

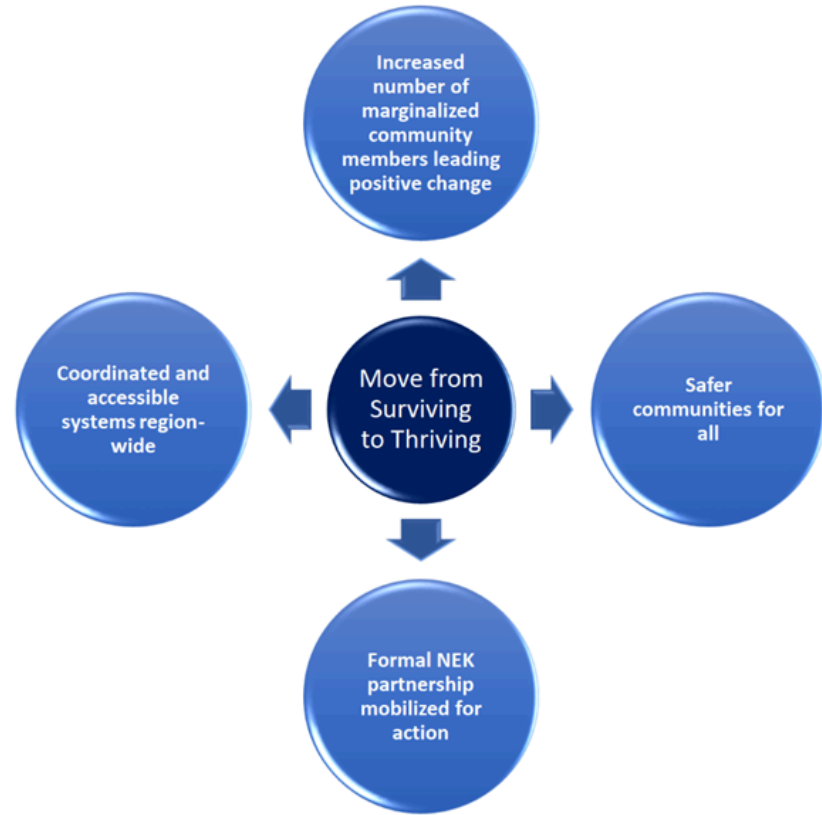
## 2024-2025 STRETCH Workplan – VT Collaborative

[Link to historical Workplan](#)

**STRETCH Domain:** Place-Based Initiatives are collaborative, long-term approaches to build thriving communities defined by place, interest or action.

**STRETCH Vision: From Surviving to Thriving:** A formalized NEK Health Equity partnership, led by historically underrepresented communities, mobilized for action toward a safe, coordinated and community-driven system of care.

**STRETCH Team and Organizations (3/31/25):** Stacy Thrall (community leader), Sung-Hee Chung (community leader and Powered Magazine), Tin Barton-Caplin (VT Dept. of Health), Heather Lindstrom (VT Dept. of Health), Terri Lavelly (Northeast Kingdom Human Services), Carolyn Towne (Northeastern VT Regional Hospital), Diana Gibbs (Northeastern VT Regional Hospital), Misty Grassley (Northern Counties Health Care and KURRVE), Jennifer Grant (Northern Counties Health Care), Kari White (Northern Counties Health Care)



**STRETCH Objective:** By 12/31/2025, the VT STRETCH Team, in concert with other NEK thought leaders, will draft a proposed approach to community health that has better alignment between health equity-focused groups and initiatives and that includes an updated structure and tools to improve equity, community engagement and leadership, effectiveness, capacity, evaluation, and shared funding. This will lead to an 1) Increased number of underrepresented and underserved community members leading positive change and being paid to do so; 2) Increased number of community members and partner staff primed for collective change (knowledge, training, skills and supports); and 3) Increased awareness, access to and use of community resources.

Specific Strategies	Structural Level	Relational Level	Transformational Level
<b>Strategy 1: Commit to consensus-based group agreements and operational practices</b>	X	X	X
<b>Strategy 2: Establish PHEARLESS fund (community health quasi-endowment / non-profit reserve fund)</b>	X	X	
<b>Strategy 3: Sustain STRETCH unification efforts</b>	X	X	
<b>Strategy 4: Assist in the Development of Strategies Related to NEK CHNA Priorities based on Health Equity Frameworks</b>	X	X	
<b>Strategy 5: Develop awareness of Power &amp; Privilege</b>	X	X	X
<b>Strategy 6: Strengthen community-driven disaster recovery efforts (Kingdom United Resilience &amp; Recovery Effort (KURRVE))</b>	X	X	X
Strategy and Action Tracking			Status
<b>Strategy 1: Commit to consensus-based group agreements and operational practices</b>			<b>Complete</b>
<b>Timeline for Actions Completed During STRETCH</b>			
<a href="#">Group Agreements</a> finalized and approved by 1/31/25			Complete
Add Group Agreements to top of STRETCH agendas			Complete
<b>Timeline for Actions Completed After STRETCH</b>			
Incorporate into proposal for aligned and unified Northeast Kingdom (NEK) health equity approach			On track
<b>Partners Needed</b>			
STRETCH Team			
<b>Immediate Next Steps</b>			
Tin to incorporate revisions discussed at Core Team meeting and send back out to group before 12/30			Complete
All team members to review and send any further ideas/revisions to prepare to vote using Fist to Five and Consensus minus one at Core Team meeting on 1/21			Complete
Kari to add Group Agreements to top of <a href="#">STRETCH agenda/notes template</a> by 2/28/25			Complete
<b>Strategy 2: Establish PHEARLESS fund (community health quasi-endowment / non-profit reserve fund)</b>			<b>Delayed</b>
<b>Timeline for Actions Completed During STRETCH</b>			
Northern Counties Health Care (NCHC) and VT Community Foundation (VCF) meeting to discuss fund options, process questions and concerns by 3/15/25			Complete
NCHC (Chris, Angela, Board if applicable) decision to enter into fund agreement with VCF or not by 3/31/25 - <i>decision is to not enter into fund agreement but instead look for another willing organization</i>			Complete
<b>Timeline for Actions Completed After STRETCH</b>			
Funds transfer between NCHC and fund manager or other entity - <i>waiting on a willing organization and agreement</i>			Delayed
Tin, Kari and Heather to analyze and summarize Transition Plan Survey data and present recommendations to NCHC and PHEARLESS Four - <i>may not be necessary, will depend on new fund holder organization</i>			Delayed
Type (endowment or reserve), Name of Fund and VCF Investment Pool decided - <i>may not be necessary, will depend on new fund holder organization</i>			Delayed

Community Advisory Board (CAB) to develop fund policies, budget and operational procedures - <i>may not be necessary, will depend on new fund holder organization</i>	Delayed
<b>Partners Needed</b>	
PHEARLESS Four (Sung-Hee, Kaitlyn Carreau, Jen Leithead, Becky Petelle) and Supporters (Tin, Heather, Kari)	
NCHC CEO (Chris Towne), CFO (Angela Neil), Finance Committee and Board; Fund host and manager (VCF?) or alternative organization to NCHC	
Initial Community Advisory Board (TBD)	
<b>Immediate Next Steps</b>	
Kari give Chris a heads up that PHEARLESS work will be starting up again and will require action on the part of NCHC (provide background and most likely potential scenarios)	Complete
Tin to schedule call with Chris, Angela and VCF to explore questions about setting up endowment/non-profit reserve fund by 3/14/25	Complete
Tin, Kari and Heather to meet and develop Transition Plan Survey	Delayed
Tin to schedule follow up meeting with VCF and NCHC (Chris and Angela) by 3/21/25	Complete
Tin to reach out to alternative organizations (Northeast Kingdom Human Services (NKHS) and Umbrella) who might be willing to establish the fund if NCHC decides not to by 3/21/2	Complete
<b>Strategy 3: Sustain STRETCH unification efforts</b>	<b>Delayed</b>
<b>Timeline for Actions Completed During STRETCH</b>	
Establish STRETCH orientation group by 2/28/25	Complete
Create initial STRETCH orientation information by 3/31/25	On track
Schedule TA with Georgia Health Policy Center (GHPC) on Data and Evaluation by 3/31/25 (scheduled 3/24)	Complete
Alignment discussion with VT Department of Health (VDH), VT Agency of Human Services (AHS) and Northeastern VT Regional Hospital (NVRH)	On track
<b>Timeline for Actions Completed After STRETCH</b>	
Kari to compile all STRETCH project materials (workplan, Journey Map, reports) to send to STRETCH orientation group by 4/11/25	On track
Terri to convene STRETCH orientation group to include Sung-Hee, Tin and Karen Geherty by 5/31/25	On track
Rename the group by 6/01/25	On track
Tin (VDH), Heather (VDH), Chris Mitchell (AHS), Diana (NVRH) and Karen Geherty (NVRH) to determine smaller initial group for proposal development sessions. <i>This is waiting on the alignment discussion. All following actions are delayed until the discussion and decision about the smaller group of invitees who will carry out the following steps.</i>	Delayed
Send a meeting poll & talking points to group identified for initial proposal development sessions (this will not be the STRETCH Team but will include members from STRETCH)	Delayed
Finalize meeting dates, locations, and roles (facilitators, notetakers, timekeepers, other)	Delayed
Convene working sessions held with progress made on proposal (structure (including governance), tools, data-plan and measures for success, resource sharing, braided/blended finances and services)	Delayed
Share proposal for refinement, revision and adoption by committed stakeholders	Delayed
Explore currently existing dashboards in use by partner agencies to see if any would be available for STRETCH / Community Health	Delayed
Inventory what we already have for structure, tools, community engagement, evaluation, capacity, funding through STRETCH, NEK Prosper!, Vibrant ONE, PHEARLESS, etc.	Delayed
<b>Partners Needed</b>	

Representatives from each potentially aligned group/initiative including Joint NEK CHNA organizations (VDH, NCHC, NKHS, NVRH, North Country Hospital (NCH), AHS, Northeast Kingdom Community Action (NEKCA), Northeast Kingdom Council on Aging (NEKCOA), NEK Prosper! and Vibrant ONE Community Ambassadors and leadership partners (Umbrella, Green Mountain United Way, VT Foodbank, RuralEdge, Journey to Recovery Community Center), The Hub, Northeast Kingdom Organizing (NEKO)	
Orientee (Karen Geherty)	
<b>Immediate Next Steps</b>	
Tin to develop Talking Points on the need for alignment	Complete
Kari to build draft <a href="#">NEK Community Health Equity webpage</a> with STRETCH section by 1/31/25	Complete
Discuss how to provide supportive and plain-language orientation to health equity work in the NEK at internal Core Team meetings in Jan and Feb 2025	Complete
Kari to create survey to shape TA request to GHPC by 3/01/25	Complete
Tin, Heather, Chris, Diana and Karen Geherty to have an alignment discussion by 3/31/25--Next discussion scheduled 3/20/25	Ongoing
Kari to schedule TA session based on feedback with Daniel Lanford by 3/31/25	Complete
Kari to forward 3/24 GHPC meeting invite to STRETCH Team	Complete
Tin to create and distribute workgroup naming survey for input prior to April 29th meeting	Complete
Terri will facilitate the April 29th meeting, Tin will send meeting invite & be notetaker for meeting	On track
<b>Strategy 4: Assist in the Development of Strategies Related to NEK Coordinated Community Health Needs Assessment (CHNA) Priorities based on Health Equity Frameworks</b>	<b>Delayed</b>
<b>Timeline for Actions Completed During STRETCH</b>	
NCH to publish their <a href="#">CHNA</a> and <a href="#">Implementation Plan</a> by 10/31/24	Complete
NVRH to publish their <a href="#">CHNA</a> by 10/31/24	Complete
<b>Timeline for Actions Completed After STRETCH</b>	
NEK Coordinated CHNA Report Workgroup to finalize and disseminate NEK Coordinated CHNA Report by 6/30/25. <i>This and all following actions are delayed due to capacity constraints of the group members to complete the joint report.</i>	Delayed
NEK Coordinated CHNA Engagement Workgroup and STRETCH Team to develop a Call to Action / process to activate NEK-wide communities, Community Members, and Community Partners utilizing <a href="#">Advocacy Storytelling</a> platform	Delayed
Inventory existing priority-related strategies/activities and gaps in strategies	Delayed
NEK Coordinated CHNA Report Workgroup and STRETCH Team to convene partner organizations and select strategies to impact NEK-wide priorities using Collective Impact Framework	Delayed
NEK Coordinated CHNA Engagement Workgroup and STRETCH Team to seek input on selected strategies through an inclusive process of community engagement to develop action-oriented strategies with groups disproportionately affected by priority areas	Delayed
NEK Coordinated CHNA Steering Committee to develop an NEK-wide system for collective grant writing and resource development including identification and procurement of sustainable resources for strategies	Delayed
<b>Partners Needed</b>	
NEK Coordinated CHNA Steering Committee and Report Workgroup (Heather, Diana, Tin, Laura Nelson and Amy Jones (NKHS), Robin Kristoff (Northeast Kingdom Community Action (NEKCA)), Meg Burmeister (Northeast Kingdom Council on Aging (NEKCOA)), Jesse Dimick (NCHC)) and Engagement Committee (Diana, Jill Kimball ((NVRH), Truley Wingert (NEKCA), Mel Reis (NEKCOA), Erica Perkins (NKHS), Kathrin Lawlor (VDH Dept. of Substance Use))	
NEK Prosper! and Vibrant ONE	

Schools & Other Youth Serving Organizations/Partners	
Vermont Adaptive Ski and Sports & Vermont Center for Independent Living & Other Organizations with Connections to People of Different Ability Levels	
LGBTQI+ Serving Organizations	
BIPOC Serving Organizations - Powered Magazine, Black Professionals of Vermont	
Veteran Serving Organizations	
Pregnant and Post-Partum Serving Organizations	
Stacy Thrall and Advocacy Storytelling	
<b>Immediate Next Steps</b>	
Kari to share out <a href="#">NEK MH/SUD Mapping Project Report and Recommendations</a> and ensure it is on NEK Prosper! Website by 1/31/25	Complete
CHNA Report Workgroup to meet 3/24 to continue writing of joint report	On track
<b>Strategy 5: Develop awareness of Power and Privilege</b>	<b>On track</b>
<b>Timeline for Actions Completed During STRETCH</b>	
Familiarize ourselves with Characteristics of White Supremacy Culture	Complete
Reflect on ways in which we participate in reinforcing and dismantling White Supremacy Culture	Ongoing
Schedule TA on Boundary-Spanning Leadership and/or Implicit Bias	On track
Identify team to develop Wheel of Power & Privilege workshop (format, scheduling, participants, etc.)	On track
<b>Timeline for Actions Completed After STRETCH</b>	
Strategy 5 Team to meet to develop Wheel of Power & Privilege workshop pilot for STRETCH Team	On track
Hold Wheel of Power & Privilege workshop pilot with STRETCH Team	On track
STRETCH Team to have TA on Boundary-Spanning Leadership and Implicit Bias with Dr. Alice Schenall by 5/01/25	On track
<b>Partners Needed</b>	
STRETCH Core Team and Strategy 5 Team (Terri, Carolyn, Sung-Hee)	
Dr. Alice Schenall	
Partners collaborating on health equity	
<b>Immediate Next Steps</b>	
Kari to share Characteristics of White Supremacy Culture in advance of 1/21 meeting	Complete
Add discussion to agenda for January and February Internal Core Team meetings	Complete
Sung-Hee will forward the <a href="#">recording of Dr. Alice Schenall's Boundary - Spanning Leadership (BSL) discussion</a> to Kari to distribute to whole group to listen to by 2/19/25	Complete
Kari will create and send BSL TA feedback form to STRETCH Core Team Group by 2/21/25	Complete
Tin and Heather to submit request for BSL TA using feedback collected from STRETCH Group by 3/05/25	Complete
Dr. Alice Schenall to attend STRETCH Core Team meeting on 3/14/25 to describe and discuss options	Complete
Lindsey and Valerie to e-mail STRETCH Core Team with deadline for scheduling input on workshop(s) with Dr. Schenall	Complete
Boundary Spanning Leadership (BSL) training decisions by 3/21/25 (One virtual training including the basics of BSL AND implicit bias OR Two virtual trainings: one for BSL and another for implicit bias)	Complete
Kari will send the decision for two sessions for Dr. Schenall to Lindsey and Valerie to initiate the scheduling process	Complete

