

CONNECTING *the* DOTS

True Integration of Care



2023 Annual Report
for the 12 months ending 8/31/23

Dear Friends,

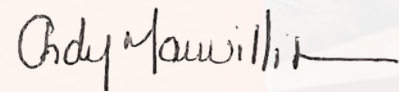
It is a pleasure to share the Easterseals NH & VT 2023 Annual Report with you. Last year was one of tremendous progress as we continue to collaborate across the agency to implement the strategic plan we adopted in 2021.

We spent the better part of 2023 *connecting the dots* among programs, identifying existing synergies and forming new ones. The process was by no means quick or easy. We credit staff and leadership for their incredible passion and dedication to our mission of elevating all abilities. They spent countless hours doing a deep dive into our programs, learning from and listening to each other, touring program facilities, and developing ways to make every program an entrance to every other—all while continuing to provide holistic, integrated, and comprehensive levels of care to our clients at the highest standard of excellence.

We could not be prouder of all we have achieved thus far in realizing our vision of being a top provider of choice, empowering those of every age and stage of life. From business planning to recruitment, leadership changes to targeted marketing, our actions will benefit those we serve today and beyond. The following pages include details about strategic plan implementation, updates on special projects, and stories illustrating how our hard work is paying off for people in our community.

Support from friends like you, our donors, partners, volunteers, and sponsors makes all we do for our clients and their families possible. Thank you for being there for us.

With gratitude,



Andy MacWilliam
Board Chair



Maureen Beauregard
President & CEO



Andy MacWilliam and Maureen Beauregard

our STATEWIDE PRESENCE in VERMONT

○ Balanced & Restorative Justice

This program has a single mission: to enhance youth-focused restorative justice in the Middlebury District. We create safe, youth-based learning environments, identify skills and resource gaps, and support youth to become productive and invested community members.

Middlebury

○ Child & Family Support Programs

Collaborate closely with the Department for Children and Families and parents who are striving to establish safety for their children in an effort to help families create security and well-being. This service provides five different interventions: Family Time Coordination, Family Finding, Family Safety Planning, Care Coordination, and Family Time Coaching.

Barre, Bennington, Brattleboro, Burlington, Hartford, Middlebury, Morrisville, Newport, Rutland, Springfield, St. Johnsbury

○ Compass

A prevention and stabilization program that serves at-risk youth ages 12 to 23 in Rutland county. Our program supports youth and families in developing well-being, education and employment, permanent connections, and stable living environments as youth transition to adulthood.

Rutland

○ Intensive Family Based Services

Supports children and their families facing challenges that threaten their stability and safety at home and in their community through assessment, case management, facilitating community connections, and identification of family and natural support as well as crisis management planning.

Burlington, Morrisville, Newport, St. Johnsbury

○ Post Permanency

Provides in-home support for families formed by adoption or guardianship. Services focus on helping families identify their strengths, establish goals, and locate community resources for ongoing support while addressing common issues that many adoptive and kinship families face.

Barre, Bennington, Hartford, Morrisville, Rutland, St. Johnsbury

○ Substance Use Testing

A tool that can monitor an adult's progress in treatment as well as inform risk and safety when children and youth are receiving services from the Department for Children and Families.

Barre, Bennington, Brattleboro, Morrisville, Newport, Rutland, Springfield, St. Johnsbury

○ Transportation Services

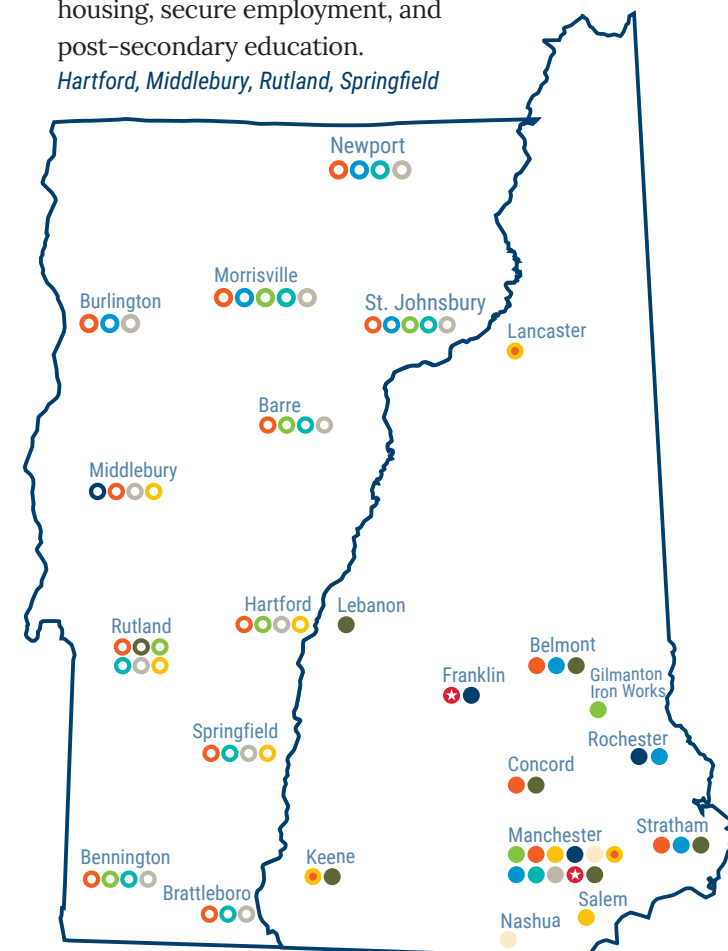
Accessible door-to-door transportation services to children, youth and families who are involved with our Child & Family Support Programs. Helps provide access to needed supports like parent-child contact, family safety planning meetings, and other safety-related activities.

Barre, Bennington, Brattleboro, Burlington, Hartford, Middlebury, Morrisville, Newport, Rutland, Springfield, St. Johnsbury

○ Youth Development Program

Promoting independence for teens and young adults ages 14 to 22 transitioning out of foster care to adulthood by helping youth identify and attain their goals around things like stable housing, secure employment, and post-secondary education.

Hartford, Middlebury, Rutland, Springfield



our STATEWIDE PRESENCE in NEW HAMPSHIRE

● Camping & Recreation

Camp Sno-Mo is our residential camp for youth featuring water sports, team sports, hiking, archery, arts and crafts, and more at our fully accessible location in New Hampshire's Lakes Region.

Gilmanton Iron Works

● Community-Based Services

Residential and community-based support for individuals with intellectual disabilities or acquired brain injuries promoting independence and inclusion in their communities.

Belmont, Concord, Manchester, Stratham, Statewide

● Early Childhood Services

Integrated child development services for children of all abilities. This includes developmental services such as speech therapy, physical therapy, and social and emotional supports for children ages birth to 5 years old.

Manchester, Salem

● Housing

Providing rapid access to stable housing and comprehensive services for individuals and families who are homeless or housing insecure. New projects will provide housing in Franklin (for veterans) and Rochester (for older adults). See pages 17-19 for more information.

Franklin, Manchester, Rochester

● Information & Referral

Connecting New Hampshire residents with valuable information and guidance so they can find the support and programs they need to move forward.

Manchester, Nashua, Statewide

● Residential & Educational Services

CARF-accredited special education and therapeutic services for children and youth ages 5 to 21. Services range from intensive-level care in residential settings to support for individuals at home or in their community.

Keene, Lancaster, Manchester

● Senior Services

Promoting better living while aging in place for older adults. On-site Adult Day with peers in a therapeutic and caring environment. In-home services include one-to-one support with housekeeping, errands, personal care, and nursing needs.

Belmont, Manchester, Rochester, Stratham

● Substance Use Treatment

Farnum is our CARF-accredited, comprehensive alcohol and other substance use treatment program for adults that offers detoxification, residential, and outpatient.

Manchester

● Transportation Services

Accessible door-to-door transportation services for program participants, students, and seniors that help them stay independent and connected to the community.

Manchester

★ Veterans Count

Providing critical and timely case management and clinical services, as well as financial assistance, to service members, veterans, and their families when other resources are not available.

Franklin, Manchester, Statewide

● Workforce Development

Partnering with employers, schools, and other nonprofit and government agencies to assist youth and adults in achieving goals of education, training, volunteering, and meaningful employment.

Belmont, Concord, Keene, Lebanon, Manchester, Stratham

a YEAR of CONNECTING GOALS to ACTIONS

We brought our strategic plan to life, starting with our most valuable asset—our 1,400 employees. Their knowledge and experience helped shape a new approach to care that will strengthen our organization and ensure that every person we serve has access to the services and supports they need to succeed. Everyone came together as one to find ways to build on our clinical excellence and outstanding care. The following four accomplishments stand out from this year of action and collaboration helping to *connect the dots* across the agency:

Business Planning Success

To achieve our goal of integrating services, we restructured how we work at Easterseals NH & VT and how we think and talk about what we do. Business planning involved many cross-organizational meetings, presentations, and internal communications about a fundamental change in messaging. We shifted from an organization with multiple programs operating independently to one united in serving the whole person. We grouped services by life stage—child, adult, and older adult. When a person receives a referral to Easterseals NH & VT for any service, we consider the other ways we could be there for them and their family throughout their lives. This approach is making for better outcomes for all and a greater sense of community for our employees.

Meeting Hiring Needs

During and following the COVID-19 pandemic, we were challenged to fill positions at every level. We directed our energy and hiring efforts toward recruiting direct support professionals for Easterseals NH Gammon Academy (our Residential & Educational Services program), certified instructors for our NAEYC-accredited Child Development Centers, and health professionals for our Farnum substance use treatment program. We looked at the needs and positions in these programs from every angle. Compensation increases, sign-on bonuses, the return of in-person orientations, and marketing campaigns around the benefits of an Easterseals NH & VT career all made a difference.

Welcoming New Leaders

In 2023, we created several new leadership roles to coordinate services across programs, build on our clinical excellence, and raise awareness of our agency. We welcomed Bruce Bacon as Senior Vice President, Human Resources; Amy Joslin as Senior Vice President, Practice Management; Kristen McGuigan as Senior Vice President, Early Childhood Services; and Michele Talwani as Senior Vice President, Community Relations. We are honored to round out our team with the addition of these talented, experienced, and accomplished professionals. Two established employees were promoted to positions of leadership: Renee Fisher as Senior Vice President, Long-Term Supports and Services, and Kelly Wood as Senior Vice President, Controller.

Targeted Marketing Campaigns

While recruiting was an area of emphasis for marketing, so was increasing our consumer base. The pandemic influenced the number of in-person clients we could serve and shifted some of our health appointments online. Now that COVID has been mitigated, we could return to pre-COVID numbers in our facilities. For our Adult Day program, it meant we could increase capacity at both our Manchester and Rochester locations and welcome those needing more intensive memory care. Farnum, our substance use treatment program, could again host meetings in-person and resume in-office health appointments. To spread the word, we launched two comprehensive marketing campaigns for our Adult Day and Farnum programs.

STRATEGIC PLAN SUMMARY

Our Strategic Imperatives

Focus • Continuum of Care • Integration • Access

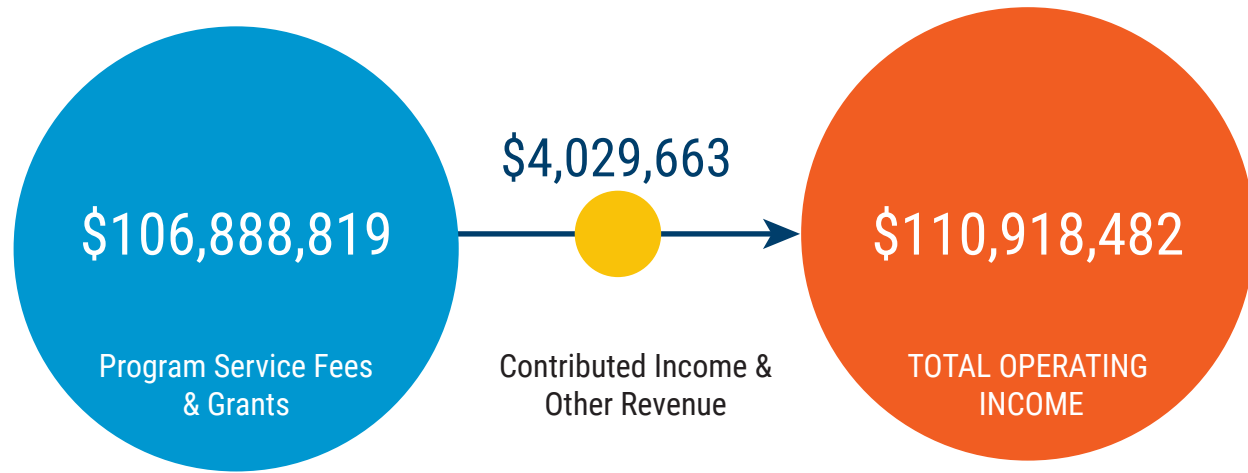
Our Enterprise Goals



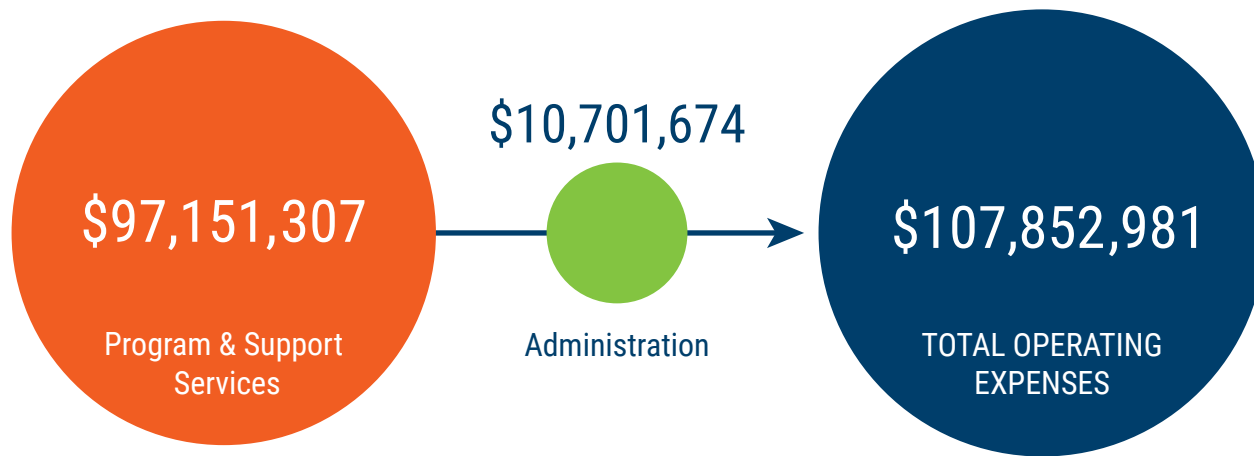
Scan for an overview of our strategic plan.

our FINANCIAL STATEMENT for FY 2023*

REVENUES



EXPENSES



PUBLIC SUPPORT



Free and Reduced Price Services

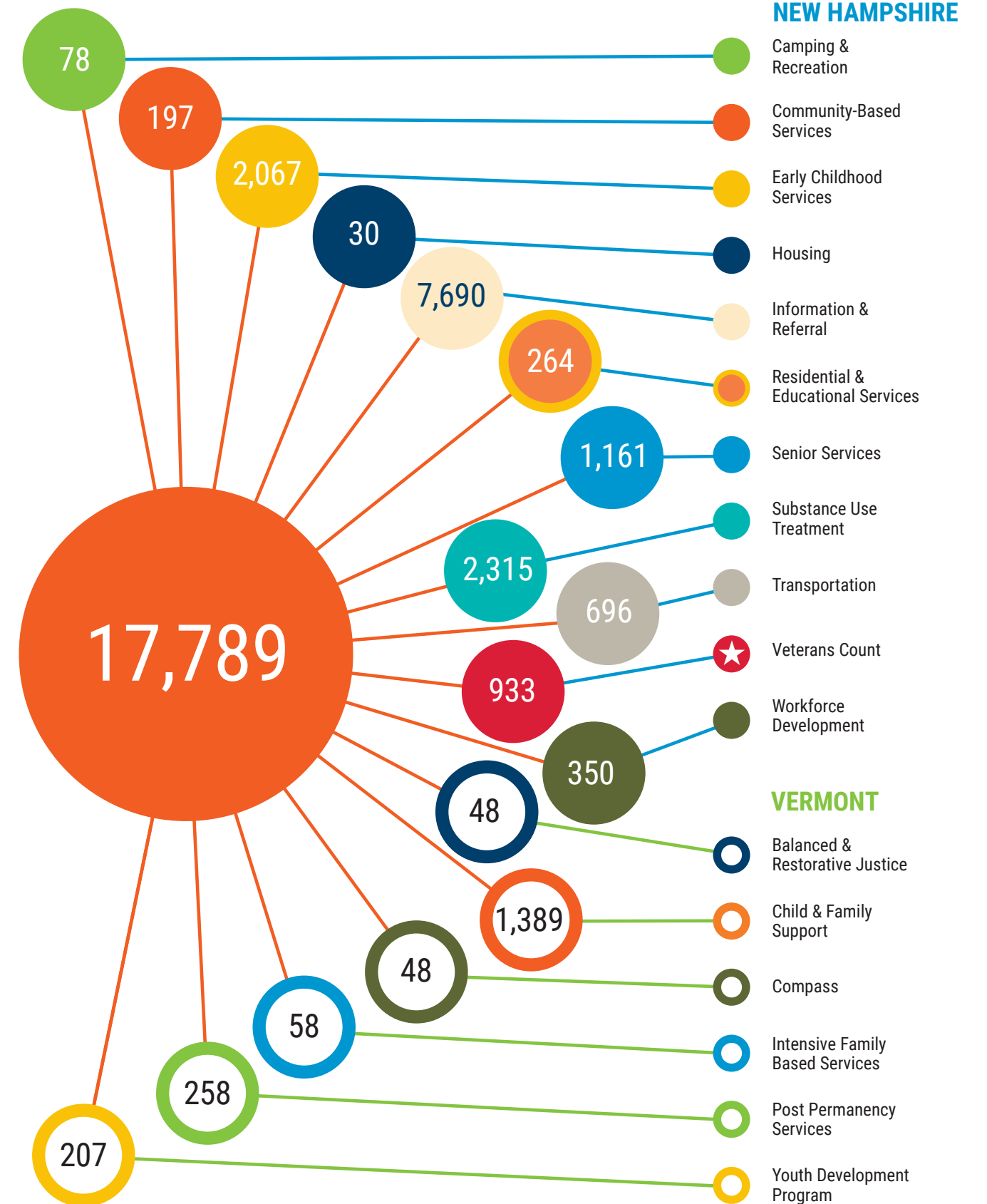
\$8,994,116

*Note: Unaudited Preliminary Numbers (from 9/1/2022 to 8/31/2023)

All circle sizes represent proportional dollar amounts. ● = \$1,000,000

our IMPACT

PEOPLE SERVED in FY 2023



NEW HAMPSHIRE

- Camping & Recreation
 - Community-Based Services
 - Early Childhood Services
 - Housing
 - Information & Referral
 - Residential & Educational Services
 - Senior Services
 - Substance Use Treatment
 - Transportation
 - Veterans Count
 - Workforce Development
- VERMONT
- Balanced & Restorative Justice
 - Child & Family Support
 - Compass
 - Intensive Family Based Services
 - Post Permanency Services
 - Youth Development Program

STORIES of SERVICE



“I’ve enjoyed watching myself grow and learn so many things.”
—Alycin

Alycin

Easterseals Vermont has been an unwavering ally for Alycin, supporting her longer than she can remember. Alycin was first introduced to Easterseals VT through Child & Family Support (CFS), a program that supports at-risk families separated due to safety concerns. Alycin was adopted and supported through Easterseals VT’s Post Permanency Services, which provides additional support for families formed by adoption or guardianship. Alycin’s adoption was discontinued, but *connecting the dots* through other programs allowed her to continue to receive support from Easterseals VT.

At the age of 16, Alycin joined Easterseals VT’s Youth Development Program (YDP). YDP supports teens and young adults transitioning out of foster care to adulthood by helping them identify their goals and create opportunities for them to achieve those goals.

With financial assistance from YDP, Alycin was able to continue pursuing her love and passion for horseback riding. She also became a licensed driver and was able to purchase a reliable vehicle and secure stable housing.

In addition to accessing YDP financial assistance, Alycin’s YDP coordinator, Leah Houston, connected her with other community resources to help her achieve independence. Leah also helped Alycin work towards her longer-term goals by assisting her with tools to further her education and helping her research local job opportunities relevant to her career. Alycin is now studying nursing at the Community College of Vermont and aspires to become a forensic nurse. She currently holds two jobs in the medical field, one as a sterile processing technician at her local hospital and another on her local emergency rescue squad.

Alycin’s involvement with Easterseals VT doesn’t end there. For the last two years, she has supported Over the Edge, the agency’s chief fundraising event. She has also raised more than \$2,000 in funds to give back to YDP with the hope that other foster youth can have the opportunities and support she has.

As Alycin’s time with YDP ends, she reflects on how far she’s come, “I’ve enjoyed watching myself grow and learn so many things.”



Scan for a video of Brian's story.

Brian

While seeking treatment for alcohol addiction, Brian, who served in the Marine Corps during the Iraq War, was in danger of losing his home. Behind on several months of mortgage payments, he connected with Cheryl Neiverth, Easterseals NH's Veterans Count Clinical Project Director, in May 2023.

"Veterans Count helped me with all of my debt in so many ways," Brian says. "They found funding to keep my electricity on. They paid my mortgage for two months."

Brian immediately returned to work upon his discharge from the White River Junction VA, but his struggles with alcohol continued. At eight o'clock one morning, Cheryl received a phone call. "It was Brian on the other end," she recalls, "saying that he had been sitting on the floor since 3 a.m. waiting to call me. He had made a decision that he was either going to call me and do exactly what I told him to do if it would help him get better, or he was done."

Within a few hours, Brian was admitted to Farnum, our substance use treatment program. This was thanks to a pilot program that was designed to streamline access to mental healthcare for veterans, creating holistic, integrated comprehensive levels of care to improve their everyday lives.

During his treatment at Farnum, he remained in regular communication with Cheryl, and Gabi Teed, his care coordinator with Veterans Count. Both continued to help secure funding for Brian's financial responsibilities.

Connecting the dots between programs within Easterseals NH, Cheryl says, was essential in helping Brian during his recovery journey. "We try to bridge that gap to make their transition out a little bit easier so that they are not walking out with the stress that's a potential trigger for their relapse," she says.

Brian has been sober for over five months and has even rediscovered a love of drawing as a creative outlet. "I am forever in debt to Easterseals for pulling all the strings," he says.









"Everybody [at Easterseals NH] just took care of everything on the outside, so that all I had to do was worry about me."

—Brian

NEW HAMPSHIRE

-  Camping & Recreation
-  Community-Based Services
-  Early Childhood Services
-  Housing
-  Information & Referral
-  Residential & Educational Services
-  Senior Services
-  Substance Use Treatment
-  Transportation
-  **Veterans Count**
-  Workforce Development


VERMONT

-  Balanced & Restorative Justice
-  Child & Family Support
-  Compass
-  Intensive Family Based Services
-  Post Permanency Services
-  Youth Development Program



“I LOVE Easterseals!”
—Teddy

NEW HAMPSHIRE

-  Camping & Recreation
-  Community-Based Services
-  Early Childhood Services
-  Housing
-  Information & Referral
-  Residential & Educational Services
-  Senior Services
-  Substance Use Treatment
-  Transportation
-  Veterans Count
-  Workforce Development



Scan for a video of Teddy's story.

Teddy

A Manchester native, Teddy first started receiving services from Easterseals NH as a young child following a cognitive functioning impairment caused by lead poisoning. Fast forward decades later, and Teddy and his older brother, Daniel, became regulars of Easterseals NH's Adult Day program.

Unfortunately, Daniel's declining health and subsequent passing in January 2022 caused Teddy to lose much of his independence. "He always lived with Daniel," says Senior Services Care Coordinator Laurie Kelly. "He was never without him since childhood."

Teddy eventually became a client of Easterseals NH's Community-Based Services (CBS) through a referral between programs, both overseen by committed leaders advocating and championing for his success. Today, he is living with a new home care provider in Manchester.




"I kept thinking that, if we don't connect these dots, this man could be lost, never mind in the community but in a housing situation where it was not safe for him," Laurie says.

Teddy's transition hasn't been without its challenges, which have included everything from acquiring hearing aids and dentures to finding a home that would also accommodate his cat. Teddy has overcome all of these obstacles during his journey of regaining independence.

"We've really strived to be One Easterseals over the last couple of years, and I think Teddy assisted in opening a door for that transition," says Samantha Scarfo, residential director for CBS.

Teddy has even taken it upon himself to get a job. He now works part-time at Market Basket in Bedford as a bagger while he continues to attend our Adult Day program in Manchester four days a week.

VERMONT

-  Balanced & Restorative Justice
-  Child & Family Support
-  Compass
-  Intensive Family Based Services
-  Post Permanency Services
-  Youth Development Program

NEW HAMPSHIRE

- Camping & Recreation ●
- Community-Based Services ●
- Early Childhood Services ●
- Housing ●
- Information & Referral ●
- Residential & Educational Services ●
- Senior Services ●
- Substance Use Treatment ●
- Transportation ●
- Veterans Count ★
- Workforce Development ●
- VERMONT**
- Balanced & Restorative Justice ●
- Child & Family Support ●
- Compass ●
- Intensive Family Based Services ●
- Post Permanency Services ●
- Youth Development Program ●

PROJECT UPDATES



Rendering of planned expansion of Gammon Academy School on Zachary Road in Manchester, NH.

New Gammon Academy School

Empowering every learner: A true Center of Excellence.

Easterseals NH is embarking on building a new purpose-built school for its Manchester-based residential education programs on our Zachary Road campus. The new Gammon Academy School is specifically designed to meet the accessibility and inclusivity standards the students we serve deserve. A true center of excellence, the school will have larger classrooms, upgraded technology, wider hallways to accommodate students with mobility aids, student support rooms, and space where therapists can provide occupational, speech, and physical therapy sessions.

Easterseals NH was awarded \$5 million in Governor's Office for Emergency Relief and Recovery funding from the State of New Hampshire to design and build a new school on our Zachary Road campus in Manchester, with goals of enhancing our residential-educational programs and providing holistic, integrated comprehensive levels of care. We matched this funding with our own \$5 million. Construction of the new school began in October 2023, with an estimated completion date of September 30, 2024.

The new two-story, 27,340-square-foot school will replace our existing two schools in Manchester and will feature three staff conference rooms, a new accessible playground, upgraded technology such as smart monitors for each classroom, and eight rooms for speech therapy, physical therapy, occupational therapy, and other therapeutic care.

NEW HAMPSHIRE

- Camping & Recreation ●
- Community-Based Services ●
- Early Childhood Services ●
- Housing ●
- Information & Referral ●
- Residential & Educational Services ●
- Senior Services ●
- Substance Use Treatment ●
- Transportation ●
- Veterans Count ★
- Workforce Development ●
- VERMONT**
- Balanced & Restorative Justice ●
- Child & Family Support ●
- Compass ●
- Intensive Family Based Services ●
- Post Permanency Services ●
- Youth Development Program ●



Scan for timelapse video of construction.

Champlin Place

Affordable apartment community for ages 62+

Sitting on beautiful wooded acreage in the city of Rochester, NH, Champlin Place will be ready for occupancy in January 2024. The property is designed to meet the needs of residents 62 or older who want to live in an affordable, well-equipped, modern apartment in an independent living setting. Easterseals NH is passionate about providing easy access to a full array of its supportive services to residents who will live at Champlin Place.

With a total of 65 one- and two-bedroom apartments, the three-story secured entry building will feature elevators, indoor mail delivery, a community room, and a social room. Each level of the building has laundry and trash rooms, and all apartments will have large windows, walk-in closets, and kitchen appliances, including a dishwasher and a microwave. Heat and hot water are included in the rental rate. All units are constructed to facilitate independent living, and five are Americans with Disabilities Act (ADA)-compliant.

All households with gross total income at or below 60% area median income can apply for residency. There are twenty-five apartments reserved for households whose gross income is not more than 30% of area median income. Rent is 30% of gross adjusted income, with rental assistance provided through a project-based voucher issued by New Hampshire Housing.

Military & Veterans Campus

A first-of-its-kind to serve those who served.

In early 2022, Easterseals NH was awarded \$23 million from the State of NH through the American Rescue Plan Act (ARPA) State Fiscal Recovery Funds (SFRF) to develop an all-inclusive campus for military members, veterans, and their families. Easterseals NH has a 15-acre property and facilities in Franklin, NH that will be developed into a center of excellence and first-of-its-kind in New Hampshire, provided by committed leaders advocating and championing for those in need of support.

Our Military & Veterans Campus will provide enhanced support for military community members and their families through access to a variety of services and recreation activities in one location. We hosted a ceremonial groundbreaking of our Military & Veterans Campus in September 2023, with more than 300 community partners attending.

Our Military & Veterans Campus is expected to complete its first phase by early 2025. The first phase will include affordable housing (30 units of permanent affordable rental housing for veterans), a hub of services, and portions of the retreat center. Additional funds will be raised to make the retreat center fully accessible and to build a multipurpose therapeutic recreation building, a military-themed playground, a makerspace, and an outdoor performance stage.



Scan for video of Military & Veterans Campus groundbreaking.



Rendering of planned Military & Veterans Campus Retreat Center Function Hall, Franklin, NH.

PROJECT UPDATES



Rendering of planned Military & Veterans Campus Affordable Housing, Franklin, NH.



Military & Veterans Campus Groundbreaking Ceremony, Franklin, NH.

NEW HAMPSHIRE

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- Transportation
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- Workforce Development

VERMONT

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Eversource Walk & 5K Run

Over 1,300 participants registered for the Eversource Walk & 5K Run for Easterseals NH held in downtown Manchester NH's Veteran's Park on June 1, raising over \$140,000 for our programs. Hundreds braved the unseasonably hot and humid weather on race day to run and walk in support of their neighbors. Volunteers, vendors, sponsors, and our in-house DJ kept the atmosphere fun and lively before the shotgun start at 6 p.m. Teams, individuals, and families enjoyed food trucks, city views from the Eversource bucket truck, and Wellness Alley vendor tables. We are grateful to everyone who contributed to the event's success.



Scan for video of Eversource Walk and 5K Run.

22nd Annual HK Powersports Land & Lake Poker Run

On July 8, over 500 participants gathered at the NASWA Resort on Lake Winnepesaukee for the 22nd Annual HK Powersports Land & Lake Poker Run to benefit Easterseals NH's core programs. A Lakes Region tradition, the event raised over \$100,000, bringing the total donations over the years to \$1.7 million. This year's pirate theme was a crowd pleaser, with boats, cars, and participants decked out for adventure and the grand finale Buccaneer Bash on the beach at the NazBar & Grill. Pirate's hats off to our volunteer event organizers, who attended to every detail to make this Poker Run one of our best. Many thanks to our sponsors and all who donated items to our auction.



Scan for video of Land & Lake Poker Run.



NEW HAMPSHIRE

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- Workforce Development

VERMONT

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- Youth Development Program

PRESIDENT'S COUNCIL NEW HAMPSHIRE

Individual Gifts

Our President's Council recognizes individuals whose charitable contributions are greater than \$1,000 in a fiscal year.

Inspiration \$50,000+

Michelle LeMay	Paul J. McKeon
Cynthia Makris	Loretta and Robert Sivret

Empowerment \$10,000–\$24,999

Anonymous	Hollie Noveletsky
Honorable Craig Benson and Denise Benson	David and Leslie Prothro
Richard and Marcia Courtemanche	Vivek Ramaswamy
Robert Cushman	Michael and Judith Salter
Kevin and Debbie Duffy	Jack and Lisa Solloway
Bob and Dawne Litterst	Lawrence Thibodeau
Brian and Linda McLaughlin	

Opportunity \$5,000–\$9,999

Robert Bartley	Luke Gullick and Elizabeth Bauman	Ken and Rolanne Sinclair
Matthew and Chastity Boucher	Paul Koza	Robert Singer
Frank and Irene Buhl	Andy MacWilliam	Sally Stebbins
Carolyn and Denis Cloutier	John and Cynthia Madden	John and Gladys Sullivan
Ron and Alice Cohen	Owen and Beth McGarahan	Thomas and Dede Sullivan
Charles and Jaye Goodwin	Renee and Daniel Plummer	Fred M. Woodberry

Dignity \$2,500–\$4,999

Anonymous	Matthew Greenwood	Kurt and Lucie Muhlfelder
Marc Arnold	Daniel and Patricia Guerrette	Tracey and Eric Pelton
Dr. Greg and Diane Baxter	James and Lily Guido	Denise A. Poulos
Maureen Beauregard	Catherine Guman	Richard and Marsha Rawlings
Bryan and Ann Bouchard	Andrew and Jennifer Guyton	David and Kathie Richard
Shane and Kimberly Brady	David and Sheila Harrold	Jim Seely
Sharon Cholette	Bill Irwin	Eric Sousa
Larry and Carolann Constant	Russell W Jeppesen	Kent and Donna Swanson
William Curran	Yan Katz	Philip and Julie Taub
Russell and Maria Davis	Peter Lennon and Susan Desjardins	Shawn Verbout and Joan O'Brien
Gary Donoghue	Sy and Janet Mahfuz	Steven Whalley
Mary Flowers and Roger Plourde	Greg and Suzette Masewic	Michael J. Whitman
Andrew Gadzik	Michael and Anne McSally	Robert J. Wieczorek
Robert and Beverly Grappone	Mark Melchione	

Ability \$1,000–\$2,499

Anonymous (2)	Dick and Demetria Anagnost	Walter and Patricia Bardenwerper
Mark Abare	David and Michelle Armstrong	The Barrette Family Fund of the NH Charitable Foundation
John and Kelly Ahern	Donat and Eileen Aubuchon	Upper Valley Region
Gary and Donna Airoldi	Gregory and Lisa Bairam	Robert and Cynthia Bear
Ron and Louise Allard	Amy Baker	

Ken Beck
 Jim and Sue Bee
 Christine Bergstrom
 Jeremy Bernardo
 Ronald and Bette Bingham
 William and Suzanne Birchard
 Robert Blaisdell
 Jonathan and Marcia Bonanno
 Fredric and Joanne Boswell
 David Bourne
 Monica Bozeman
 Thomas Brueckner
 Thomas and Leslie Bullock
 Jeffrey Burbank
 Peter and Susan Burdett
 Wendell and Shirley Butcher
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 Kara Chase
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 Joanne and Raymond Gagnon
 Jason Galvin
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 Sherry Garretson
 Arthur Gaudet and Joanna Rousseau
 Lyn and Stuart Gelinias

Fred Goodspeed
 Michael Griffin
 Wayne and Jacqueline Griffin
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 Joseph and Dodi Guyton
 Paul Hanley
 Susan Haydock
 Thomas Haydock
 Elizabeth Hersam
 Christopher Hooper
 Douglas and Carrol Horrocks
 Lt. Col. Roy and Kristina Hunter
 Jon and Mary Kate Jamen
 Ian Johnson
 Philip Kelahan
 Karlton and Carol Klardie
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 Brad and Elizabeth Kreick
 Cathy Kuhn
 Paul Labonte
 Michael and Paula Lannan
 Dustin Libby
 Kimberly Anne Lilja
 Robert and Mary Ann Longchamps
 Hillary and Derek Louis
 Daryl Luter
 Gregory and Betsy Lyons
 Michael and Donna MacDonald
 Rae MacWilliam
 William and Ann Marvin
 Julie McAdoo
 Robert and Eloise Meissner
 Chris Miller
 Albert and Karen Miltner
 Russell P. Minetti
 Laura Montagno
 Jim and Donna Moody
 Jack Murray
 Christy and Tom Nault
 Geoffrey Ness
 Cliff Noreen
 Dan Noyes
 Charles and Paula Panasis
 Robert Patrick
 BJ and Carrie Perry
 Dianne Peterson
 Claudette Pinard
 Arnold and Marilyn Piquette
 Lisa M. Plotnik
 Christopher Quinn



Easterseals NH & VT

Elevating all abilities.

Barbara and Paul Ribeiro
 Paul and Adele-Marie Richard
 Garry Robertson
 Cynthia and Dana Ross
 David and Danielle Saitz
 Durval Salema
 Anthony and Joann Scillia
 Tina Sharby
 Harry and Barbara Shepler
 Nicolle Sherrill
 Susan Silsby
 Leon Simoneau
 Floyd Doyle Skeels
 John and Virginia Skevington
 Sarah Smith
 John Soucy, Jr.
 Robert Sullivan
 Walter Swist, Jr.
 Patrick J Tobin
 Kimberley Tufts
 Frederick and Jill Urtz
 Fernand and Linda Vachon
 Karen and David Van Der Beken
 Pete Ventura
 Tim Wade
 Adam and Beth Wagner
 Arthur and Tracy Walsh
 Grant Wege
 William Weidacher
 Donald and Sharon Welch
 Bonnie and West
 Cary and Julie Whitmore
 Kurt and Beverly Wicks
 Gregory Williams and Teresa Burris
 R. Bruce and Mary Louise Wilson
 Kelly and Adam Wood
 Jason Wright

PRESIDENT'S COUNCIL NEW HAMPSHIRE

Corporate / Organization Gifts

Our President's Council recognizes businesses and organizations whose charitable contributions are greater than \$1,000 in a fiscal year.

Achievement \$100,000+

Binnie Media	New Hampshire Snowmobile Association
Eversource Energy	Service Credit Union
New Hampshire Charitable Foundation	The Mary Gale Foundation

Inspiration \$50,000-\$99,999

Cogswell Benevolent Trust	Granite State Poker Alliance
Easterseals National	the NASWA Resort
Estate of Howard W. Keegan	Swim With A Mission
Estate of Yvonne M Petit	

Independence \$25,000-\$49,999

Alliant Credit Union	M & T Bank
Citizens Bank Foundation	Northeast Communications
Dobles Foundation	Operation Hat Trick
Eastern Propane & Oil	Pearl Manor Fund
Knights of Columbus #4442	Tito's Handmade Vodka

Empowerment \$10,000-\$24,999

Anthem Blue Cross and Blue Shield	NBT Bank
BAE Systems	Novel Iron Works, Inc.
BankProv	Peter Makris Memorial Fund
Brady Sullivan Properties	Pittsburg Ridge Runners Snowmobile Club
Electric Supply Center	PROCON
ES Veterans Association Inc	Scrub Oak Scramblers Snowmobile Club
FedPoint	Sheehan Phinney
Grandstand Sports	Society of American Military Engineers - Piscataqua Post
Hampshire Fire Protection	TD Charitable Foundation
HK Powersports	The Pattony Foundation
LeMay Family Goodworks	WB Mason
Lincoln Financial Group	Weidema, Lavin & Grott Accounting, PC

Opportunity \$5,000-\$9,999

Airmar Technology Corporation	Bellavance Beverage Co
AmeriHealth Caritas Family of Companies	Brown & Brown
Annette P. Schmitt Foundation	Catholic Medical Center
Bank of America	CGI Business Solutions
Bank of New Hampshire	Comcast - Northeast Division
Bartley Financial Advisors, Inc	Construction Services of New Hampshire
Bauman Family Foundation	Continental Paving

Daniels Electric Corporation
 Doug Flutie Jr. Foundation for Autism
 Dunkin' - The Scrivanos Family
 Eckman Construction
 Elkrige Construction
 Ella F. Anderson Trust
 Fannie Moulton McLane Trust
 Gemini Electric, Inc.
 Gigunda Group Inc
 Granite Group Benefits, LLC
 Kingston Community Library
 Longchamps Electric Company Inc.
 Market Square Architects, PLLC
 Michael Timothy's Dining Group
 New Hampshire Electric Co-op Foundation
 Newburyport Bank
 Northeast Delta Dental

Optics1, Inc.
 Perkins-Prothro Foundation
 Port Electronics Corporation
 RX Monitoring Services, Inc.
 SeaChoice
 Soil-Away Cleaning and Restoration Services LLC
 Speedway Children's Charities, NH Chapter
 Sullivan Construction LLC
 Sylvester & Stanhope Foster Foundation
 The BJ Cirnigliaro Memorial Fund
 The Frederick Smyth Institute of Music
 Triton Exteriors, LLC
 Two International Group
 Uncanoonuc Mountaineers
 USI Insurance Services LLC
 White Mountains Insurance Group, LTD.

Dignity \$2,500-\$4,999

Absolute Title, LLC
 All-Temp HVAC Corp.
 Andover Snowmobile Club, Inc.
 Ann De Nicola Trust
 Bangor Savings Bank
 Belknap Subaru
 Belmont Bogie Busters
 Bishop's Charitable Assistance Fund
 Bighthouse Services
 Chick-Fil-A
 Child Welfare Safety Solutions LLC
 E.M. Heath Inc.
 Elkinton Family Charitable Fund
 Elliot Hospital
 Employees of Associated Grocers of NE
 and AG Supermarkets
 Enterprise Holdings Foundation
 Gargas Enterprises LLC
 Irwin Marine
 JCM Management Co. Inc.
 Just Toys
 Lyle F. Clough Trust
 Manchester Rotary Club
 Melcher & Prescott Insurance
 Merrymac Games and Comics



Easterseals NH & VT Board of Directors

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 Next Step Bionics and Prosthetics, Inc
 Patio Barn
 Rexel CLS Manchester
 Sousa Signs
 South End Media
 Tamposi Company
 The Wireless Zone Foundation for Giving, Inc.
 WellSense Health Plan
 White Birch Armory
 Wieczorek Insurance

Ability \$1,000–\$2,499

- A & M Roofing and Sheet Metal Co. Inc.
- Acton Pharmacy
- Admiral Climate Control, LLC
- Al Terry Plumbing & Heating
- Amazon Smiles
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- Christensen Financial Group, LLC
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- Eastern Bank Charitable Foundation
- Enterprise Bank
- Estate of Christine M. Sweeney
- Exeter Lumber LLC
- Fireside Living
- First Citizens Bank
- Forman Law Group, P.A.
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- Gilford Community Church
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- Granite State Lunchbox
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- Independent Electric Supply
- Industrial Traffic Lines, Inc
- Insurance Design Administrators
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- JEM Electrical and HVAC Corp
- Jewett Construction Co., Inc.
- Kamco Supply Corp. of Boston
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- King Painting, Inc
- Kodiak Machining Company, Inc.
- Leathernecks Motorcycle Club International
- Leopold Friedman & Ruth Friedman Foundation
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- Marzen Group LLC
- Miltner's Shoes, Inc.
- New Balance Athletics, Inc
- New Star Properties
- NH Catholic Charities
- NH Fallen Officers Memorial Softball LLC
- NH Sno-Shakers Snowmobile Club
- NH State Troopers Association
- NH Veterans Association Auxiliary
- Norgate Metal
- Northpoint Construction Management
- Northwestern Mutual
- Omada Technologies LLC
- Pella Window & Doors of New England
- Philadelphia Insurance
- Pinnacle Mortgage
- Point32Health
- Port One Consulting LLC
- Portsmouth Regional Hospital
- Rehabilitation Equipment Associates, Inc.
- Reliable Automatic Sprinkler Co., Inc.
- RT Stearns
- S.L. Chasse Steel Fabrication & Erectors
- Schroeder Construction Management Inc
- Senior Financial Resources
- SIG SAUER
- Sigmund Software
- Sons of the American Legion
- Southern New Hampshire Health
- Southern NH Snow Slickers, Inc.
- Sportsmedicine Atlantic Orthopaedics, PA
- St. Andrew's Lodge #56
- St. Mary's Bank
- Stafford Oil Company, Inc.
- State Farm Companies Foundation
- Stifel Investment Services
- Stonyfield Farm
- Team Engineering
- The Harbor Group, Inc.
- The Seifert Family Foundation
- The Wicks Denniston Agency Inc
- True Storage
- Turner Dental Laboratory
- Tuscan Brands, LLC
- United Healthcare
- VR Concrete
- Walmart #1796
- Walmart #6030
- Walmart Foundation
- Warwick Mills
- Wolfeboro Snowmobile Club, Inc.
- Youngblood Co. Inc.

PRESIDENT'S COUNCIL VERMONT

Our President's Council recognizes individuals, businesses, and organizations whose charitable contributions are greater than \$1,000 in a fiscal year.

- Anonymous
- Bruce Bacon
- Luke Brophy
- Chip Castle
- John Gardner
- William Grant
- Kristi Lenart-Rikert
- Bernard Magee
- Jo Ann McCalister
- Ginny and Alan McNamara
- Fred Wagner
- Bar Harbor Bank & Trust
- Couch Family Foundation
- Easterseals National
- Lucy D. Nisbet Charitable Fund
- M & T Bank
- The Jack and Dorothy Byrne Foundation
- Tito's Handmade Vodka
- Vermont Mutual Insurance Company
- WB Mason



Easterseals NH & VT Staff Appreciation Day at Northeast Delta Dental Stadium in Manchester, home of the NH Fisher Cats.

TRIBUTES

Each year, gifts are made by friends of Easterseals NH & VT who wish to honor someone special. These gifts are in memory of, in honor of, or in celebration of the lives of family members, friends and others who have touched the donor's life in some way.

Easterseals NH & VT is pleased to recognize the following individuals whose lives were celebrated over the past fiscal year.

Normande Aubin	Keith Goodspeed	Leslie Moynahan
David Baker	Robert Grady	Elizabeth Muiccio Merritt
Betty Ballou	John Gulick	Faye Nelson
Carmen Barreto Heller	Bruce Hall	Warren Nickerson
Lily Baxter	Pamela Hawkes	Robert Norton
Maureen Beaugard	Ethan Heed	Tanya Osadchey
Gloria Benjamin	Vaughn Higgins	Cpl Michael Ouelette
Bike-Walk Alliance of NH	Richard Hulit	Walter Page, Jr.
Bryan Bouchard	Connor Jacobsen	Stephen Paquin
Sebastian Boucher	Dennis Johnson	Christopher Paradis
Theresa Bourbeau	Lillian Johnson	Eileen Paradis
Barbara Brodeur	James Kotopoulos	Aaron Pelchat
Liam Burns	Ted Krol	David Pelton
Daniel Carow	Lucas Kump	Yvonne and Francis Petit
Robert Cholette	Robert Lachance	Sylvio and Irene Proulx
Mary Cicale	Robert Lambert	David Quintero
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Max Clayton	Christopher Lariviere	Corey Roukey
Daniel Clifford	Robert Lemieux	Judith and Michael Salter
Sunny Coady	Lt Col Moses Lennon USAF	George Santos
Brad Cook	Kevin Leonard	Gorica Santos
Anthony Correia	Stephen Longo	Oona Sjostrom
Andy Crews	Ron Lovering	Rodney Sleeper
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Robert Daniels	Carol MacDougall	John Spofford
Sgt. Al Desjardins USMC	Andy MacWilliam	Jake Stigaliano
Harland Dunham	Bill MacWilliam	Howe Murray Stoddard
Joseph Emmons	Marion MacWilliam	Shane Sullivan
Pauline Erlman	Jared Maddock	Therese Tardif
Richard and Marie Fawcett	Ameena Mahfuz	Joseph Tasker
Louis Fink	Harry Marcott	Capt. Charles Trainor
Anicia Fojas	Baby Corinna Marr	Barbara Truncellito
Carol Ford	Nathaniel Marr	Christopher Varrieur
Peter Fortier	Michael Marshall	Dolores Volkmann
Kristen Fournier	Kevin McAdoo	Darlene White
Albert Franz	Maureen McInnis	Aaron White
Emerson Fred	Russell Minetti	Todd Woods

LEGACY SOCIETY

We thank the following individuals for their support as Legacy Society members. This group of dedicated friends have included Easterseals NH in their estate plans. To learn about joining the Legacy Society, contact Vice President, Donor Relations, Kathy Flynn, at 603-621-3413 or kaflynn@eastersealsnh.org.

Anonymous (9)	Robert and Beverly Grappone
Albert and Alice McCann	Nancy and Charles Hildreth
Donna Beaulieu	George and Kristyn Jamieson
Richard D. Beaulieu	Robert B. Jolicoeur
Everett and Carolyn Bennett	Robert and Lucille Jolicoeur
Pat Bernard	Nancy Kane
John and Gladys Berry	Chris and Kathy Kittle
L'Dor V'Dor Family Fund	William Klessens
Alexander Bosse	Denise M. Krol
The David Boudreau Family	Shane and Donna Labonte
Eleanor Bruso	Elaine Lauterborn
Ellie and David Cochran	Dick and Lorraine Lavalliere
Bradford E. and Kathleen D. Cook	Bob and Dawne Litterst
Betty Cote	Gloria MacVane
Andre and Diane Demers	Cynthia Makris
Jamie Fahey	Margaret E. Sweeney Rev Trust of 2009
The Galeucia Family	John and Beverly Marino
Ben Gamache	Ron and Cathy Burnham Martin
Larry J. Gammon	John C. Miles, LL.D.
Mark Gashi	Joseph L. Mroz, Jr.
Lucy T. Gobin	Tim and Eileen Murray
Charles and Jaye Goodwin	Donna Ouellette
Shirley Gordon	Tracey and Eric Pelton
	Robert and Rose Marie Phillips
	Renee and Daniel Plummer
	Michael Reed
	Michael and Judith Salter
	Olga Senenko
	Linda and William Sirak
	Courtney Smith
	Stephen A. Smith
	Bette Sotiriou
	Thomas and Diane Tessier
	Elin Treanor
	James and Lynda Truncellito
	Raymond Truncellito
	Karen and David Van Der Beken
	Eugene and Veronica Van Loan
	Grace Yebba
	Estate of Christine M. Sweeney

Easterseals NH & VT
**Committed leaders
 advocating and
 championing
 for those with
 disabilities and
 those in need of
 support.**

ESTATE GIFTS

We want to recognize the following generous Estate Gifts that have supported Easterseals NH & VT.

Evelyn Arell	2007	Helene Mrozek	2008
Irma F. Aust	2014	Mary C. Murphy	2019
Marguerite Aust	2014	Daniel Nicholas	2010
Hilda Bedard	1991	Donna Ouellette	2019
Everett and Carolyn Bennett	2018	Ronald Peavey	2019
Josephine Bettley	2004	Andrew Polychronis	2014
Helen Brown	2000	Edith S. Rae	2014
Adolia P. Burns	2013	Marjory Rice	2000
Robert Burroughs	1994	Louise Richmond	1997
Lyle F. Clough	2004	Robert Rivard	2000
Blanche Connor	2001	Mary Fuller Russell	1999
Betty Cote	2008	Yvonne M. Petit	2023
Alexandra Davis	2018	William L. Proulx	2023
Adelaide Dodge	1990	Anabelle Schiller	1996
Elinor Dodge	1996	Olga A. Senenko	2013
Robert and Helene Drapeau	2018	Marietta Sewall	2012
Harvy Dupuis	1992	Dorothy Spanos	2018
Louise Dustin	1997	Irma Stott	1991
Frances R. Finn	2009	Margaret E. Sweeney	2012
Henry Fuller	2001	Ruth Talvio	2015
Alice Gadbois	1996	Ann Tebbetts	2003
Isabelle Gadbois	1994	Eleanor Tilton	1998
Priscilla Gienty	2005	Marion Uskuraitis	2016
Ira Gienty	2005	Margaret M. Vanderveer	2004
Scott Greer	1993	Addie L. Walker	2009
John and Mary Harko	1997	Orrin J. Willson	2010
Elizabeth Hoyt	2009		
George and Florence Hyde	1992		
Roger Jacques	2011		
Joseph F. Jean	2015		
Ruth Jones	1997		
Howard W. Keegan	2023		
Irma LeBel	1992		
Josephine Macek	2014		
Genevieve Miller	2001		
Eva M. Montembeault	2019		
Katherine Morse	2003		

Easterseals NH & VT

**Holistic,
integrated
comprehensive
plans of care.**

LIFETIME GIVING SOCIETY

We are grateful to the following individuals whose lifetime cumulative charitable giving has reached the following levels of support.

Chairman's Circle—\$1,000,000+ Level Donors

The late Mr. and Mrs. Robert B. Jolcoeur - 1995

Leadership Circle—\$500,000+ Level Donors

Dennis and Linda Beaulieu	2018
Estate of Eva M. Montembeault	2019
Ben M. Gamache	2009
Robert and Beverly Grappone	2017
Cynthia Makris	2018
Sally and the late Mark Stebbins	2017

1936 Circle—\$250,000+ Level Donors

Larry J. Gammon and Patricia A. Stavolone	2015
Joseph F. Jean Revocable Trust	2015
Bob and Dawne Litterst	2016
K. Brian and Linda McLaughlin	2016
Michael and Judith Salter	2013

Edgar Allen Founder's Circle—\$100,000+ Level Donors

Matthew and Chastity Boucher	2018	Timothy and Eileen Murray	2007
Dorothy Byrne	2018	Anonymous	2022
Alexander B. Choquette	2021	Renee and Daniel Plummer	2018
Steve and Elaine Cormier	2000	Richard and Marsha Rawlings	2018
Richard and Marcia Courtemanche	2021	Alex Ray	2014
Anthony Dilorenzo	2022	John and Sue Samenfeld	2021
Kevin and Debbie Duffy	2019	Robert and Loretta Sivret	2023
The Galeucia Family	2006	The late Stephen A. Smith	2017
Charles and Jaye Goodwin	2016	Thomas and Dede Sullivan	2016
The Labrie Family	2019	John and Gladys Sullivan, Jr.	2019
Dick and Lorraine Lavalliere	2016	Tom and Diane Tessier (Nashua)	2014
LeMay Family Goodworks	2022	Elin Treanor	2014
Paul J. McKeon Jr.	2022		

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The following donors are committed to consistent giving to all Easterseals NH & VT programs.

- | | |
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| Maj Gen and Mrs. Kenneth Clark, Ret | Douglas Grady and Jane McMahon |



Roberta Coutu (center) was honored with the Eliot Priest Founders Award at the 10th Annual Farnum Spirit of Hope Event, May 2, 2023.

- | | |
|----------------------------------|-------------------------------------|
| Robert and Beverly Grappone | Kenneth and Carol Neff |
| Kayleigh Green | Anderson Ngbobu |
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VP, Specialty Lending, BankProv.

Eddie Edwards
Assistant Commissioner of the Department
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● **Bryan Bouchard, TREASURER**
CMA & Assistant Professor SNHU

NOT PICTURED

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VP, Corporate Dev & Strategy, Hypertherm

Tim Wade
Regional President, M&T Bank

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President, Cambridge Trust Co. of NH

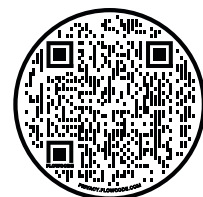
Rob Wiczorek
President
Wiczorek Insurance

● = EXECUTIVE COMMITTEE

Photo taken on playground of
Child Development Center,
Manchester, NH



2023 Annual Report
eastersealsnh.org • eastersealsvt.org
info@eastersealsnh.org • info@eastersealsvt.org



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