County and beyond, which include

- Hotline (24 hour)
- RFA support / advocacy (24 hour)
- Medical response (24 hour)
- Advocacy Services - such as legal, social service, housing, etc.
- Group-based support opportunities
- Outreach – such as tabling, info sessions, etc.
- Training / education – such as work with schools, community, businesses, etc.
- Access to emergency housing

2. Program Summary:

a. Identify the target/recipients of program services. Specify the number of Town residents your program will serve during the fiscal year and explain the basis upon which this number is calculated. Indicate any eligibility requirements your program has with respect to age, gender, income or residence.

HOPE Works is dedicated to serving all of Chittenden County, and our services are available to anyone, regardless of sex, gender, sexuality, race, class, religion, or ability. In FY25, HOPE Works served 452 unduplicated persons, as calculated by our Person Activity Report compiled on 9/9/25.

b. Identify what is to be accomplished or what change will occur from participating in the program. How will people be better off as a result of participating in the program? Describe the steps you take to make the project known to the public, and make the program accessible and inclusive?

Through our services, sexual violence survivors are able to receive support while maintaining 100% confidentiality. HOPE Works makes it their goal to be represented on all Chittenden college campuses either with advocates or approved materials and connect with community partners. HOPE Works serves everyone regardless sex, gender, sexuality, race, class, religion, or ability.

3. Program Funding:

a. Identify how Town funds, specifically, will be used (i.e., funds will provide “X” amount of units of service.

n/a It is not possible to calculate unit of service for this work

b. List the other agencies to whom you are submitting a request for funds for this program and the amount requested. How would this program be modified should revenues be lost?

H.O.P.E. Works requests annual town funding from most towns in Chittenden County, with request amounts ranging from \$200 to \$10,000. Without this funding, we would not be able to

provide a 24-hour, 7-days-a-week hotline, restricting the amount of survivors we are able to reach and support.

C. ORGANIZATIONAL CAPACITY

1. Describe your agency's capability to provide the program including its history, previous experience providing this service, management structure and staff expertise.

H.O.P.E. Works was founded in 1973 and the hotline has existed ever since. H.O.P.E. Works' call service personnel including staff, interns and volunteers fielded approximately 2000 hotline calls from survivors and their loved ones this past year. Our organization has grown since 1973, currently with a full time Executive Director and Clinical Director that provide direct advocacy services, three full-time advocates, two part-time staff and over 30 hotline, education, fundraising volunteers and interns.

2. How will you assess whether/how program participants are better off? Describe how you will assess program outcomes. Your description should include: what (what kind of data), how (method/tool for collecting the data), from whom (source of data) and when (timing of data collection). H.O.P.E. Works has been tracking statistics for 50 years. Through our intake forms that we fill out following each call and service visit, we record the number of hotline calls and number of service users per year. We also provide on campus hours at UVM and Champlain College and track the number of service users on campus. When survivors provide demographics, we record that as well. Our services are confidential so we do not release data that may breach privacy.

3. Summarize or attach program and or service assessments conducted in the past two years.
n/a see above (confidential)

4. Does your organization have a strategic plan and a strategic planning process in place?
_____ Yes _____ If yes, please attach your plan.

The strategic plan should include a mission statement, goals, action steps to achieve the goals, and measures that assess the accomplishments of the goals. The Strategic Plan (attached) is an outline and everything else is published on our website.

5. What is the authorized size of your board of directors? 8
How many meetings were held by the board last year? 11

I, the undersigned, confirm the information contained herein is accurate and can be verified as such. I understand and agree that if the requested funds are approved, the disbursement of funds are subject to all conditions established by the Richmond Selectboard. I also understand that I must adhere to all rules outlined in the Town Of Richmond Discretionary Funding Policy, which appears as a cover sheet to this application.

Signature of Applicant _____ *Erika Linskey* _____

Date 10/7/25

Print Name of Applicant and Title
Erika Linskey, Executive Director

HOPE WORKS STRATEGIC PLAN

MISSION FULFILLMENT

▪ Healing

- Continue to promote therapy sessions for HOPE Works staff
- Offer support groups

▪ Outreach

- Commit to having HOPE Works' continued representation on all college campuses in Chittenden County with either HOPE Works' advocates or materials as allowed by the college
- Commit to finding ways to bring awareness of our services to school counselors and caretakers of school-aged children
- Build partnerships with community partners
- Strengthen volunteer recruitment efforts to provide adequate coverage of the Hot Line

▪ Prevention

- Promote on-campus meetings with college fraternities, athletic teams, and clubs
- Establish prevention education in Middle Schools and High Schools in Chittenden County

▪ Empowerment

- Create a HOPE Works campaign for underserved identities such as LGBTQIA+/BIPOC/HT SURVIVORS
- Create awareness around HOPE Works services being available to all community members and visitors
- Work on outreach initiatives to create awareness of HOPE Works services to refugee and immigrant populations in Chittenden County.

ORGANIZATIONAL STRENGTH

▪ Financial Sustainability

- Maintain liquidity to meet 6-months of operating expenses
- Maintain an investment strategy that preserves capital and yields appropriate market returns
- Initiate a Capital Campaign to preserve real estate assets
- Continue to pursue new funding through grants and donations

▪ Board Governance

- Create Short-Term Succession plan (ED is unable to serve short-term)
- Create a Long-Term Succession plan (ED replacement)

- Develop policies as required by Grant administrators
- Establish and maintain diverse board while inviting retiring board members to serve in advisory positions
- Maintain Board Book and Implement effective board orientation process

▪ **EMPLOYEE ENGAGEMENT**

- Develop and document Performance Evaluation procedures for Executive Director position
- Support and sustain diversity of staff, board and volunteers
- Maintain a workplace culture that puts into practice wellness and self-care practices including those addressing secondary trauma and sustainability in work