Rosemary Rosa, Executive Director of the Turning Point Center of Central Vermont, is a courageous, people-first leader who has helped reshape what recovery support can look like in our region—especially for women and families navigating the complicated intersection of substance use, parenting, stigma, and reunification. A mother of three and a person in long-term successful recovery herself, Rosemary leads with a rare combination of compassion, accountability, and practical action. Her story is powerful, but what truly distinguishes her is what she has done with it: she has turned lived experience into leadership, and leadership into expanded opportunity for others.

When Rosemary became Executive Director of Turning Point Center of Central Vermont (TPCVV) in March 2025, she stepped into the role at a pivotal moment. The organization was facing significant operational and financial challenges and an uncertain future. Rather than simply maintaining existing services, Rosemary focused on strengthening the organization from the inside out—stabilizing operations and finances, strengthening staff, expanding programming, increasing the number of people served, and building partnerships that extend Turning Point's reach throughout Central Vermont. Under her leadership, Turning Point achieved rigorous Certified Recovery Services Organization certification, placing it among the first centers in Vermont to earn this distinction and demonstrating Rosemary's commitment to accountability, quality, and long-term sustainability.

Rosemary's leadership is especially evident in her innovative work supporting parents in recovery, particularly mothers. She recognized that parents working toward stability—and, when possible, reunification with their children—needed support that acknowledged the real complexity of recovery while parenting, often alongside child welfare involvement and intense stigma. Instead of waiting for someone else to create that support, Rosemary helped build it. She launched a Moms in Recovery group in collaboration with the Family Center of Washington County approximately two and a half years ago, and it has grown into Turning Point's most attended weekly group—an unmistakable sign of how deeply this kind of connection and peer support is needed.

Building on that success, Rosemary developed a broader Parents in Recovery program at Turning Point and then took an even bolder step: she created a Recovery Coach program embedded directly within the Barre District Office of the Department for Children and Families. This partnership brings peer recovery support into the very environment where families are already navigating high-stakes systems and decisions. The program primarily supports mothers working through recovery while working toward regaining custody of their children, offering something uniquely powerful—support from someone who understands

both recovery and the realities of parenting under pressure. It is currently the only program of its kind in Vermont and is poised to become a statewide model.

Rosemary's community leadership is rooted in a simple belief: people deserve dignity, support, and the opportunity to build a better future. Her service has never been separate from her leadership—it is at the center of it. Long before becoming an executive director, Rosemary supported other women in recovery, including sponsoring women in AA. She continues that commitment today at a larger scale by building programs that meet people at some of the most vulnerable moments of their lives and by speaking publicly about recovery to reduce stigma and encourage hope.

Rosemary's willingness to use her own story in service of others is one of her most courageous forms of leadership. During active substance use as a young mother, Rosemary experienced the devastating death of her infant son. It would be understandable to keep such profound grief and trauma private. Instead, she made the brave decision to share her experience publicly through Lund's Recovering Loudly project, which elevates the stories of Vermont mothers in recovery to reduce stigma, encourage connection, and help communities and providers better understand substance use during the perinatal period. In doing so, Rosemary has transformed vulnerability into service—so that another mother might hear her story and realize she does not have to struggle alone.

Rosemary is also a leader who invests in women's growth in tangible ways. Since becoming Executive Director, she has promoted three women into leadership positions within Turning Point, creating pathways for others to develop skills, confidence, and professional responsibility. She leads a staff made up largely of people with lived experience, and she treats that experience not as a limitation, but as expertise—paired with training, support, and high standards. She has pursued professional development herself as a certified recovery coach with extensive training in motivational interviewing, facilitation, supervision, and other recovery practices, and she shares what she learns with colleagues across Vermont, including presenting on Parents in Recovery programming so other organizations can adapt and replicate this work.

Rosemary's leadership is also visible in the physical transformation of Turning Point's new home at 18 South Main Street in Barre. When the organization acquired the building, it was old, neglected, and in need of extensive rehabilitation. Working alongside the Board and community partners, Rosemary helped turn it into a beautiful, welcoming recovery center—an outward reflection of the philosophy she brings to people: what has been overlooked is not beyond restoration. During the fit-up of the new building, she even made a point to hire a female contractor, creating opportunity for another woman to contribute her professional skills to an important community project.

Rosemary has also served on the Board of the Barre Justice Center, contributing her experience in a leadership environment made up entirely of women. Across every role, she consistently looks for potential in others and helps create the conditions for that potential to flourish—whether that's a staff member stepping into leadership, a woman finding her footing in recovery, or a mother working toward rebuilding her family.