

Homes for All Developer Training Program

House Committee on General & Housing

5.8.26



Land Access and Opportunity Board Touchstones:

1. Listen generously. Speak your truth from your heart & mind.
2. Make the way we work together an example of what's possible.
3. Trust that we all hold a piece of the puzzle & we need each other's pieces to understand the whole picture

Today's Agenda

- Orientation: Homes for All Developer Training Program is centered in the power of collaboration
- Enrollment: How are Vermonters responding to this opportunity
- Classroom learning opportunities
- Technical assistance and peer learning opportunities
- What are we learning – understood challenges are the seeds of system improvements

Vision of Success – In one year we will see...



<p>Emerging Developers</p> <ul style="list-style-type: none"> •Socializing, sharing tips on construction/development process •Engagement with local zoning/housing groups •ROC (return on community) is included in goal of ROI •Increase in contractor registrations •Participants break ground on a project •More underrepresented folx approved for development loans •Lots of new projects queued up for 2027 construction •More people want to be trained 	<p>My Organization (and me!)</p> <ul style="list-style-type: none"> •Real connection on the nitty gritty of building housing •Local ecosystem development with strong state support •Develop a suite of tools & resources to support emerging developers •We grow in how we support developers •We see new homes completed •Leveraged capital •We have something to be proud of - a claim to fame 	<p>Vermont Communities</p> <ul style="list-style-type: none"> •New housing that fits in seamlessly •Underutilized properties being redeveloped •More housing units brought online using existing structures •Don't see all development as bad; new homes = more stability •Increase in permit applications & approvals •Increased community resilience & health •Stronger community bonds •Communities are open to infill development
<p>Policy Makers</p> <ul style="list-style-type: none"> •Streamlined Zoning •Modernized Zoning •Innovations & process improvements •Lessons learned •Longer term/low-barrier funding is available for pre-development grants •Credibility earned by doing something Vermonters love 	<p>People experiencing housing insecurity</p> <ul style="list-style-type: none"> •More housing options •Opportunity to gain skills & credibility to build the housing that meets unique needs •More folks feel housing is accessible. Stability = safety 	<p>Who else will be impacted?</p> <ul style="list-style-type: none"> •People who want to stay in their towns will have that option •Viable career paths for non-college track Vermonters

Our North Star: Goals of program development

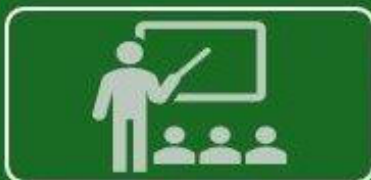
Expand	Expand the number of small-to medium sized developers creating housing and other community assets in Vermont.
Increase	Increase representation and diversity in Vermont's community development ecosystem.
Reduce	Reduce the harm and limit impacts of systemic barriers to entry into the community development field.
Enhance	Enhance access to knowledge, financial capital, and peer connections to form a vibrant community of developer practitioners in Vermont.
Support	Support community-centered development.

Combined Components H4A Phase 2



1 day workshop (Gateway) – Managed by IncDev

- One day training that covers the basics of development and introduces key factors/concepts. Target audiences include individuals exploring becoming developers in the future, local policy makers, and professional service providers from development-adjacent fields (planners, etc.).



Classroom-Based Learning (Classroom Cohort) – Managed by IncDev

- Structured workshops/courses tailored to emerging developers. Topics include foundational development topics like financial modeling, navigating zoning, construction/building practices, and community engagement strategies. Mix of in-person and online sessions for accessibility and flexibility.



Direct Technical Assistance (Field Cohort) – Managed by LAOB & Helm

- Start with personalized one-on-one TA for a specific project. This hands-on guidance gives participants the tools they need to address real-world challenges and develop successful strategies for their development projects. Will include mentorship, project planning, feasibility studies, assembling a development team, and navigating regulatory requirements.



Community of Practice + Open Office Hours – Managed by LAOB

- Build a strong network where participants can share insights, learn collaboratively, and lean on each other for support. This can involve peer reviews, group discussions, access to industry leaders on technical issues, and regular meet-ups to share experiences and knowledge

Engaging Developers Statewide



Locations of Small-Scale Development Workshops

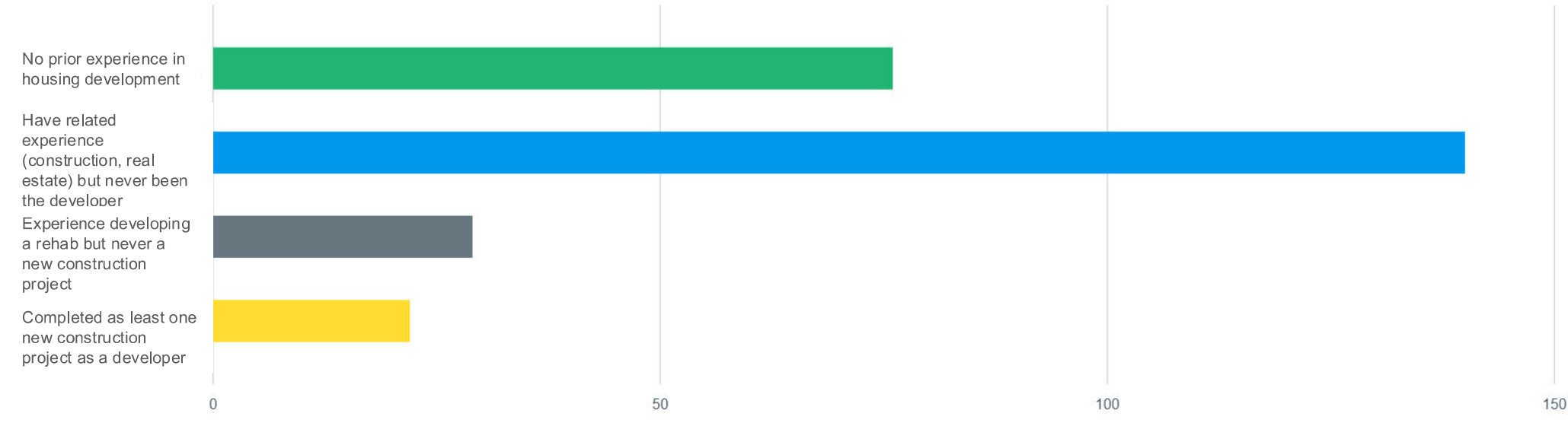
Launch of the training program has garnered significant interest

1. Over 250 Vermonters from all 14 counties registered for Homes for All programming.
2. Over 200 signed up for the Community of Practice and 1:1 Technical Assistance
3. First two *Small-Scale Development workshops* garnered more than 65 participants each.

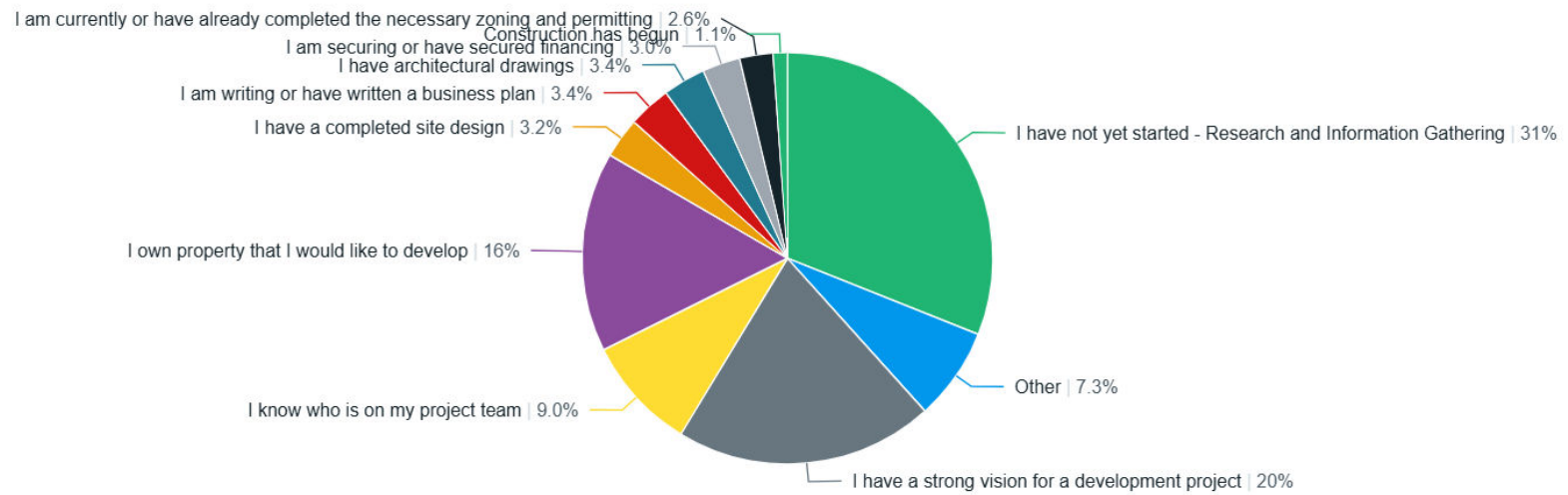
Neighboring states are taking notice

1. Multiple inquiries from prospective developers, financial institutions, and policy makers in NH, MA, and ME

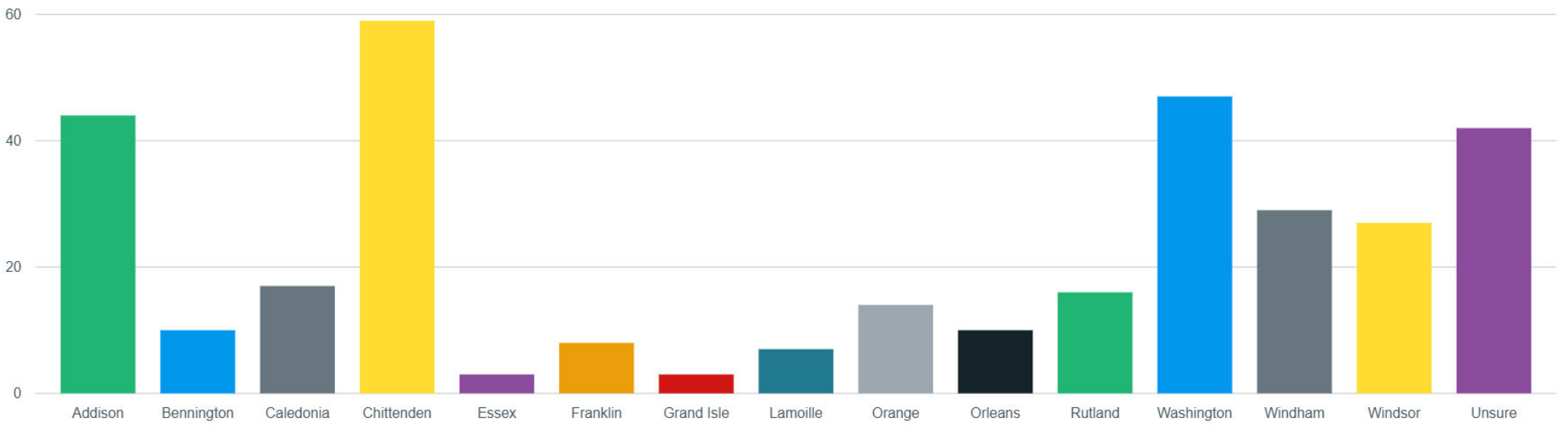
Do you have related development experience?



The development process is made of many pieces. Which pieces have you completed for your project so far?



What County Do You Intend To Develop In?



Small-Scale Development Workshop

The Workshop is an introduction to small-scale development

- Designed for prospective developers and “champions” of development in their communities
- Provides a baseline of knowledge for prospective developers to shape a project vision
- Marries core development skills with participants knowledge of their own communities



Photo from April 22nd Workshop in Middlebury

Workshop participant feedback

"It was awesome! The content and form was made for busy professionals - kept me engaged all day. Great team! Loved bringing in the brothers for local insight... although those two make it look too easy" - Burlington

"Thanks for all the info and getting people together!" - Williston

"Great overview of all the aspects developers need to take into account, e.g. zoning, financing, building partnerships, etc." - Waterbury

"the most valuable piece was making connections to folks who can help us on our journey and vice versa" - Sudbury

"looking forward to sharing your tools with our regional communities" - Middlebury

Small-Scale Developers Academy

- 6-week online course delivered by small-scale development experts
- Participants bring real development projects or project visions to work through and hone
 - Participants are given homework such as speaking to existing developers in their area and identifying comparable projects
- Work through site selection, pro forma, financing, and pitching their project

Vermont Homes for All Small Scale Development Training Opportunities



Small Scale Development A SCHEDULE

Session 1: Introductions & Overview

Welcome session with cohort introductions, project overviews, and a sample final pitch presentation to show what you'll work toward.

Session 2: Structuring Your Business

Learn how to set up your development business, including choosing between personal mortgages vs. LLCs, handling legal and financial requirements, identifying your role, and creating a business pro forma.

Session 3: Figuring Out Your Long Game

Explore what drives your business and the trade-offs needed to achieve long-term goals, including how money flows through projects over 5+ years, multi-year cash flow concepts, lifestyle choices, avoiding pitfalls, and building key relationships.

Format: Virtual Live-Streaming Sessions

Also Includes: Faculty Office Hours, Access to Peer Networking S Hands-On Homework Activities, Zoning Worksheet, Pro forma Te Pocket Pro forma, Static Pro forma - Triplex Rehab, Static Pro form Year Cash Flow, Pitch Package Worksheet, and Pitch Package Pr



Vermont Homes for All Small Scale Development Training Opportunities



Small Scale Developer Academy

Course Overview

The Small Developer Bootcamp helps participants apply practical skills to their own real estate projects. Bring your actual development project (ideally in the planning stage) and work with experienced developers through hands-on exercises.

You'll work on building your pro forma, mapping zoning parameters for your property, creating investor proposals, and practicing your project pitch in a supportive environment with personalized feedback.

This bootcamp is hands-on and practical. This class takes place over six weeks and includes: five 3-hour topic focused training sessions, weekly office hours, access to a virtual platform for peer-to-peer learning and networking, and a final "Dolphin Tank" Pitch Day to showcase your investor ready pitches.

Learning Objectives:

- Understand how to make strategic design decisions
- Estimate development income and expenses
- Build, analyze, and refine a pro forma
- Understand what makes compelling investor proposals
- Read and interpret zoning as it applies to your building lot
- Meet people who can help you



1 on 1 Technical Assistance

- Technical assistance provided by HELM Construction Solutions
- For developers with actionable projects or development projects that require specific technical assistance (e.g. cooperative housing, accessible housing)



Technical Assistance services include:

- Project review
- Proforma assistance & review
- Finance stack assistance and review
- Loan and Grant application assistance
- Feasibility analysis
- Town zoning/permitting assistance
- Pre-construction scheduling
- Project budgeting and management

Small-Scale Developer Community of Practice (Developer Cohort)

The community of practice offers both online and in-person opportunities to collaborate and connect. The community of practice online platform also offers:

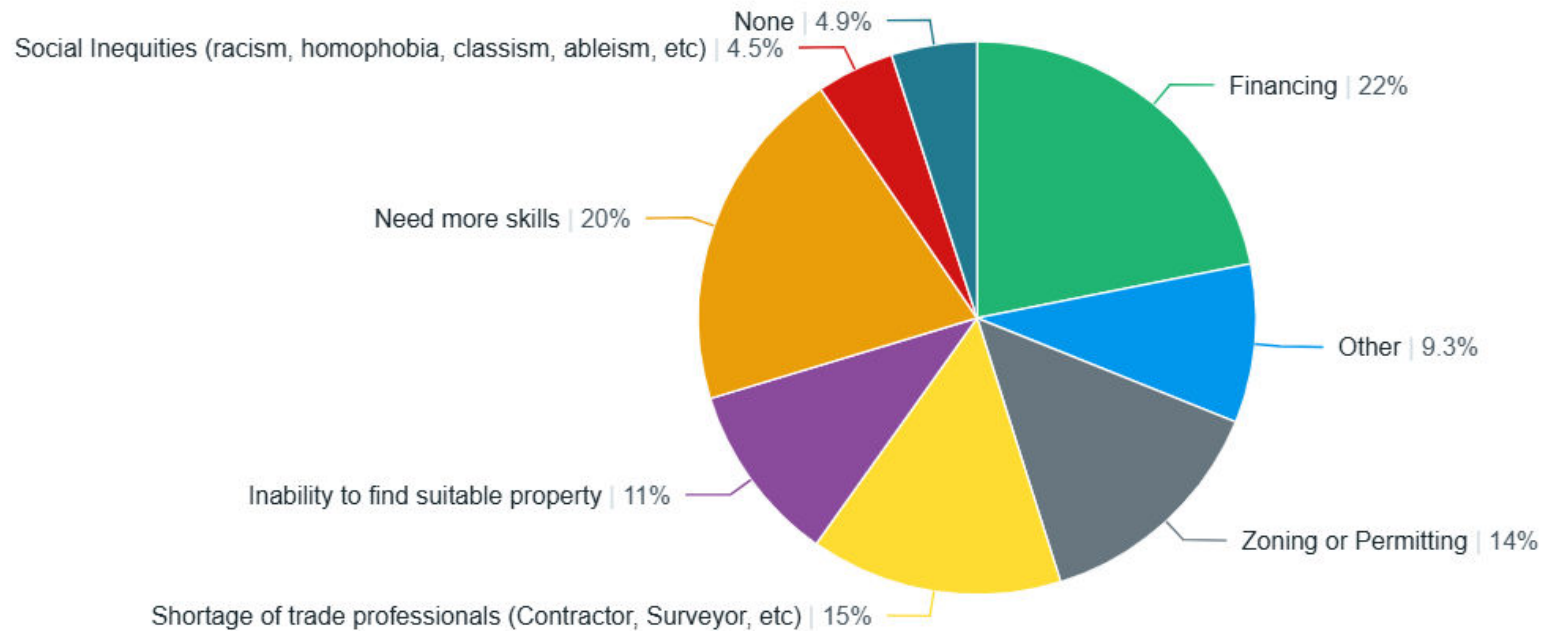
- A collection of educational and supportive resources
- An event calendar for development related events around the state
- Project opportunities

Smaller groups (affinity groups) within the community are forming to address specific types of housing needs, including:

- Community Land Trusts/Cooperative Land Projects/Intentional Community
- Accessible Housing
- Farmworker and other Rural Cluster Housing
- Shelters & Transitional Housing
- Trade Folks Network

Barriers and Bottlenecks Identified At Intake

What, if any, barriers have you already faced in your development journey?



Challenges Shared During Developer Meetings

- Difficulty funding the costs of pre-development due-diligence requirements; surveying, site design, permitting, architectural designs, inspections, etc. (often extensive and expensive when applying for low interest loans)
- Difficulty making their project “pencil out” with the high cost of land and construction (especially in a rural town that doesn’t have municipal water and sewer and the project needs a well and septic)
- Community resistance to additional housing development, especially “low income” rentals
- Difficulty finding suitable land for development on the open market
- Easement limitations on conserved land
- Triggering Act 250 permitting, especially in small, rural towns that do not qualify for Act 181 exemptions
- Difficulty navigating code compliance for building, fire safety, and accessibility with inconsistent feedback from officials and no universal checklists or prescriptive solutions
- Difficulty finding experienced trades people (architects, surveyors, general contractors, plumbers, etc)

Thank you



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