

VBA LOAN REPAYMENT ASSISTANCE PROGRAM

PROGRAM DESCRIPTION

The Vermont Bar Association (“VBA”) promotes the highest standards of skill, ethics, and professionalism within an inclusive legal profession; fosters understanding and respect for the rule of law; supports equal access to a fair and effective system of justice; and provides valuable resources to its members. The VBA Loan Repayment Assistance Program (“LRAP”) provides loan assistance for licensed attorney members of the Vermont Bar Association. The program is designed to assist attorneys burdened by student loan debt so they can continue to work in Vermont serving Vermonters in underserved geographic and subject areas.

The VBA-LRAP provides assistance to applicants who might otherwise be precluded or overly burdened from practicing in Vermont because of salaries that do not support their student loan burden.

I. Eligibility

- a. License- Participants must be licensed to practice law in the State of Vermont.
- b. Bar membership- Participants must be members of the Vermont Bar Association.

[VBA Attorney Membership Application](#)

- c. Financial eligibility- income or salary from legal work of \$90,000.00, or less.
- d. Student loan debt- combined student loan debt of at least \$25,000.

II. Priority given to the following applicants:

- a. Applicants who practice in underserved geographic areas of Vermont.
- b. Applicants who practice or focus in underserved legal areas or areas that serve vulnerable and working people in Vermont.

III. Other factors considered when evaluating applicants:

Participation in other loan forgiveness programs and amount of relief/forgiveness.

Existing financial obligations or commitments to family members or dependents and financial hardships including medical or care costs.

IV. Assistance/Award

A maximum amount of \$5,000 per year may be awarded to each approved participant. Any loan assistance shall be paid in two parts each year directly to the participant on a prospective basis subject to continued participant eligibility and submission of documentation discussed below in Section VI. The number and amount of awards shall be determined by and at the discretion of the Loan Repayment Assistance Program Committee ("LRAP Committee") of the Vermont Bar Association.

V. Loan management and repayment information

We encourage you to research programs available to help manage and possibly reduce your loan repayment amounts. The following links offer Information on how to manage or reduce your loan repayment:

[Home | U.S. Department of Education](#)

[Student Loan Forgiveness | Federal Student Aid](#)

VI. Application and Verification Procedure

Applications must be completed with the required documentation and submitted to the Vermont Bar Association by the deadline, January 2, 2026, for consideration. The VBA-LRAP Committee will review and decide eligibility and amounts of assistance. All information submitted through the application process will remain confidential.

If an award is granted, the recipient shall submit documentation regarding employment and proof of loan payments every six months in compliance with the conditions and deadlines in the award letter.

VII. Notification to Applicants

All applicants will be notified of the results of their application.

VIII. Award Disbursement to Recipients

VBA-LRAP awards must be used by the recipient to pay the applicant's student loan debt. Awards will be disbursed in the form of a check equaling one-half of the total annual award amount.

To receive a second check, the participant must continue to meet the eligibility requirements described above and must provide proof of student loan payments equaling half of the annual award amount during the first six months of the award cycle. If the recipient was in forbearance on any loan during the first six months of the award cycle, recipient will provide proof of paydown of principal using the loan

repayment assistance funds. Program assistance will be no more than the amount of loan repayment paid by the participant.

IX. Eligibility Changes

Participants must immediately report to the VBA-LRAP any changes that might impact a recipient's award eligibility, including changes in income, employment, or Vermont license status.

XI. Federal Income Tax Liability

The recipient remains solely responsible for any federal, state, or local income tax liability he, she, or they may incur as a result of the VBA-LRAP award. We encourage recipients to consult with a qualified tax professional.

XI. LRAP Committee

To the extent possible, the LRAP Committee shall be comprised of the Executive Director or Associate Executive Director of the VBA, two members of the VBA Executive Committee or their designee, and two members of the Workforce Development Committee.

XII. Contact information

All inquiries and correspondence about the program, including application procedures and deadlines, should be directed to:

Lisa Maxfield
Associate Executive Director
(802)223-2020
lmaxfield@vtbar.org

11/18/2025