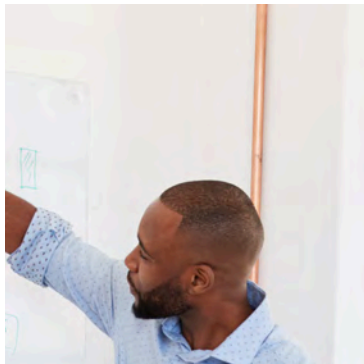


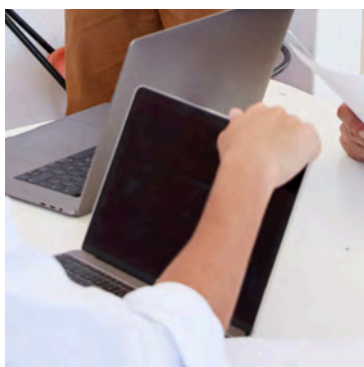
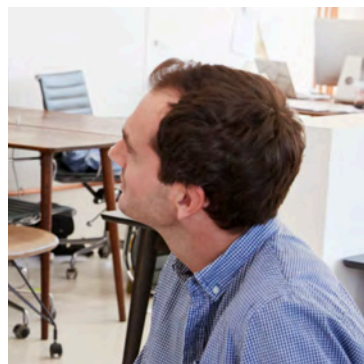
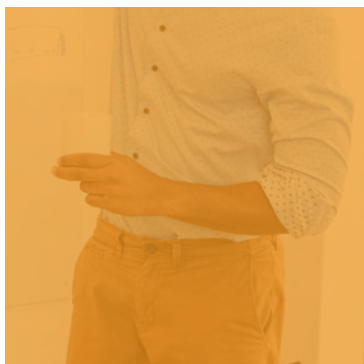
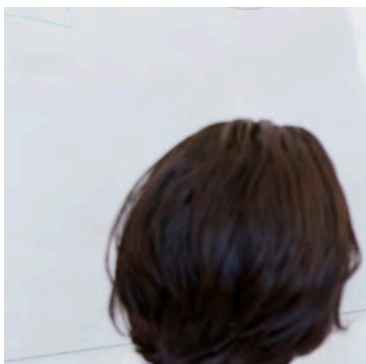
# Vermont Association Hub

The Vermont League of Cities and Towns is spearheading an effort to create a new Vermont Association Hub: a modern, flexible, and affordable space for the headquarters of Vermont membership organizations. The Hub will be in downtown Montpelier near the State House and the state government complex, which will complement the advocacy mission of the participating associations and provide a welcoming environment for meetings, staff collaboration, and association events.



“The hub will bring together membership organizations to create modern, functional space in the heart of the capital city that catalyzes collaboration.”

– Ted Brady  
VLCT Executive Director



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# Key Benefits of the Vermont Association Hub



## FINANCIAL

Associations will have the opportunity to participate in the Hub at varying levels from investment ownership to long-term leasing to short-term residency. Over time, the Hub model may also include a shared services model that will be designed to create economies of scale for associations with common service needs like IT, bookkeeping, graphic design, software subscriptions, and more.



## FLEXIBILITY

The pandemic demonstrated that we cannot know the future of work. Leasing space for current needs limits the ability to be flexible for future needs, staff growth, or new programming. The Hub concept will allow associations to “breathe” and take only the space they need, while still having access to the space they want.



## COLLABORATION

Staff will have greater peer collaboration. Most associations are small enough that they only have one staff member assigned to each department. In the Hub these professionals can learn from one another and create a community of learning.



## MODERN SPACE

Modern workforces demand modern amenities and workspaces. Members need access to modern training facilities with state-of-the-art technology. And we need a place to host conferences and legislators.



Ancillary benefits of the Hub would include participating in the resurgence of Vermont’s capital city as it remakes itself into a climate resilient municipality, providing ongoing value to the capital city community and the state’s Capitol Complex. Longer term, there may be an additional financial benefit to partner associations by sharing administrative services.

## Association Hub Vision

The pandemic shifted where many employees work, and, like so many other office workers, association employees now enjoy the flexibility of remote work. Our goal is to create a world class office environment – where employees will choose to work, gather, and collaborate and where members feel welcome and appreciated. Membership associations need all the amenities of Class A office space that accommodates their entire workforce, boards, and members, but it seems unreasonable to build such a space and only use it a few days a month. We aim to create a membership organization ecosystem that meets our modern needs and the realities of prudent budgeting. The Hub concept is designed to pool resources and address the needs of associations with similar core competencies including board engagement, membership recruitment & retention, budgeting, communications, marketing, events, advocacy, finance, and IT.



The ownership and management of the Hub will focus on a shared model where the anchor investors enter into an agreement to manage the facility and operations. A Commercial Owners Association is a common model, but others will be considered.

### Properties Under Consideration

The League evaluated 18 properties in Montpelier for lease and/or purchase and narrowed the list to three properties that are all in a prominent location near the State House and have at least 10,000+ square feet, allowing for flex space to grow or contract as needed over many years. Parking and curb appeal were also considered.



### 2025 Timeline for Project: January through July

The Vermont Association Hub is currently in the idea phase, but in 2025 the League will engage a real estate advisor to conduct a final site selection and negotiate the purchase of the building. This advisor will help with the site selection, design, permitting, and development.

