



Granite State  
Independent Living

**2023**  
**ANNUAL**  
**REPORT**

# CELEBRATING ANOTHER YEAR OF BRINGING INDEPENDENCE TO LIFE



Within these pages are highlights of how Granite State Independent Living enhanced the lives of so many throughout New Hampshire in 2023. Joint accomplishments that prioritized our mission, and the financial stewardship that ensured sustainability, reflect the continued dedication of our team and your support. Belief in the potential and rights of individuals with disabilities propels our community forward.

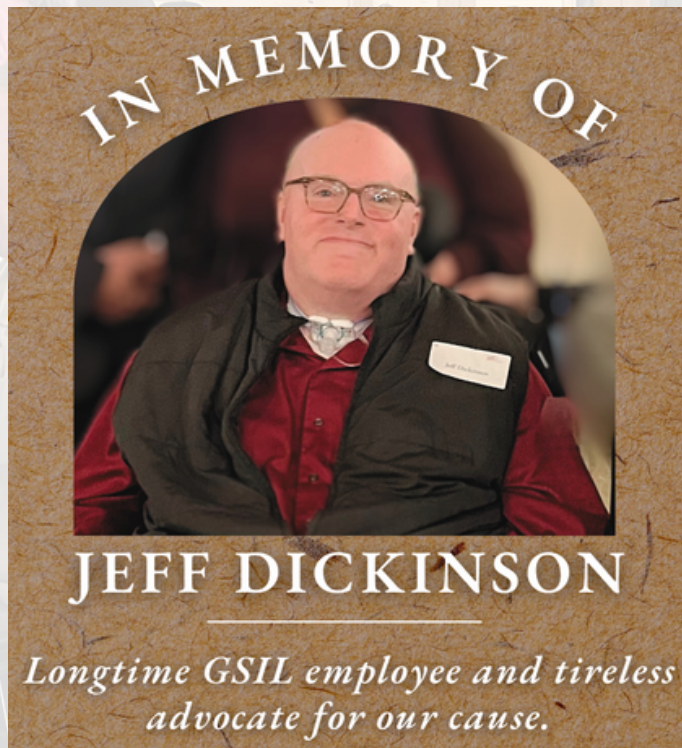
My appreciation extends to our Board, compassionate staff members, devoted volunteers, and generous donors who continue to drive GSIL's success. Together we break barriers, challenge stereotypes, and empower others to experience their greatest quality of life.

As a statewide nonprofit, GSIL serves more than 1,500 people of all ages through 17 consumer directed programs and services, such as workforce training, education, transportation, and personal care. GSIL fills gaps, fuels hope, and turns challenges into opportunities that make possible what seems impossible.

**Deborah Ritcey, President & CEO**

## IN REMEMBRANCE

GSIL's Director of Advocacy, Jeff Dickinson, passed unexpectedly in early December. His smile, warmth, and eloquence will be fondly remembered and deeply missed. Above all, Jeff epitomized ability. Despite battling Muscular Dystrophy, Jeff rose to every single challenge. He represented GSIL with strength during his many years advocating for people with disabilities at the legislature in Concord. He built deep relationships with state leaders that allowed GSIL's consumers, and the entire disabled community, to have a voice of a true advocate. His razor sharp mind was always focused on how to advance GSIL's causes and help others in New Hampshire. To his last moments, Jeff was focused on what's next. He was working hard to prepare for the upcoming legislative session, and was looking forward to holidays with family. We will miss Jeff dearly and are thankful his life's mission included GSIL.



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# MISSION DRIVEN

GSIL's mission is to promote quality of life with independence for people with disabilities through advocacy, information, education, support and transition services. Throughout 2023, our dedicated team has empowered 1,353 individuals with disabilities to live more independently.

## In 2023, GSIL was able to provide:



**1,353**

consumers in NH  
with personal care  
assistance



**195**

students with peer support  
and employment services



**11,050**

hours of service per week  
from PCAs to consumers



**831**

accessible rides for consumers  
throughout the region

# IMPACCT AND EARN & LEARN IN THE COMMUNITY



IMPACCT (Inspiring the Mastery of Post-secondary Achievement in College, Careers and Training) is a partnership between Vocational Rehabilitation New Hampshire (VRNH), GSIL, and high schools throughout the state. It's dedicated to helping students with disabilities become part of the local workforce as they navigate from high school to employment, post-secondary education, or through training that leads to a career.

Earn & Learn is also a partnership of VRNH and GSIL but only includes, and is funded by, the Manchester School District. This program guides at-risk high school students with disabilities to become more engaged in their education and assists students in finding the relevance of their education to their career goals and life after high school.

***99.8% of students re-engage with their education through the IMPACCT and Earn & Learn programs!***

In 2023, two memorable education services events combined empathy and community service while also providing invaluable hands-on work experience for the students. For the fourth consecutive year, students from IMPACCT, in collaboration with the Holiday Inn, volunteered to help the Windmill Restaurant in Concord prepare for its 33-year long tradition of providing free Thanksgiving meals. The fruits of IMPACCT's labors resulted in the preparation of 140 turkeys, 500 lbs of mashed potatoes, and 400 lbs of summer squash. Approximately 1,800 people enjoyed a healthy Thanksgiving meal free of charge.



In October, the Seacoast IMPACCT students paid a visit to The Portsmouth Naval Shipyard. They explored different trade shops, including the welders, pipefitters, and HVAC team. Students learned how the Shipyard hires directly from high school and provides training and education on site. Each student left with details about the Shipyard's apprenticeship program, job opportunities, careers, and benefits. One student said, "It was one of the best field trips I've ever attended," and we couldn't agree more!



**13% of NH residents  
have a disability.**

**100% HAVE ABILITIES.**



# ATTENDANT CARE EMPLOYEES: THE FRONT LINE HEROES OF INDEPENDENCE

GSIL has over 500 Attendant Care Employees, each known as an ACE. They're on the front line, every day, helping consumers live life to the fullest. An ACE's work is essential to the quality of care and depth of kindness GSIL can provide. There are so many wonderful service examples of our dedicated ACEs, it was hard to choose just one to feature!

Kayla is a GSIL ACE. She's a compassionate caregiver making a difference in the lives of Granite Staters who experience disabilities. Alexandria was in a car accident that left her paralyzed from the neck down. GSIL empowered Alexandria to manage her own care team and matched her with Kayla for extensive caregiving in and around the home and community.

Kayla assists Alexandria with personal care, light housekeeping, grocery shopping, getting to and from work, and more. This match forged by GSIL has added so much value to both of their lives.



**See More of  
Alexandria's Story  
by Scanning the  
QR Code.**



# HOME ACCESS MODIFICATION

Homes are personal sanctuaries that reflect individual personalities and needs. Safety, functionality, and control help establish one's physical and emotional connection to a living space. GSIL understands how feeling comfortable and independent at home provides confidence, which is why home modification is a top priority.

For Marie, a GSIL consumer with limited mobility, GSIL brought renewed functionality, light, and independence to her life. She shares a home with her caregiver Mona, who has also been a friend for more than three decades. The pair repeatedly tried, without success, to hire someone to make their kitchen and bathroom wheelchair accessible. Within two weeks from when GSIL became involved, Marie and Mona's home modification dreams turned to reality.

Lowered countertops. Accessible sinks. Height-appropriate appliances. Supportive mechanisms. Those features and more were taken into consideration by GSIL's project manager and contractor for the kitchen and bathroom. In addition, a state of the art ramp was built onto the house. Easy access in and out, as well as the ability to wheel onto her favorite place – the enclosed porch – elevated Marie's living experience in a way she wasn't sure was possible. GSIL gave back a piece of her life she felt she had lost.



**See More of  
Marie's Story by  
Scanning the  
QR Code.**



**"If I lost GSIL's services I would be devastated. Without GSIL I wouldn't be where I am today physically or mentally. GSIL is always there."**



# AN EVENING OF THANKS

GSIL hosted its Annual Dinner and Awards Night on Nov. 16, 2023, at the Barn at Bull Meadow. The return of this cherished event was a celebration that highlighted resilience, community spirit, and an unwavering commitment to supporting the disability community. The ceremony acknowledged those enabling GSIL to continue its purpose of promoting personal choice and direction for people with disabilities and underserved youth. As the night unfolded, heartfelt speeches and expressions of appreciation resonated throughout.

The well-deserved award recipients are proudly acknowledged below. In addition, we extend a special thanks to sponsors CGI Business Solutions and WellSense Health Plan. GSIL welcomes sponsorships for the 2024 event and others. Contact [development@gsil.org](mailto:development@gsil.org) for more information.



BUSINESS OF THE  
YEAR AWARD

GSIL PRESIDENT'S  
AWARD



Senator  
Lou D'Allesandro



DAVID B. ROBAR  
ADVOCACY AWARD



Representative  
Gaby Grossman

ATTENDANT CARE  
EMPLOYEE (ACE) AWARD



Helen Brennan



COMMUNITY  
PARTNER AWARD

NEXT GEN AWARD



DaSean Greene

## PARTNER SPOTLIGHT: ASSOCIATED GROCERS OF NEW ENGLAND

Associated Grocers of New England (AGNE) is the largest retailer-owned, wholesale grocery distribution center in New England. Our complementary missions center around concern for communities throughout the region. AGNE has become a staunch advocate for GSIL, and we certainly appreciate their generous support. AGNE participates annually in our Hoops on Wheels event, consistently sends volunteers to events, and has donated more than \$50,000 to GSIL initiatives. For the 2023 golf tournament, AGNE even provided a gaggle of frozen turkeys as a fun last place prize! We greatly appreciate the partnership with AGNE and can directly connect the dots from their efforts to the improved lives of our consumers.



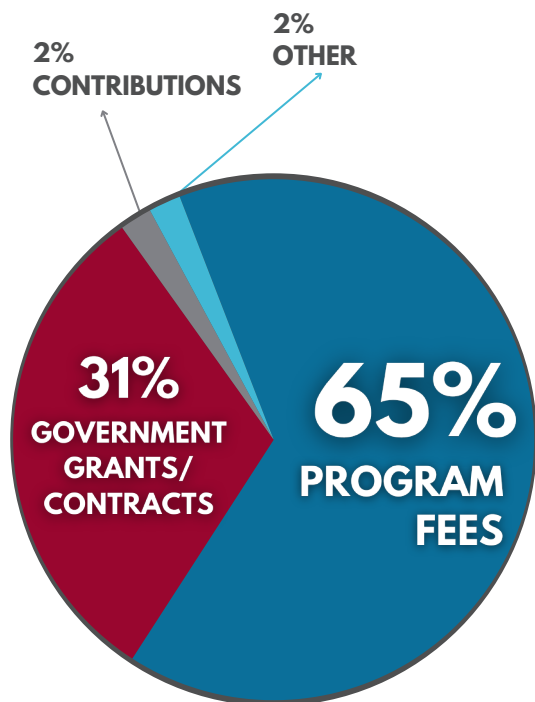
# FINANCIAL OVERVIEW

## (UNAUDITED)



Your trust fuels our mission, and we are proud to share our financial information with you. GSIL continues to have unqualified financial statement, GAAP (Generally Accepted Accounting Principles) and Uniform Guidance audits with no instances of material weakness, significant deficiencies, or material noncompliance, qualifying as a low-risk auditee. The audit is conducted in accordance with auditing standards generally accepted in the U.S. and the standards applicable to financial audits contained in Government Auditing Standards issued by the Comptroller General of the U.S. The audit includes a report of internal control over financial reporting and tests of its compliance with certain provisions of laws, regulations, contract, grant agreements, and other matters. The audited financials are an integral part of the statements. To review the complete form 990, please visit [www.GSIL.org/who-we-are](http://www.GSIL.org/who-we-are).

# SOURCES OF REVENUE



## CONSOLIDATED STATEMENT OF ACTIVITIES (UNAUDITED)

	FY2023
<b>REVENUE</b>	\$ 22,144,000
<b>EXPENSES</b>	
Salaries and Related Expenses	\$ 14,709,000
Other Operating Expenses	\$ 6,057,000
Depreciation Expense	\$ 70,000
<b>Total Expenses</b>	<b>\$ 20,836,000</b>
<b>OPERATING SURPLUS</b>	<b>\$ 1,308,000</b>
Other Revenue/Gains or (Losses)	\$ 88,000
<b>INCREASE IN NET ASSETS</b>	<b>\$ 1,396,000</b>

## CONSOLIDATED STATEMENT OF FINANCIAL POSITION (UNAUDITED)

	FY2023
<b>ASSETS</b>	<b>\$ 15,373,000</b>
<b>LIABILITIES AND NET ASSETS</b>	
Total Liabilities	\$ 6,196,000
Net Assets - Restricted	\$ 249,000
Net Assets - Unrestricted	\$ 8,928,000
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ 15,373,000</b>

**88%**  
of our revenue  
is direct to  
our programs  
and services

# COMMUNITY EVENTS



Events play an important role in GSIL's overall strategy. In addition to driving contributions of ideas, funds, and energy, they increase awareness, foster engagement, promote education, and celebrate accomplishments.

GSIL works hard to create engaging experiences for consumers and supporters of every age. Hoops on Wheels, the Chipping In FORE! Independence golf tournament, Over the Edge with United Way, and our annual dinner are a few high visibility events, but some of the most memorable have been a bit more grass roots. GSIL is involved with NH Gives, as well as the nationally recognized Giving Tuesday campaign. Holiday parties, nature outings with Sunset Hill Educational Institute, educational training of all kinds through our web portal, social media interactions, and so much more fuel the shared spirit of purpose that strengthens the bonds of the entire GSIL community.



# BOARD OF DIRECTORS

Lorna Greer, Board Chair  
Larry Smukler, 1st Vice Chair  
Eric Schlepphorst, Treasurer  
Lisabritt Solsky Stevens, Secretary

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Kevin Ennis  
Don McDonah, M.D.  
Grant Van Der Beken

Bruce Higginbotham  
Dave Qualey  
Anne L. Vallette  
Geoff Souther



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Deborah Ritcey, MPA/HA, President & Chief Executive Officer  
Jill Bille, MBA, Chief Financial Officer  
Marcia Bagley, Chief Program Officer  
Michael Goodwin, Vice President of Strategy & Business Development  
Ann Malburne, Director of Human Resources

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Able Moving & Storage  
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Bar Harbor Bank & Trust  
Battaglia Foundations  
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CGI Business Solutions  
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Crowell Family Trust  
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Edward Jones, Joe Paredez  
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Henniker Brewing Co.  
Hillsboro Ford/Dodge  
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Luminate Home Loans  
Mainline Custom Signage Systems  
Martin's Point Health Care, Inc.  
Merrimack County Savings Bank  
Mobility Works  
Mobius Mobility LLC / iBOT  
NH Healthy Families  
NH Trust Financial Advisors  
Northeast Rehabilitation Hospital Network  
Peredna Painting, LLC  
PiF Technologies

Rehabilitation Equipment Associates (REQ)  
Robat Holdings, LLC  
Rymes Propane - Concord  
Senior Safe Aging  
Sheehan Phinney  
Spradling Group  
TCB Agency  
The Copy Shop  
The Lawson Group  
The Pivot Plan  
Tooky Mills Pub, LLC  
USI New England  
WellSense Health Plan  
WIN Waste Innovations

# FOUNDATIONS & GRANTORS

AmazonSmile Foundation  
Charities Aid Foundation America  
Give Lively  
Eastern Bank Charitable Foundation  
Benevity Community Impact Fund  
Bean Foundation  
Granite United Way  
Shaw's Give Back Where It Counts Program  
Starbucks Foundation Neighborhood Grants Fund  
Town Fair Tire Foundation Inc.

# IN KIND

Achille Agway  
Alberto's Italian Restaurant  
Amoskeag Beverages  
Associated Grocers of NE, Inc.  
Celebrations Catering  
Columbian Financial Group  
Crotched Mountain Golf Resort  
Crown Trophy  
Eastern Bank  
Eurasian Autoworks  
Garry's Service Center  
Henniker Brewing Co.  
Manchester Community College  
New Hampshire Association of Broadcasters  
Next Day Access  
Rick & Diane's Brick Oven Pizzeria  
Stonebridge Country Club  
The Shattuck Golf Club  
Tooky Mills Pub, LLC  
Vibe

# EDUCATION PARTNERS

Able Gamers  
Admix Inc.  
Amoskeag Health  
ARCNH  
Army Recruiting Center, Dover  
Aroma Joe's, Manchester  
Auto Envy Detailing  
Back In The Saddle Equine Therapy  
Bel-Air Nursing Home  
Blackline Printing  
Blank Canvas Salon  
Bookery  
Breathe NH  
Bridges NH  
Cadnet Services  
Calef's Country Store  
Caregiver's  
Chef John Dukette  
Chewie's Playland  
Christa McAuliffe Planetarium  
Coast Transportation  
Cole Gardens  
Concord Police Department  
Courtyard Marriott, Concord  
Crash Champions  
Creative Years Child Development Center  
Crisis Center of Central NH  
Crosstown Motors  
CVS, Bedford, Dover, Hampton,  
Londonderry, Merrimack, Milford, Nashua,  
Portsmouth, Rochester, Seabrook  
D'Angelos, Portsmouth  
Dave Chase  
Division of Forests and Lands  
DK & Sons Auto Repair  
Doubletree by Hilton, Manchester

Dover Public Library  
EJ's on Main  
Ellen Moran  
Equality Health  
Federal Credit Union  
Five Guys, Derry, Dover, Manchester  
Flight Coffee  
Follett Bookstore  
Forge Financial  
Fratello's, Manchester  
Freedom Cycle  
GM Photography  
Good Mojo Dog Manor  
Granite State Cabinetry  
Great Bay Community College  
Grolen Computers  
Groveton Police Department  
Groveton Town Hall  
Gurney's Automotive Repair, Milford  
& Nashua  
Habitat for Humanity ReStore  
Hannaford Bros. Co., LLC  
Haven  
Hero Pups  
Hickory Nut Farm  
Central Park Garage  
Hill Brother's Painting  
Holiday Inn, Concord  
Jaeger Industries  
Julian Miller  
Kerner's Car Care  
Kids Culture  
Lakes Region Community College  
Lancaster Motel  
Leashes of Valor  
Lisa'S Tippy Toes Daycare &  
Learning Center

Littleton Coin Co.  
Littleton Food Co-op  
Littleton Water & Light  
Lou's Custom Exhaust  
Lovering Health Center  
Lupine Montessori  
Makin' It Happen  
Manchester Animal Shelter  
Manchester Community College  
Manchester Police Department  
Manchester Transit Authority  
Meadowstone Farm  
Merrimack Valley Day Care  
Middleton Building Supply  
Milford Veterinary Hospital  
Millenium Precision  
Nashua Community College  
Nashua Soup Kitchen  
National Flight Simulator  
NH Department of Education  
NH Department of Labor  
NH Federal Credit Union  
NH Food Bank  
NH Job Corps  
NH Office of Apprenticeship  
NH Technical Institute  
North Country Ford  
Osborne's Agway  
Parent Information Center  
Perras Ace, LLC  
Planned Parenthood  
Portsmouth Naval Shipyard  
Portsmouth Scuba  
Pupville Doggy Daycare  
Refurbished Equipment Marketplace  
Response Domestic & Sexual Violence  
Support Center

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Salvation Army, Concord  
Sassy Engines  
Seacoast E-Bikes  
Shop & Save  
Smartstyle Salon, Amherst, Concord,  
Hudson, Rochester  
Southern New Hampshire University  
Subaru Prime, Manchester, NH  
TD Bank  
Teen Challenge  
The Growing Years  
The Music Hall  
The Printing Press  
The United States Marine Corps  
The Woodman Museum  
Theatre UP  
TMS Diesel  
Totally Woof  
TRM Bedford  
Upreach Equestrian Center  
University of New Hampshire  
Vocational Rehabilitation NH  
White Mountain Community College  
White Mountain Science Institute  
White Mountain Transmission  
Woodcraft of Portsmouth  
YWCA

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Your support enables GSIL to help those living with disabilities live their lives to the fullest. Simply scan the QR code to donate.



**United Spinal  
Association**



GSIL is New Hampshire's only Independent Living Center.  
We are a statewide nonprofit organization whose mission is to  
promote quality of life with independence for people with disabilities  
through advocacy, information, education, support,  
and transition services.

**[www.GSIL.org](http://www.GSIL.org)**

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