



# 2022

Annual  
Report

*What happened **ALONG THE WAY...***



**WAYPOINT**  
Help Along the Way

*Formerly*  
**CHILD AND FAMILY SERVICES**



## MISSION

Empowering people of all ages through an array of human services and advocacy

## MERIT

Established in 1850, Waypoint is a private, nonprofit organization, and the oldest human service/children's charitable organization in New Hampshire. A funded member of the United Way, Waypoint is accredited by the Council on Accreditation, and is the NH delegate to the Children's Home Society of America.



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## Welcome to Waypoint.

This is our 2022 annual report.

It was a year of milestones, mergers, monumental projects, and forward movement on many fronts. The following pages highlight how we did in 2022, with your help. Thank you for joining us in making a positive impact in lives and communities across New Hampshire.

Here's what you'll find in this publication:

- ▶ Mission & merit statements, inside cover
- ▶ Message from our leaders, p2
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- ▶ And some inspirational messages along the way

# Message from our Leaders

*As you navigate life, you come upon many waypoints. These are points in time along your journey at which you must change course.*

Dear Friends,

Each year for the past 172, Waypoint has been there at those points in time. Sometimes it is in small ways, such as helping someone through the struggles of their day, and sometimes it's in big ways, helping to reroute the course of a life. While the circumstances are different from person to person, generation to generation, these things remain constant: we adapt to the unpredictable, endure through the unfathomable, and endeavor to continuously earn your trust and confidence.

The year 2022 brought us closer to realizing our vision of a day when everyone has a safe place to call home, every family has a strong foundation for self-sufficiency and success, every child has the opportunity to realize their full potential, and every Granite Stater can age in place--in the comforts of their own home.

Here are a few highlights from the year 2022:

- Through 26 programs and 14 sites, we helped over 8,000 people at every age of life and in every corner of the state.
- The year started off with our merger with The Richie McFarland Children's Center in Stratham. The merger grew our services for children who have developmental concerns and provided a new home for our Seacoast Family Resource Center.
- The Agency opened new youth resource centers in Manchester and Rochester, and an overnight emergency shelter in Manchester, the only one of its kind for young people experiencing homelessness in New Hampshire. The shelter has been a dream of ours since the dawn of our Runaway and Homeless Youth programs back in the 1970s.
- Our Advocacy program marked its 50th year with a conference that explored the future of child advocacy while celebrating its historic work in helping to reshape the social landscape of New Hampshire. This past year, the team focused on juvenile justice reform and the rights of LGBTQ+ youth, as well as legislation on child protection, foster care, education, and the state budget. The team also built coalitions around children of incarcerated parents and protecting home care for older adults and people with disabilities.



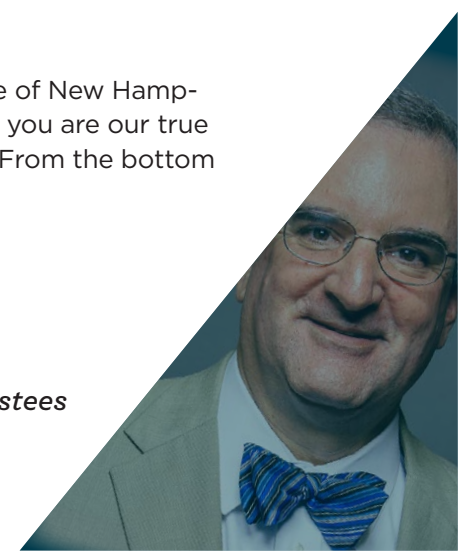
- As proof of our investment in prevention, Waypoint continued to be a part of the movement in social services to work “upstream.” Our family resource centers across the state serve as points of entry for families to gain resources, support, education, and advocacy that can help them to be the best they can be. This evidence-based approach has proved to be more effective for families and far less costly to the community at large. In 2022, our Manchester Family Resource Center merited the “of Quality” designation by the Wellness and Primary Prevention Council of the NH legislature, which reassures families that our agency adheres to the highest standards of practice in the field of human services.
- Our special events made a big impact raising community awareness and over half a million dollars to support our services around the state. The WZID Christmas is for Kids Radiothon and the SleepOut marked their 24th and 9th years, respectively, and we added two new events: The Summer Fam Jam to help fund our Family Resource Center in the Upper Valley, and Touch-a-Truck to support early intervention services for children in our Seacoast region.
- Along the way, we picked up a few accolades including the prestigious Business and Industry Advantage award, and the Best of the 603 award for which over 80,000 people cast their votes during a Manchester Radio Group statewide campaign.
- Then, there is who we are. Waypoint is a 300-person agency that embodies a culture of collaboration, innovation, compassion, and respect. We celebrate diversity, equity, and inclusion, and strive to be a safe, recovery-friendly workplace, where everyone gets the chance to learn, grow, and shine.

As you will see on the following pages, the 2022 impact of our agency, in programs, places, and people, was powered by our fiscal growth. Through diverse funding streams including federal, state, and local contracts, foundations, United Way, endowment, corporate sponsorships, and individual donations, we became a \$20 million agency positioned to confront the next generation of social challenges in New Hampshire.

On behalf of the staff and board of Waypoint, we are honored to serve the people of New Hampshire and are humbled by those who make it possible for us to do so. Collectively, you are our true north, guiding us in pursuit of mission and empowering us to do good every day. From the bottom of our hearts, THANK YOU for providing HELP ALONG THE WAY.

*Borja Álvarez de Toledo*  
*President & CEO, Waypoint*

*Mark Rouvalis*  
*President, Waypoint Board of Trustees*





# *Dylan*

He's been incarcerated, experienced homelessness, and been in seven different rehabs in two years.

## FAST FORWARD

Connected with services, worked hard, got housing, continued his education, and volunteered at the soup kitchen.

"I want to give all I can give so I can get some good Karma in return."

Dylan

**CLICK HERE TO  
WATCH VIDEO**



# People Served 2022

## **EARLY CHILDHOOD/FAMILY SUPPORT**

Early Supports & Services (for children w/ developmental concerns)	624
Family Support Services (prenatal, parent ed, strengthening/support)	1943
Partners in Health (for children who have chronic health conditions)	478
The Children's Place & Parent Education Center	50
Family Support Warm Line	432
<b>TOTAL</b>	<b>3,527</b>

## **FAMILY PRESERVATION & STRENGTHENING**

Individualized Service Options (Permanency Solutions--foster care)	243
Integrated Home Based Services (NH)	60
Parent Aide (Child Health Support Services)	70
Family Counseling / Behavioral Health	168
Community Based Voluntary Services (CBVS)	2748
<b>TOTAL</b>	<b>3,289</b>

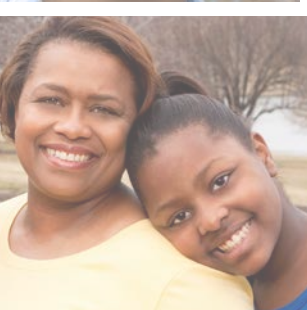
## **HOMELESS YOUTH & YOUNG ADULT SERVICES**

Runaway & Homeless Youth (crisis intervention & prevention)	21
Transitional Living Program (housing & services to help youth exit homelessness and achieve independence)	37
Street Outreach Program (lifeline to youth on the streets)	420
Overnight Emergency Shelter	31
Rapid Rehousing	27
<b>TOTAL</b>	<b>536</b>

## **OLDER ADULTS & ADULTS WITH DISABILITIES - INDEPENDENT LIVING SERVICES**

Home Care	824
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<b>TOTAL individuals served</b>	<b>8,176</b>
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## Outcome measures

**100%**

of our families had no new out of home placements.  
(IHB/Family Stabilization)

**100%**

of children benefitted from developmental screenings and links to key services to optimize their success.  
(Early Supports & Services)

**100%**

of Child Protective Services referrals had no new founded reports of abuse/neglect.  
(ISO-In Home)

**75%**

of high-risk moms benefitted from depression screenings and support. Research shows that postpartum depression can result in multiple adverse outcomes for the child.  
(Healthy Families America)



**65.8%**

of youth exited homelessness to permanent, stable housing.  
(Transitional Living Program)

**75%**

of CHINS youth referred for delinquency, had no further offenses during service provision.  
(Tracking-Teen Turnabout)

**98%**

of youth were enrolled in an education program or completed their HS diploma or equivalent upon exiting the program.  
(Runaway and HomelessYouth Program)

**55.9%**

of families met treatment plan objectives to resolve critical problems and achieve key goals that will contribute to their success.  
(ISO/Family Preservation)



## *Outcome measures*

# 100%

of client youth identified as at risk, maintained or increased school attendance.  
(ISO In-Home Services)

# 72%

of infants and toddlers not meeting age expectations, improved positive social-emotional skills.  
(Early Supports & Services)

# 75%

of infants and toddlers not meeting age expectations improved language /communication skills.  
(Early Supports & Services)

# 93.9%

of clients remained in the community (avoiding institutions, incarceration, etc.).  
(Integrated Home Based Services)

# 75%

of families with children who have chronic health conditions report that services met their needs and helped them reach their goals.  
(Partners in Health)

# 50%

of clients receiving behavioral health treatment decreased symptoms and improved their situation as they became better able to manage life stressors.  
(Integrated Home Based Services)

# 21,360

visits ensured that over 800 seniors and adults with disabilities could remain living safely in their own homes.  
(Home Care)

# 64%

of youth in extended beds at shelter exited to stable housing.  
(Reports first six months of the Overnight Emergency Shelter)



# Quality Improvement

A very important part of our work is understanding the people we serve and measuring our effectiveness in serving them. To that end, Waypoint follows a continuous quality improvement model in its operations.

Quality improvement (QI) relies on effectively capturing and understanding a variety of data. This data helps inform the work we do through a series of quality improvement initiatives.

The QI initiatives used at Waypoint include client, staff, and stakeholder satisfaction surveys, outcome and output measurements, and case record reviews. All of Waypoint's QI initiatives rely, to some degree, on electronic data systems:

- Client, staff, and stakeholder survey responses are collected and analyzed through Microsoft programs.
- Outcomes and output data for each direct service program is collected through client surveys and other databases, and reported out through Apricot, a cloud-based case management solution designed to help nonprofits streamline data collection and reporting.
- The case record review process is aided by tracking of case information in Apricot and other databases such as HomeTrak and the NH State SMS database.

These systems allow us to measure client impact by tracking the number of clients served, the specific services provided, and the progress made by and for clients. Each piece of data can inform on program successes, cost benefit of services, effectiveness of interventions, and reveal areas for improvement.

Resulting data helps the executive team and the direct service staff to gauge the effectiveness of our operations, practice, and client impact, while it empowers our development, advocacy, and communications departments, to report out across all constituencies with transparency and accuracy, in real-time.

For Waypoint, the gradual shift from paper to electronic case records has many other benefits as well; it has not only reduced the time commitment needed to collect important data and analyze results, thereby proving cost-effective and time-efficient, it has also enhanced the security of highly sensitive information, and significantly reduced our impact on the environment.



# Andrew

“ I have been so lucky to have the opportunity to help families accomplish goals they were struggling to reach. It is hard to put into words the joy of seeing families’ worlds brighten because we were able to walk the path together and make what seemed unachievable happen.”

*Janice Boudreau,  
Waypoint  
Partners in Health*

One of the most joyous and heart-warming ways we were able to help Andrew, was by subsidizing the costs of a therapy dog. Here’s Andrew and Ryder--a boy and his dog. You can see the difference it is making in both lives!







Investment  
Income  
5%

Contributions:  
Philanthropic/  
Events  
14%

Fee for Service  
(Government,  
Insurance, client)  
31%

Governmental  
& Other Contracts  
50%

# YOUR MONEY

## *Income by Source*

<b>Governmental &amp; Other Contracts</b>	<b>\$9,800,690</b>	<b>50%</b>
State	\$5,216,378	26.4%
Federal	\$1,045,299	5.3%
Private and Other Sources	\$1,881,768	9.5%
City/Town/School	\$1,657,245	8.4%
<b>Fee for Service</b>	<b>\$6,200,380</b>	<b>31%</b>
Medicaid/Medicare/		
Private Insurance	\$5,971,746	30.2%
Client Fees	\$185,266	0.9%
Miscellaneous	\$43,368	0.2%
<b>Contributions: Philanthropic/Events</b>	<b>\$2,840,961</b>	<b>14%</b>
Foundations/Trusts	\$1,346,023	7%
Individual Donations	\$881,426	4.4%
Event (NET)	\$463,265	2.3%
United Way	\$101,711	0.5%
In-kind Donations	\$48,536	0.2%
<b>Investment Income</b>	<b>\$932,262</b>	<b>5%</b>
Endowment	\$842,599	4%
Charitable Trust Income	\$89,703	0.5%
<b>TOTAL</b>	<b>\$19,774,293</b>	<b>100%</b>

Early Childhood & Family  
Support 28%

Family Preservation 26%

Runaway--Homeless Youth 15%

General Admin 15%

Home Care 10%

Fundraising, PR,  
Community 5%

Advocacy 1%

Camp 0%

## AT WORK

### *Expenses by Function*

Early Childhood & Family Support	\$5,310,480	28%
Family Preservation & Strengthening	\$4,905,435	26%
Runaway & Homeless Youth Services	\$2,879,321	15%
General Administrative	\$2,816,820	15%
Home Care Services	\$1,912,081	10%
Fundraising, Public & Community Relations	\$948,819	5%
Child Advocacy	\$202,769	1%
Summer Camp	\$51,651	0%
<b>TOTAL</b>	<b>\$19,027,376</b>	<b>100%</b>
Net Operating Surplus/(Deficit)	\$746,917	

The year 2022 was a busy one for Waypoint Advocacy. The New Hampshire State Legislature was back in full swing following two years of uncertainty and remote hearings caused by the pandemic. Early in the session, Waypoint identified a number of different proposed bills impacting children and families. As the session progressed, most of our advocacy efforts focused on two substantive bills.

### JUVENILE JUSTICE

#### **Senate Bill 458, relative to the Sununu Youth Services Center and operation of a secure replacement facility**

Waypoint has been a strong advocate for closing the Sununu Youth Services Center (SYSC), a juvenile detention and commitment facility. The State has committed to closing and replacing it and during the 2022 legislative session, SB 458 was introduced aimed at replacing the Sununu Center with a smaller, more home-like, therapeutic, trauma-informed facility.

Throughout the legislative session, the bill took many forms, including a proposal for privatization, sending children to adult jails, or sending them to out-of-state facilities. The Senate proposed a new facility with 18 beds. The House proposed a smaller 6-bed facility. The House also added language attempting to limit the number of children sent to the facility, though there were concerns with the potential unintended consequences of this language. These two different approaches went before the Committee of Conference (COC). At the COC, it looked as if there could be agreement on a 12-bed facility with the possibility of a 6-bed overflow. The House COC members rejected this final compromise and the bill failed.

At the end of the session, SYSC was slated to close on March 1, 2023, with no new facility to replace the current one. The Waypoint advocacy team has continued to follow this issue, as its highest priority, and to engage legislators to move forward with a new 12 bed, trauma-informed therapeutic facility with a 6-bed overflow for those few children ordered to be detained or committed.

*continues...*





## CHILD WELFARE

### House Bill 1431, establishing the parental bill of rights

HB 1431 proposed to establish a “parental bill of rights.” The bill was designed to outline existing rights and expand parental rights in New Hampshire. The bill’s purpose, in large part, was to establish a way for parents to be notified of information relating to the health, education, and well-being of their minor children. Parents already have this right. The facts though, reveal that there are times when it may be dangerous for children to share information with their parents, including information about gender identity.

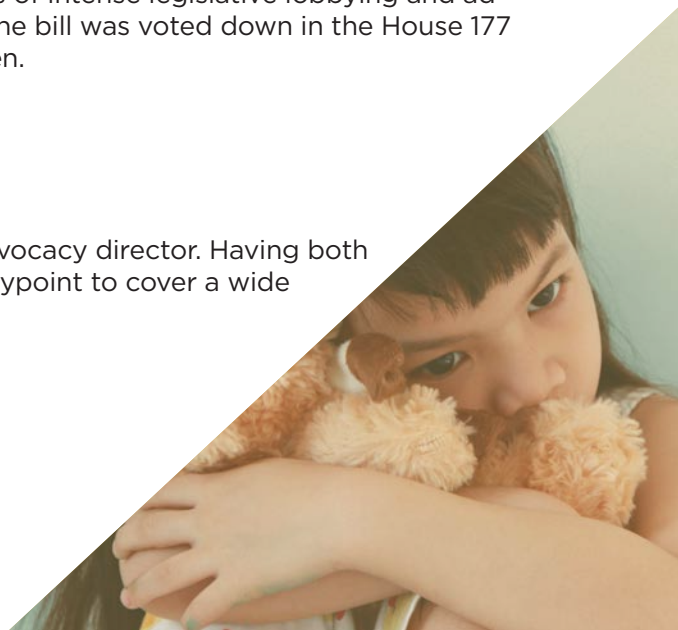
In addition, research has shown that adolescents need to develop their own identities. As part of developing their identity, children may need time to have certain conversations with their parents. Forcing those conversations to happen before a child is ready or when a parent is unsupportive could be dangerous for the child. In that sense, HB 1431 was concerning for children and, therefore, was a significant part of Waypoint’s advocacy work in the second part of the 2022 legislative session. Waypoint has always advocated for the best interests of children.

After the initial House hearing, the bill was significantly amended to increase parental rights within New Hampshire’s public school system. Waypoint’s concern was that the bill removed current community protections for children.

The amended bill was passed by the House and sent to the Senate where it was amended by the Senate and ultimately rejected. House leadership became involved and resurrected the bill and the bill was once again amended in the COC by the Senate. The COC recommended the bill go forward to the House and Senate floors for a vote. After three weeks of intense legislative lobbying and advocacy, in which Waypoint played a major leadership role, the bill was voted down in the House 177 to 172. This was a major victory for New Hampshire’s children.

## STAFFING

In November 2022, the Advocacy team gained a deputy advocacy director. Having both a director and deputy advocacy director has positioned Waypoint to cover a wide range of legislation in the 2023 legislative session.



# *Jillian*

“Jillian has been part of our Healthy Families America program for three years. She has committed to learning about child development, community resources, and parent child interaction activities. Jillian has shown determination and strength and has built a strong foundation for herself and her child. Waypoint is very grateful to have spent the last three years watching this family grow. We are proud of all their accomplishments.”

Rachel Blattstein,  
Family Support  
Specialist



## PRESENTING PROBLEMS

Relationship conflict	14.2%
Physical violence between adults	5.0%
Child care practices	16.5%
Reported child abuse/neglect	12.2%
Adult survivor of abuse	11.2%
Alcohol misuse	4.6%
Drug misuse	10.4%
Unplanned pregnancy	12.0%
Physical illness	15.9%
Physical complaints	4.8%
Diagnosed mental illness	19.8%
Emotional symptoms/complaints	17.6%
Divorce adjustment (adult)	2.4%
Divorce adjustment (child )	3.5%
Child behavior	16.5%
Inadequate housing	14.7%
Inadequate income	24.1%
Problems or conflicts at work	2.8%
Problems or conflicts in school	8.5%
Inability to speak English	3.1%
Developmental delay	34.4%
Cultural isolation	3.0%
Major mental illness	6.9%
Homelessness	8.0%
Sexual orientation/gender identity	0.9%
Smoking during pregnancy	3.6%
Maternal depression	5.8%
Lack of transportation	12.7%
Lack of child care	7.9%
Legal issues	6.0%
Family member w/ illness/disability	9.6%
Learning disability	6.5%
Pregnancy of minor child	1.0%
Inadequate employment	8.2%
Loss of employment	4.1%
Low level of education	6.9%
Poor rental history	4.4%
Military deployment adjustment	0.3%
Incarceration	2.4%
Seeking health insurance	1.6%
Unaccompanied homeless minor	0.1%
Physical violence between adult & child	0.4%
Death of family member	0.8%
N/A	4.3%

## Who we Serve & the struggles they face



## CLIENT INCOME

81% of our clients have  
a household income of less  
than \$20,000.







## CLIENT GENDER

Female 55.2%      Male 41.5%      Other 3.3%



## EDUCATION LEVEL

Some grammar school	0.8%
High school graduate/ GED	20.2%
Some high school	12.9%
Some college	14.4%
College graduate	7.4%
Grammar school graduate	1.7%
Post-college	0.6%
Unknown	42.0%

## CLIENTS BY AGE

40.5% of our clients are under the age of 10

24% are between 11 and 21

16% are between 22 and 60

19.5% are over 61

## CLIENTS BY RACE

Unspecified	5.1%
White	82.6%
Other	2.6%
Black	6.8%
Multi-Racial	1.8%
Asian	0.9%
Native Hawaiian/ Other Pacific Islander	0.1%
American Indian/ Alaska Native	0.0%

## CLIENT ETHNICITY

Hispanic/Latino	10.9%
Non H/L	89.1%

## MARITAL STATUS (HOUSEHOLD)

Single	28.6%
Live-in partner	10.2%
Married	20.8%
Separated	2.6%
Divorced	4.6%
Unknown	32.4%
Widowed	0.8%
Other	0.9%



# Allan

About aging and living your  
independent life--

“It definitely would be more  
difficult without the services.  
Makes a big difference.

I consider this my family.”

*Allan, Home Care client,  
with his cat, Buddy*

**CLICK HERE TO  
WATCH VIDEO**

# Your Generosity

Redfern Fund  
TD Charitable Foundation  
Wentworth-Douglass Hospital

## *Guiding Lights \$15,000-\$24,999*

Alumni Ventures Group  
Elizabeth Bauman & Luke Gullick  
Charles H. Greenleaf Trust  
Citizens  
City of Nashua  
Rachel Colletta  
William & Ann Conrad  
Dorothy H. Spaulding Trust  
Founders Fund  
Hampshire Pewter  
Madison Family Fund  
Mascoma Bank Donation Committee  
M.L. Paduch  
Prime Source Foods  
The Richard Eaton Foundation  
Rise Private Wealth Management  
Rolfe & Rumford Donor Advised Fund of  
NHCF  
Southern New Hampshire University  
Jennifer Stebbins & Dylan Thomas  
Town of Exeter  
Town of Hampton

## *Lifelines \$5,000-\$14,999*

American Family Insurance Dreams  
Foundation Inc.  
Arthur Getz Trust, Citizens Bank, N.A.  
Bank of New Hampshire  
Barrette Family Fund of the NHCF  
Benjamin Couch Fund  
Linda & Michael Bowden  
Brophy Wealth Management, LLC  
Margaret Buckley  
Cambridge Trust Co.  
Chicoine Advocacy Fund  
Cirtronics Corp.  
City of Portsmouth  
Concord Hospital Trust Healthy  
Beginnings Endowment  
Thomas McGovern & Helen Crowe

Dartmouth Health  
DF Richard Energy  
Tiffany Diamond  
Eastern Bank Charitable Foundation  
Elektrisola, Inc.  
Ella F. Anderson Trust  
Elliot Hospital  
Mark & Carissa Foster  
George W. Griffin Trust  
Granite State Credit Union  
Hitchcock Family Fund  
Horne Family Foundation  
John & Susan Howe  
Liberty Mutual  
Live Nation Worldwide, Inc  
Holly & Marc Lubelczyk  
MacDonald Family Foundation  
McKesson  
Merrimack County Savings Bank Foundation  
Mike Klein and The Seacoast Philanthropy  
Mildred Page Trust  
Neil and Louise Tillotson Fund of NHCF  
Coit House Fund  
Leslie S and Lola M Hubbard Fund  
Michael & Joan Ostrowski  
PepsiCo  
Nancy Phillips & Elliot Berkowitz  
Piscataqua Savings Bank  
Rockingham County  
Mark & Cynthia Rouvalis  
Samuel P. Pardoe Foundation  
Sarah Cogswell Trust  
Mr. Jean E. Sawtelle  
Suzanne Schon  
Brian & Tracy Soares  
Speedway Children's Charities  
State Farm Insurance Companies  
Sally Stebbins  
Strafford County Board of Realtors  
Three Sisters Foundation  
Town of Epping  
Town of Fremont  
Town of Greenland  
Town of Kingston

## *Trailblazers \$50,000+*

The Burkehaven Family Foundation  
Community Development Finance  
Authority  
City of Manchester  
City of Rochester  
Cogswell Benevolent Trust  
Couch Family Foundation  
Bob and Deb Goldstein  
Granite United Way  
Hillsborough County  
Robert Manchester  
Mary Gale Foundation  
McCormick Dosh Family Foundation  
The New Hampshire Children's Trust  
Fund  
New Hampshire Charitable Foundation  
Pearl Manor Fund  
PROCON  
RMH Seabrook Imprest  
Stebbins Family

## *Changemakers \$25,000- \$49,999*

Annette P. Schmitt Foundation  
Bank of America  
County of Merrimack  
Dobles Foundation  
The Linden Foundation  
Dan Lyons  
The M&T Charitable Foundation  
McLane Middleton



Town of Laconia  
Town of Newmarket  
Town of Raymond  
Town of Rye  
Town of Stratham  
University System of New Hampshire  
Velcro USA Inc.  
Dr. Sharyn J. Zunz

### ***Innovators \$1,000 - \$4,999***

Allied Government Solutions, Inc.  
American Legion Riders - Henry J.  
Sweeney Post #2  
AmeriHealth Caritas New Hampshire  
Anagnost Investments, Inc.  
Kimberly Army  
Carol Bailey  
Bangor Savings Bank  
Markus Bauer  
Dr. Rebecca Snider & Mr. Jack Beard  
Bellwether Community Credit Union  
Michael & Heidi Benik  
Bio X Cell  
Melissa Biron  
Bishop's Charitable Assistance Fund  
BJ Cirnigliaro Memorial Fund  
Bob's Discount Furniture Charitable  
Foundation, Inc.  
Boston Medical Center HealthNet  
Plan  
Robert Brethauer & Nancy  
Glennan-Brethauer  
Eleanor Briggs  
Mrs. Elaine Brody & Dr. Bernard Brody  
Catholic Medical Center  
CGI Business Solutions  
Mr. Thomas J. Silvia & Ms. Shannon E.  
Chandley  
Philip Chase  
Peter & Sharon Chase  
Jen & Eric Chinburg  
Claremont Savings Bank  
Jonathan & Heather Clark  
Marc Cohen & Ilana Amrani-Cohen  
Consolidated Communications  
Ward & Holly Cooper  
Cross Insurance  
CSC ServiceWorks  
Robert & Juliana Dapice  
Dartmouth Hitchcock - Manchester  
Mr. & Mrs. Wil J. De Hollander

The Dorothy Gould Cook Memorial Fund  
of the NHCF  
Eileen Duggan  
Michael and Helen Dutton  
The Edward Weir Abbott Fund  
Eversource Energy Foundation Inc.  
Exeter Area GFWC  
Exeter Hospital  
Fannie Moulton McLane Trust  
Patricia Fennelly  
Financial Services Advisory, Inc.  
Drs. Louis Fink & Pamela Grich  
Flatirons Fund  
Jeanmarie Foisie  
Ginger & Tim Fraser  
The Fuller Foundation  
Arline Gaffney  
Ricco Gaia  
Ganti Foundation, Inc  
Merryl Gibbs  
Gilbert Verney Foundation  
Jane Gile  
Drs. Gwendolyn & Alan Gladstone  
Good Sense Financial Services, Inc.  
Tyler & Megan Goodwin  
Kathleen Grace-Bishop & David Dinzeo  
Douglas & Genevieve Hartwick  
Pamela A. Harvey  
Harvey Building Products  
Thomas Heald  
Cecilia & Paul Healy  
Hervey's Tire Co Inc  
Mark & Beverly Hodsdon  
Douglas Horrocks  
Inspire Brands Foundation  
Jane Warren Training Fund  
Christine & Jim Janson  
Jo Jo Fund  
The Junior Service League of Concord  
John M. Kane  
Michael Kane  
Lou Kaucic & Billy Merritt  
Bruce Keller  
Keller Companies, Inc.  
Eileen & Richard Kelly  
Kevin S. Roberts Foundation for  
Children  
Kolb Family Fund  
Eric Krauland

Richard & Helen Kruppa  
KW Charity  
Lavoie Foundation  
Kirk & Judith Leoni  
Lodging Econometrics  
Amanda Long  
Patrick Long  
David Lyon  
Marilyn & Jim Mahoney  
Frank & Judy Malinoski  
Marker-Volkl USA  
Bill & Ann Marvin  
David & Winifred McCullough  
Harriet McGraw  
Samuel McGraw  
Peter J. McLaughlin & Jane Kitchel  
McLaughlin  
Vincent & Elizabeth McLaughlin  
Melanson  
Merchants Automotive Group  
James Mellow  
Miklos Harmati Endowment Fund  
Mildred B. Chase Memorial Fund  
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 Dover Area GFWC  
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“How far you go in life depends on  
your being tender with the young,  
compassionate with the aged,  
sympathetic with the striving and  
tolerant of the weak and strong.  
Because someday in your life,  
you will have been all of these.”

*George Washington Carver*

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