



Community Resilience Hubs in Vermont

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The information in this report was primarily collected, compiled and written by Sawan Garde, a Vermont Department of Health intern and a senior at Yale University pursuing a Bachelor of Science in Environmental Studies. Special thanks to all the people interviewed for their time and dedication to serving their communities.

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Executive Summary

Community resilience hubs are emerging across Vermont as ways for communities to prepare for and recover from disasters while strengthening everyday social resilience. Many of these efforts have emerged following the devastating floods of 2023 and 2024 and amid declining federal funding for emergency response and social services.

This report examines the current landscape of community resilience hubs in Vermont and identifies opportunities for the state to support their development and sustainability. This report draws on existing literature and resources, interviews with individuals involved in community resilience hubs and resilience efforts across a dozen Vermont towns, site visits, and participation in community events.

There is no single model for a community resilience hub in Vermont. Hubs reflect the hyper-local realities of the communities they serve and range from informal to formal and from disaster-focused to focused on everyday community life. Four broad models of hubs in Vermont emerged: Self-Envisioned Vermont Rural Resilience Hub, Library Model, Community Center and Faith-Based Model, and Long-Term Recovery Group Model.

Several key characteristics contribute to the sustainability and impact of hubs, including dedicated leadership, paid staff, physical locations, effective outreach, broad community support, and connections with municipal leaders and functions. At the same time, hubs face challenges, including limited operational funding, data collection and evaluation needs, access to public health materials and mobile health services, shortages of emergency supplies and resources, and difficulty navigating available grants and state resources.

This report suggests two opportunities for the State of Vermont to support community resilience hubs:

1. **Better coordination and access to state resources.** State agency structures and jurisdictions can make it difficult for local organizations to identify appropriate resources and points of contact.

A next step for the state is to explore creating a cross-agency Community Resilience Support Workgroup, which can, in part, help identify and enhance ways to make state staff and resources easier for community partners to access (for example, resources like the [Municipal Climate Toolkit](#), existing staff and organizational partners, and directories of relevant contacts).

2. **Building stronger connections across hubs and with state agencies.** The State should consider establishing or supporting regular convenings where state agencies and hubs could build relationships, share ideas, and connect hubs at different stages of development with state resources.

A next step for the state could be for the Community Resilience Support Workgroup to collaborate with organizational partners (for example, Land Access and Opportunity Board (LAOB), Community Resilience Organizations (CROs), the Vermont Council on Rural Development (VCRD), and other trusted non-governmental agencies already supporting community resilience hub efforts) to identify the best approach for regular convenings among local, organizational, and state partners.

The Landscape of Community Resilience Hubs in Vermont

Why is the State of Vermont interested in community resilience hubs?

The term “community resilience hub” has recently gained traction in Vermont and nationally to refer to a broad set of locally driven disaster preparedness and community-building activities occurring around the state. As such, Vermont Emergency Management and the Vermont Department of Health identified that exploring existing and potential community resilience hubs was a priority action in Vermont’s 2023 State Hazard Mitigation Plan. The primary goals of this action were to better understand where hubs have emerged, what functions they serve, what successes and challenges they have experienced, and how the state can better support the development and sustainability of hubs.

What is a community resilience hub?

The concept of a “community resilience hub” was first published in 2018. Kristin (“Ki”) Baja, formulated the idea during her time working for the Urban Sustainability Directors Network (USDN). According to Baja and the [USDN’s definition](#), community resilience hubs are community-serving facilities that **support residents and coordinate resource distribution and services before, during, or after a natural hazard event.**

Ideally, hubs do this by focusing on five “Foundational Areas” (resilient services and programming, resilient communications, resilient buildings and landscapes, resilient power, and resilient operations and maintenance), with the ability to support their community in three “Operational Modes” (everyday, disruption, and recovery).

The USDN definition provides a useful aspirational framework, though most community resilience hubs in Vermont necessarily focus more narrowly on a subset of these components, with significant variation across hubs. Community Resilience Organizations (CROs), a Vermont-based grassroots organizing hub that also provides technical assistance, acknowledges that while hubs may take many different forms, their core function is as “a centralized source of information, support, and supplies that supports community resilience.”

It is widely recognized that community resilience directly relates to the strength of a community’s social fabric. As such, most resilience hubs focus on fostering social connections centered around joyful activities as a first step to increasing disaster

preparedness. This approach also helps respond to concerns identified in the [2023 US Surgeon General's Advisory on The Healing Effects of Social Connection and Community](#). In this report, Dr. Murthy describes the many ways that social isolation adversely impacts our health, from shortening life expectancy to increasing mental illness. Investing in social connectedness through community resilience hubs can provide immediate and widespread benefits to communities.

What disasters are community resilience hubs in Vermont geared towards?

In Vermont, flooding is the foremost climate concern for many residents. Many community resilience hubs emerged out of experiences and lessons learned from Vermont's July 2023 and 2024 floods.

For other towns in central and southern Vermont that were spared, the experience of Tropical Storm Irene in 2011 is still a recent memory. With roads washed out and electricity down for days to weeks, communities found they had to take emergency response matters into their own hands. Due to climate change, extreme flooding events will almost certainly occur with increasing frequency and severity. On average, Vermont experiences 2.4 more days of heavy precipitation (greater than or equal to 1 inch) per year compared to 1960 ([2021 Vermont Climate Assessment](#)).

Community resilience efforts, while primarily focused on flooding, are also beginning to consider extreme heat, air quality, and wildfires. With recent declines in federal funding for emergency response and social services, many communities are increasingly organizing to care for themselves. As a result, community resilience hubs are emerging as beacons of hope and a tangible way for people to care for their neighbors.



High water mark from the 2023 flood on Route 14 between Morrisville and Hardwick

How are community resilience hubs being supported in Vermont?

There are very few dedicated resources available for supporting community resilience hubs, with most hub activities supported by volunteers, donations, and other grassroots efforts. However, a few notable organizations provide support and resources.

For example, CROs emerged after Tropical Storm Irene in 2011 to help communities across the state build local climate resilience. Drawing on the experience of community organizers, first responders, impacted residents, and many others involved in the flood recovery efforts of 2023 and 2024, CROs published a [Resilience Hub Toolkit](#) in the fall of 2025. This 45-page document serves as a blueprint for communities hoping to create hubs of their own.



Charlotte Library rain garden

While the toolkit primarily focuses on emergency preparedness and response, it also offers strategies for communities to come together and address the basic needs of community members, thereby reducing the impact of potential hazards.

Additionally, building off the momentum of flood recovery efforts in the state, the Land Access and Opportunity Board (LAOB), a non-governmental organization with administrative and fiscal support from the Vermont Housing & Conservation Board, recently launched a one-year Community Resilience Hub Award. The LAOB's reimbursement grant began on July 1, 2026, and will fund up to \$50,000 each for 19 projects around the state. Grantees range from newly formed hubs undergoing an initial community needs assessment to community centers with years of operational experience, libraries, faith-based groups, and nonprofits looking to develop resilience-focused programming.

Hubs have also received some support from the Vermont Council on Rural Development's Climate Economy Resilient Communities program, municipalities, regional planning commissions, and other grants and technical assistance providers.

A Typology for Vermont Community Resilience Hubs

To better understand Vermont community resilience hubs, this report draws on information gathered from 39 semi-structured interviews: 23 interviews with people involved in state or regional activities that support or relate to community resilience hubs, and 16 with people in 12 Vermont towns who are directly involved with hubs.

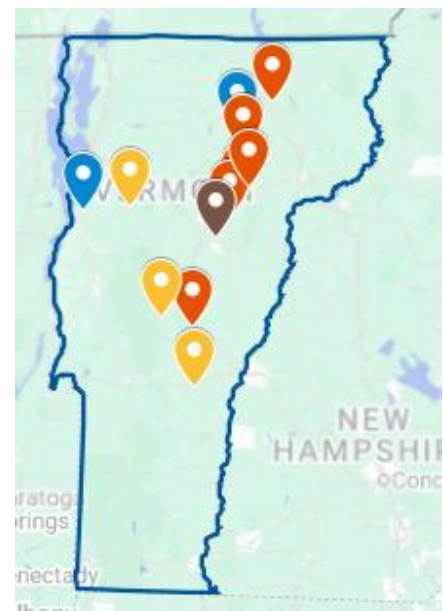
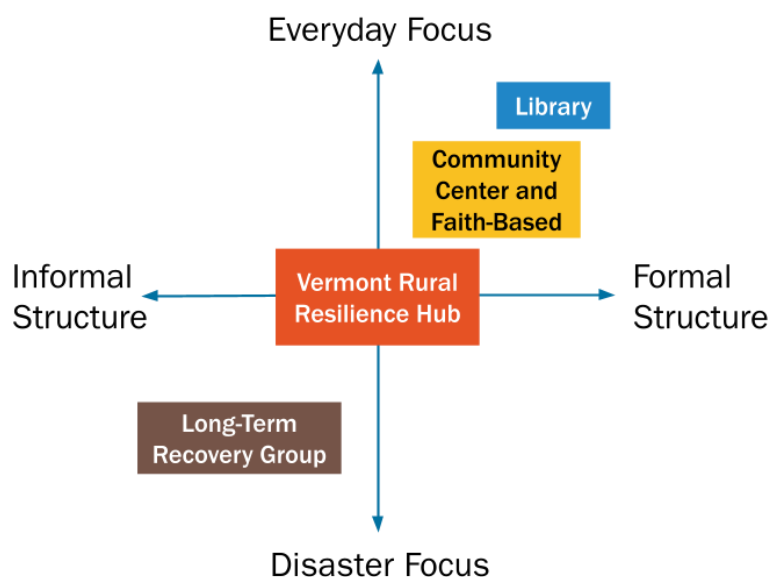
The interviews for this report suggest that community resilience hubs take many forms in Vermont. They emerge from the hyper-local realities of communities. As such, a single definition of what makes a community resilience hub would exclude many efforts underway around the state.

Therefore, this section presents a four-part typology to provide a basic understanding of different models of community resilience hubs in Vermont based on their shared characteristics and the way that community groups articulate their mission.

The four models are as follows:

1. The Self-Envisioned Vermont Rural Resilience Hub
2. The Library Model
3. The Community Center and Faith-Based Model
4. The Long-Term Recovery Group Model

Most hubs can be placed on a two-dimensional scale of informality to formality (in terms of the hub's organizational structure) and disaster-focused to everyday-focused. The diagram on the left below shows where all four models of community resilience hubs in Vermont fit on this scale. The map on the right shows pins for all the towns visited for interviews. The pin color corresponds to the model type for each hub.



The Vermont Rural Resilience Hub

Interview findings suggest that most Vermont groups that self-identify as community resilience hubs established themselves to address unmet resilience needs in their community, with a dual focus on disasters and everyday needs. Rural resilience hubs often organize recurring community engagement events (often a community meal or farmers' market), center day-to-day activities around food security, support emergency preparedness strategies and mutual aid networks, have at least a part-time compensated coordinator, have an online presence, and have access to multiple identified physical locations that anchor their work.

In addition, this category includes emerging hubs. New community resilience hubs continue to emerge, many of which are inspired by the Vermont Rural Resilience Hubs. Although the communities listed in this section are still in the early stages of envisioning what they want

their hubs to look like, they already share similarities with the Vermont Rural Resilience Hubs described above.

Marshfield Resilience Hub

This hub grew out of the town's response to the 2023 floods. The weekly Marshfield Farmers Market serves as their anchor event where the hub hosts weekly skill-sharing workshops.

The hub has a part-time compensated coordinator and separate garden manager. It is also tightly integrated with the Village Store, the non-profit Cooperation Vermont, and the Jacquith Public Library (where the hub's monthly general meetings are held). The hub also has a robust food pantry and community garden, and they are working on installing a solar fridge in the Jacquith Public Library building as part of their food security efforts.



The Jacquith Public Library in Marshfield

Hardwick's Resilience Ecosystem – The Civic Standard, Town of Hardwick and Hardwick Neighbor to Neighbor

Three organizations in Hardwick – The Civic Standard, Town of Hardwick and Hardwick Neighbor to Neighbor – operate together to fulfill different aspects of a community resilience hub.

The Civic Standard is a non-profit that runs a highly attended community meal serving roughly 60 to 80 people each week at their building in downtown Hardwick. They have 1 full-time and 4 part-time staff members. They also operate a small fund to help community Vermont Council on Rural Development's Climate Economy Resilient Communities program members with emergency financial needs. Their primary focus is cultural programming such as food, music, and other arts.



A typical Wednesday evening community meal at The Civic Standard

The Town of Hardwick's Zoning & Floodplain Administrator manages the technical side of emergency preparedness, such as stockpiling supplies, hosting emergency readiness workshops, and identifying key community partners.

The final component of Hardwick’s “resilience ecosystem” model is the neighbor-to-neighbor mutual aid network, which grew out of COVID-19 and manages a volunteer network with meetings held in the Jeudevine Memorial Library.

The Barton Hub

The Barton Hub’s anchor event is a twice-weekly community meal and food pantry run out of the basement of the Memorial Building, a town-owned building that serves as the town offices and emergency shelter. The Barton Hub also runs a small community garden across the street from the Memorial Building.

This hub has a strong partnership with their local health department and successfully ran a free dental clinic in the spring of 2025, which saw 37 patients. The St. Johnsbury Local Health Office has also run nutrition and chronic disease workshops at the Barton Hub. In addition, this hub serves as a stockpile for emergency preparedness supplies, particularly for flooding.

Emerging Hub: NeighborGood Hub in Bethel

The Bethel Area Food Shelf is establishing the NeighborGood Hub to begin addressing the root causes of food insecurity by providing “a centralized, community-driven system to coordinate services, partnerships, and resource navigation across the region.” They have conducted three community dinners and a community needs survey. The NeighborGood Hub is now in the process of hiring two full-time staff members to develop their programming.

Emerging Hub: Plainfield Resilience Hub

The Plainfield Resilience Hub uses the weekly farmers market as their anchor event. It is in the process of identifying community needs and an organizational structure for the hub with the assistance of the 2026 LAOB grant.

Emerging Hub: Cabot Resilience Hub

The Cabot Resilience Hub is emerging out of the Cabot Community Association with a two-pronged approach: work on the town’s emergency management strategy and promote community building. This hub is in the very early stages of developing programming and an organizational structure with the assistance of this year’s LAOB grant.



Plainfield Farmers Market

The Library Model

Libraries serve a central community function in many rural towns. A paper from Florida State University identified libraries as obvious places to locate rural resilience hubs because of the

community-serving role many libraries already fulfill every day and during emergencies.¹ The key characteristic of hubs in the Library Model is that they envision themselves as information centers for the community, places where people can get reliable information on events and resources as well as participate in educational programming. That said, libraries are usually formal municipal structures with a primary mission of supporting learning and information access, broadly, and may be limited as to the other ways they can engage in community resilience (such as serving as a shelter, an equipment depot, or a place for community meals). Libraries also need to balance many different types of programming for the diverse communities they serve.

Charlotte Library

The Charlotte Library pays special attention to climate resilience. It is a stakeholder in the town's emergency management plan and participates in a national network named [Communities Responding to Extreme Weather \(CREW\)](#). The library hopes to install a generator so community members can use the space as a connectivity hub during power outages. They have also dedicated a room for people to bring their pets during emergencies.



Charlotte Library reading room and meeting space

With a new grant from the LAOB and in partnership with University of Vermont Health, they are planning to create and pilot a telehealth room in the library, so that residents can have private and reliable connections to healthcare providers. As with many libraries, the Charlotte Library sees itself as a key site for distributing reliable public health and emergency preparedness information to the community.

Craftsbury Library

Just before the 2023 floods, the Craftsbury Library completed a major solar installation project with enough battery capacity to keep the library running for three days. Community members have come during power outages to plug in their devices and use the internet. The library also has outlets on the porch for use when it is closed.

The library is hoping to install heat pumps, but because it is a well-insulated, new building, people can still cool down in the library on a hot day. In addition to a food pantry run in

¹ Mardis, M.A. *Rural Resiliency Hubs: An Integrated, Community-Centered Approach to Addressing the Resiliency Divide through Rural Public Libraries*. Retrieved from <https://par.nsf.gov/biblio/10388289>. New Librarianship Symposium.

collaboration with the neighboring church, the library has a variety of educational programming which they hope to expand, particularly around nutrition and food security.

The Community Center and Faith-Based Model

This is one of the broadest categories of community resilience hubs. Many of the hubs that fall into this category focus on meeting the everyday needs of community members. These hubs also tend to have a more formal organizational structure. That said, faith-based communities and non-profit community centers often have more flexibility than municipal structures to expand their mission and have started to think about how their resources and infrastructure could be expanded and mobilized for when disaster strikes. The benefit of hubs in this model is a strong pre-existing volunteer base, funding, and organizational structure.

Community Church of Huntington

The Community Church of Huntington has a small annex which serves as the town's emergency shelter, as well as a cooling and warming center. It is also a space that community groups can use to host meetings and activities. The annex has heat pumps, 50 cots, Wi-Fi, a kitchen, showers, a backup generator, and it allows pets. The church also runs a small food shelf that people use regularly. Huntington's town store and library are close by and also serve as major communication hubs for the community.

The Valley Hub in Rochester

This community center is housed in the town's old middle and high school, which closed in 2018. The Valley Hub has one paid, part-time building manager, and everyone else is a volunteer.

Since 2020, the group of community members supporting the Valley Hub has been in the process of assessing the building and fundraising to undergo a major renovation that would turn the hub into a multi-purpose community space. It will include childcare, small businesses, a physical therapist (who is already operating out of the building), a fresh produce food shelf, arts organizations, and integration with the Rochester Health Clinic across the road.



The old middle and high school in Rochester which now serves as the site of The Valley Hub.

Bridgewater Community Center and Childcare Center

This community center also grew out of a school repurposing project. The Bridgewater School closed in 2014, and in 2018, a group of volunteers saved it from being torn down. Since then, they have installed a solar microgrid on the building and the neighboring fire department. Currently, the building is completely net zero and has a large generator in the event of a power outage.

In 2022, the Bridgewater Childcare Center began as the town's only childcare facility and currently has nine full-time staff. The community center is planning to continue updating their facility and build out other cultural and community programming in addition to emergency preparedness capacity.



A childcare room in the Bridgewater Community Center

The Long-Term Recovery Group Model

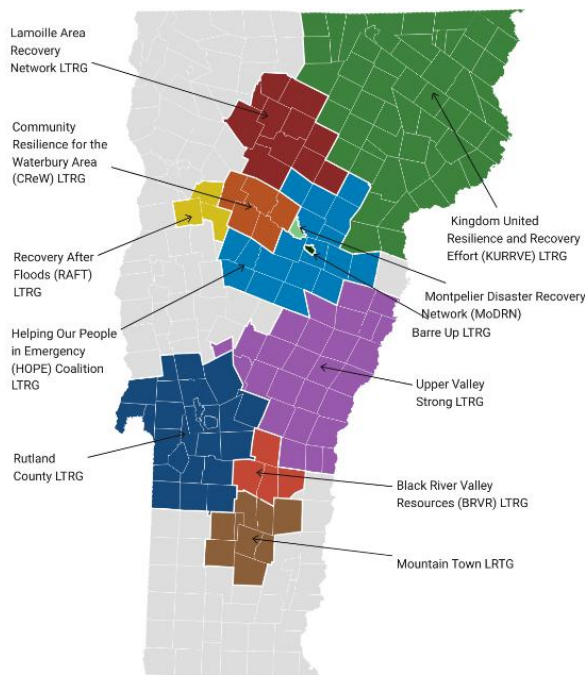
Hubs in this category are specifically focused on supporting disaster recovery. According to the State of Vermont, Long-Term Recovery Groups (LTRGs) “bring together community organizations – such as nonprofits, faith-based organizations, government representatives and businesses – to help people with long-term recovery needs after a disaster.” These groups vary in their formality and capacity but tend to be volunteer-run networks with a handful of paid positions in some cases.

Barre Up

As with many LTRGs, Barre Up is a volunteer-led effort that emerged out of the 2023 and 2024 floods to help coordinate Barre's volunteer response to flooding. They have developed partnerships with many stakeholders in the town, including the city manager and fire department. They also host a “Facing the Flood” workshop series to help community members build basic emergency preparedness and safety skills.

Long Term Recovery Groups in Vermont

Vermont map highlighting the cities and towns within Long Term Recovery Groups.



[Map of Long-Term Recovery Groups in Vermont](#)

kingdom united Resilience & Recovery effort (kuRRve)

kingdom united Resilience & Recovery effort (kuRRve) is an LTRG supporting flood recovery efforts across the Northeast Kingdom. They work closely with Northeast Kingdom Organizing (NEKO) to stockpile flood mitigation and response supplies across Northeast Vermont and support resilience hubs like the Barton Hub. kuRRve's two-person staff provides case management and home repair services to flood survivors free of charge.

Keys to Hub Sustainability and Identified Needs

Interviews revealed key characteristics that contribute to the effectiveness and sustainability of certain hubs, while also identifying challenges faced by many hubs and additional needs for sustaining and enhancing their activities. The graphic below summarizes these keys to sustainability and identified needs.



Opportunities and Next Steps for the State of Vermont

Every interview included a question about how the State of Vermont can support the work of community resilience hubs. Two main themes emerged from the responses: a need for better coordination and access to state resources and an interest in stronger connections across hubs and with state agencies.

Need for Better Coordination and Access to State Resources

Many community organizations find it difficult to navigate state resources because of the complexity of state agency structures and jurisdictions. Community groups consistently suggested that **the state make it easier to connect with state staff and resources and improve coordination among agencies that support community partners.**

Next steps

The Vermont Department of Health, Vermont Emergency Management, and Vermont Climate Action Office are exploring ways to improve coordination, such as a proposed cross-agency Community Resilience Support Workgroup. The proposed Workgroup would include state agencies with staff, programs, or other resources that support community resilience, with participation also invited from the Agency of Human Services, Department of Housing and Community Development, Public Service Department, and others.

Through regular meetings and ongoing communication, the Workgroup would coordinate and collaborate on community-facing resilience activities, funding and technical assistance opportunities, and cross-agency referrals to address questions and needs raised by community partners.

The Workgroup could also identify and enhance ways to make state staff and resources easier for community partners to access. For example, by making online resources like the [Municipal Climate Toolkit](#), existing staff and organizational partners, and directories of relevant contacts easier to find. Other potential approaches include creating a central point of contact to help communities find the right resource, as well as newsletters and other outreach materials.

Interest in Stronger Connections Across Hubs and with State Agencies

Relationships are foundational to community resilience hubs at the local level. Hubs expressed interest in building stronger connections with state officials and with other hubs across Vermont. Community groups also suggested a **regular convening where state agencies and hubs could build relationships, share ideas, and connect hubs at different stages of development with state resources.**

These efforts should be made in collaboration with the Land Access and Opportunity Board (LAOB), Community Resilience Organizations (CROs), the Vermont Council on Rural

Development (VCRD), and other trusted non-governmental agencies already supporting community resilience hub efforts.

Next steps

The Community Resilience Support Workgroup (or the individual agencies) should collaborate with organizational partners to identify the best approach for supporting regular convenings among local, organizational, and state partners. Convenings would provide opportunities for hubs to share information, receive technical assistance, and learn about programs and resources.

The approach should be shaped by feedback from local and organizational partners, so these convenings can be most effective for them. Options could include a state-hosted community of practice, a partner-led convening with state participation, or adding community resilience hub discussions to existing convenings.

Looking Ahead

Interest in building a network of community resilience hubs in Vermont appears to be growing, which follows other communities across the country that have developed coordinated networks. One example is the hub-and-spoke model of [Living Pono Project](#), which is a Native Hawaiian cultural revitalization non-profit managing a network of community resilience hubs across Maui County. Its network uses a tier system ranging from formalized, regional coordination centers to hubs with a more localized, informal approach.

Another example is the [City of Minneapolis](#), which has a coordinator who supports and coordinates efforts among organizations developing climate resilience programs. In Vermont, the [Climate Action Office's](#) quarterly convenings with community partners may provide a potential networking model for connecting community resilience hubs with state resources and agencies.

The communities visited during this project were concentrated in central and northern Vermont, in part because many hubs emerged as a direct response to the 2023 and 2024 floods in those regions. Some southern Vermont communities have stronger connections to resources and organizations in neighboring states, so there may also be less awareness among Vermont organizations of hub activities in southern Vermont.

Future opportunities for state efforts include engaging a broader range of communities, particularly in southern Vermont, and learning more from hubs with BIPOC leadership and organizations focused on serving BIPOC communities. This would help build a more comprehensive understanding of community resilience hub efforts and needs across Vermont.

Appendix A: List of Interview Contacts

The organizations represented by the individuals interviewed for this project are listed below, with the individuals' title or role provided in parentheses when it was identified. Some individuals represented multiple organizations during a single interview, and some organizations provided multiple individuals representing unique roles that were interviewed either during a single combined interview or across multiple individual interviews.

Interviews with hub experts outside of Vermont

- Resilience Hub Collaborative (Co-Executive Director)
- City of Minneapolis Department of Health (Resilience Hub Project Coordinator)
- University of Toronto School of Public Health (Associate Professor)

Interviews with Vermont state/regional organizations and governmental agencies

- Community Resilience Organizations [CROs] (Co-Executive Director, Former Executive Director)
- Kingdom United Resilience & Recovery Effort [kuRRve] and Northeast Kingdom Organizing [NEKO]
- Vermont Council on Rural Development [VCRD] (Climate Economy Program Manager, Community Visit Program Manager)
- Land Access and Opportunity Board [LAOB] (Advocacy & Engagement Director, Program Development Director)
- Central Vermont Regional Planning Commission (Planner)
- Vermont Department of Housing and Community Development (Planning and Policy Manager)
- Vermont Climate Action Office (Resilience Section Lead, Community Engagement and Communications Coordinator)
- Vermont Department of Health (Emergency Preparedness Coordinator, Emergency Preparedness Specialists in 5 local health offices, Chief of Rural Health and Primary Care)
- Agency of Human Services (Emergency Management Director)
- Vermont Emergency Management (Engagement Section Chief)

- Vermont Climate and Health Alliance
- University of Vermont Medical Center (Community Health Improvement Manager)

Interviews with local hub representatives

- Cooperation Vermont, Marshfield Village Store, and Marshfield Resilience Hub
- Marshfield Resilience Hub (Coordinator)
- Marshfield Farmers Market (Manager)
- The Civic Standard (Director)
- Town of Hardwick (Zoning and Floodplain Administrator)
- Hardwick Neighbor to Neighbor (Director)
- Kingdom United Resilience & Recovery Effort [kuRRve] (Director, Construction Coordinator)
- Center for an Agricultural Economy [CAE] (Food Sovereignty Organizer)
- Craftsbury Library (Director)
- Charlotte Library (Director)
- Town of Huntington (Town Manager)
- Valley Hub (Co-Executive Director)
- Bridgewater Community Center and Childcare Center
- Barre Up
- Bethel Area Food Shelf (President)
- Bethel Area Food Shelf Resiliency Task Force
- Plainfield Resilience Hub
- Town of Plainfield (Former Emergency Management Director)
- Cabot Community Association (Executive Director)
- Montpelier Alive (Director)

Appendix B: Key Questions and Approach

Key Questions

1. What does a “community resilience hub” in Vermont look like?
2. What services and functions are community resilience hubs offering in their community, both during “blue sky” and emergency times?
3. Is there a way to group different models of hubs in Vermont based upon shared characteristics?
4. What are opportunities for the State to support community resilience hubs?
5. Are there successful models of State-hub partnership within Vermont and beyond to use as models?

Approach

Phase 1: Reviewing existing information available on the internet

Reviewed existing resources on community resilience hubs within Vermont. Here is a brief list of useful resources:

- [Community Resilience Organizations \(CROs\) Resilience Hub Toolkit](#)
- Vermont Energy and Climate Action Network (VECAN) [Community-Led Resilience Hubs Webinar \(2/1/23\)](#) and [Resilience Toolkit Webinar \(4/22/26\)](#)
- [Reimagining Resilience and Recovery: Hardwick’s Climate Response Through Place-Based Case Studies](#) by Kristen Leahy (Hardwick’s Zoning & Floodplain Administrator)
- Explored community resilience hub models outside Vermont for context. This included peer-reviewed public health and emergency preparedness literature:
- [Living Pono Project Maui County Resilience Hub Network](#)
- [City of Minneapolis Resilience Hubs](#)
- [Urban Sustainability Directors Network \(USDN\) Resilience Hub documents](#)

Phase 2: Statewide “Coordinator” Interviews

Conducted 23 semi-structured interviews with 26 individuals who have a potential or current stake in coordinating community resilience hubs in Vermont.

- Interviewees were identified by personal connections in a quasi-snowball sampling method.

- Individuals interviewed in this phase represent government agencies, university partners, statewide non-profits, and grassroots organizers.

Phase 3: Local Interviews

Conducted 16 semi-structured interviews with individuals across 12 towns who are leading resilience efforts in their community.

- Attended community meals, meetings, and visited physical sites to talk with community resilience hub coordinators and gather qualitative information on the distinct nature of each community and their hub.
- Interviewees were similarly identified using a quasi-snowball sampling method.