

2024 ANNUAL REPORT

Our Mission:

To promote quality of life with independence for people with disabilities.

At Granite State Independent Living (GSIL), we understand that independence isn't reached overnight—it's a journey, shaped by every turn, choice, and milestone along the way. Each of our programs and services serves as a guiding point, helping individuals with disabilities chart their own course toward the life they choose. **Every program, and every employee of GSIL, is dedicated to this mission.**

Throughout 2024, GSIL remained a trusted navigator, providing direction through our core services: system & self-advocacy, information & referral, independent living skills training, peer counseling & support, and transition services. Every success story marked another milestone on the path to greater independence. Through our 17 consumer-directed programs, in 2024 we supported more than 2,500 individuals of all ages. From workforce training and education to transportation and personal care, GSIL helped clear roadblocks, open new routes to employment, and connect people with the resources they needed. With every service provided, we helped create a landscape where independence isn't just possible—it's achievable. **Now more than ever, our work is critical to preserving the rights of people with disabilities.**

The progress we made in 2024 was only possible because of the unwavering support of our dedicated staff, compassionate volunteers, Board members, generous donors, and sponsors. You are the compass that keeps us on course, ensuring that no one is left without the tools they need to move forward with confidence and dignity. **Your belief in the rights and potential of individuals with disabilities fuels our shared journey.**

As we reflect on the road traveled and look ahead to the possibilities in 2025, we remain committed to guiding the way toward a stronger, more inclusive New Hampshire, in spite of any headwinds we may encounter. **It will be challenging, but our mission is clear.** Thank you for being part of this journey with GSIL and for continuing to navigate a future of opportunity and independence for people with disabilities.

With gratitude,


Deborah Ritcey
President & CEO

CONTENTS

Not All Heroes Wear Capes.....	3
Board of Directors, Board Members & Leadership Team.....	3
GSIL's Core Programs.....	4
Financial Overview.....	7
Sponsors, In Kind and Education Partners.....	9
Donors, Foundations & Grantors.....	10

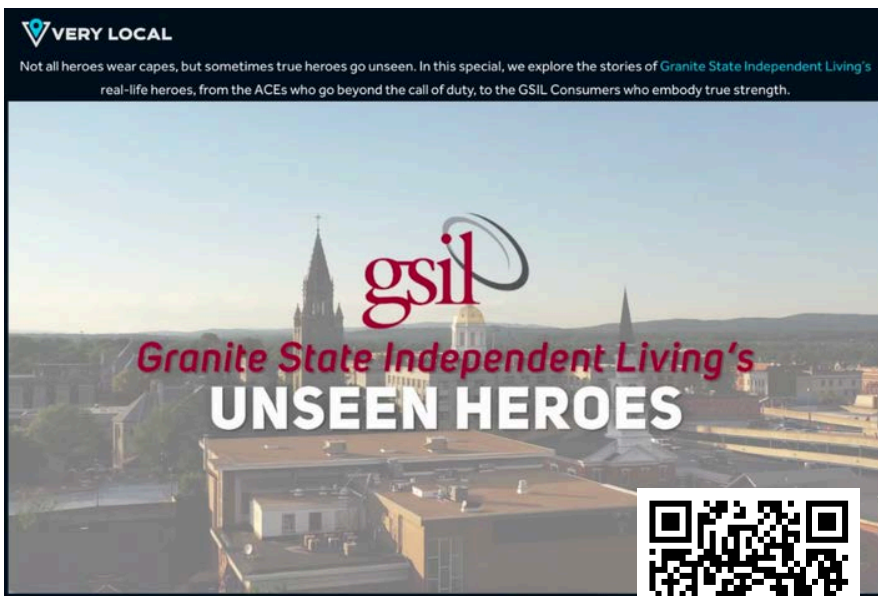


NOT ALL HEROES WEAR CAPES

In the fall of 2024, GSIL was featured on WMUR's Very Local series, in a special entitled "Unseen Heroes." This beautifully crafted program brought well-deserved recognition to GSIL's core services. "Unseen Heroes" gave us the opportunity to present the inspiring stories of the real-life heroes who comprise our community—both the compassionate GSIL staff who go above and beyond and the resilient individuals we are honored to serve.

These stories not only illustrate the wide range of services GSIL provides to Granite Staters, but also emphasize the strength, determination, and positive impact that are central to our mission.

We are deeply grateful to be part of their lives and are excited to share their journeys with you in the video and on the next several pages.



Scan the QR code to watch the full
"Unseen Heroes" video.



BOARD OF DIRECTORS

Grant Van Der Beken
Board Chair

Eric Schlepphorst
First Vice Chair

Larry Smukler
Second Vice Chair

Lisabritt Solsky Stevens
Secretary

Kenneth Traum
Treasurer

BOARD MEMBERS

Kathleen Davidson

Kevin Ennis

David S. Feller

Bruce Higginbotham

Don McDonah, M.D.

Iris Polley

Dave Qualey

Anne L. Vallette

Maxwell Walters

LEADERSHIP TEAM

Deborah Ritcey, MPA/HA
President & Chief Executive Officer

Jill Bille, MBA
Chief Financial Officer

Marcia Bagley
Chief Program Officer

Erin R. Cote
Chief Operating Officer

Melyssa Willis
Manager of Human Resources

GSIL'S CORE PROGRAMS

INDEPENDENT LIVING SERVICES

Every day, GSIL's Independent Living Services transform lives. Our dedicated team wakes up knowing the work they do makes a meaningful difference, bringing independence to life for the people we serve.

Our goal is simple: to create an Independent Living Plan (ILP) tailored to each individual's unique needs. Sometimes that means helping consumers remain safely in their homes—whether by connecting them with a Personal Care Attendant (PCA), arranging more comprehensive in-home support through a Personal Care Service Provider (PCSP), or adapting their environment with a ramp or other home modifications designed specifically for them. GSIL also connects individuals with community partners and resources that can further provide support.

However independence is defined by the individuals we serve, GSIL remains committed to helping make it a reality.

The impact we make involves both the attendant care employee (ACE) as well as the consumer, and both reap the rewards. Jenny Crowell and her ACE, Sandy Aucoin, are a GSIL success story that inspires us every day.



Scan here to watch
Jenny's story.



12,235 *hours of service per week
were provided by the PCA,
PCSP & PEDI Programs in 2024.*

PCA = Personal Care Attendant
PCSP = Personal Care Service Provider
PEDI = Pediatric Program

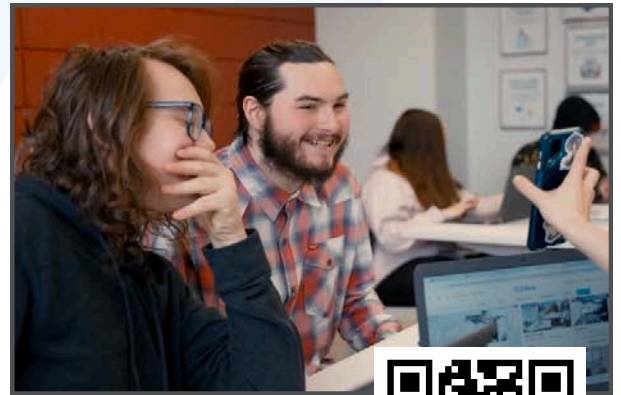
CORE PROGRAMS

TRANSITION SERVICES

GSIL provides a wide range of transition services, supporting people as they move from nursing homes to independent living, or even from incarceration back into the community. One important area of this work is education transition. There are many students with disabilities for whom traditional high school just isn't a fit. GSIL's Education Services team works tirelessly to identify these students, formulate a plan for their success, and guide them along the way.

Whether our IMPACCT program is helping them get back on track in high school, or Earn and Learn is helping them achieve valuable on-the-job training, GSIL has helped hundreds of students gain confidence, find their passion, and transition into their career.

Former IMPACCT Academy student, Robert Currier, Jr. knew he wanted to become a teacher. Through the program's hands-on experience and the guidance of dedicated mentors, he gained the skills, support, and encouragement needed to pursue his passion.



Scan here to watch Robert's story.

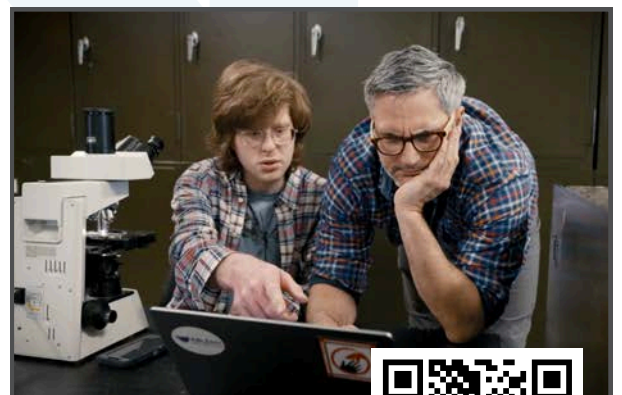


INFORMATION & REFERRAL SERVICES

The maze of services available to people living with disabilities can be overwhelming. That's where Granite State Independent Living steps in.

GSIL connects individuals with community resources to support independent living. These resources include benefits counseling, interview coaching, networking and relationship building, and a variety of other employment services.

Owen Bastille's journey toward meaningful employment showcases GSIL's commitment to helping individuals find work that aligns with their interests. This only happens with dedicated support from our employment coordinators.



Scan here to watch Owen's story.



In 2024, GSIL supported:

280 students in their educational goals,
transition plans, and career aspirations.

300+ adults in achieving meaningful employment
and enhancing their financial independence.

PEER SUPPORT

In an increasingly digital world, loneliness has become an epidemic. We mistake time with a screen for time actually interacting with people. For people living with disabilities, this feeling can be even more acute.

GSIL's Peer Support programs draw from a network of experienced consumers to act as mentors. They use their personal experience living with a disability to empower others in reaching their independent living goals.

Building Community: GSIL fosters social engagement for people of all abilities by organizing events, offering peer support and mentoring, and providing essential transportation services to reduce isolation.



Scan here to watch
the full story.

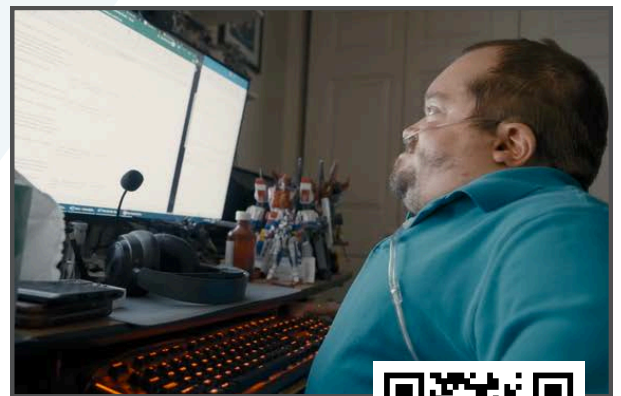


ADVOCACY

Engaging with New Hampshire's state legislature can be overwhelming. Each year, over 1,000 bills are filed. Understanding the impact of even just one of these bills can be challenging for any state resident! GSIL is here to help our consumers and stakeholders understand what is happening, and how they can take an active role.

We sit in the front row in legislative hearings on bills that impact people with disabilities. By collaborating with lawmakers and stakeholders, GSIL aims to ensure that there is equitable access to opportunities for all Granite Staters.

GSIL's Ryan Donnelly leads a passionate effort to advocate for legislative changes that make New Hampshire more accessible and inclusive for everyone, demonstrating the power of civic engagement.



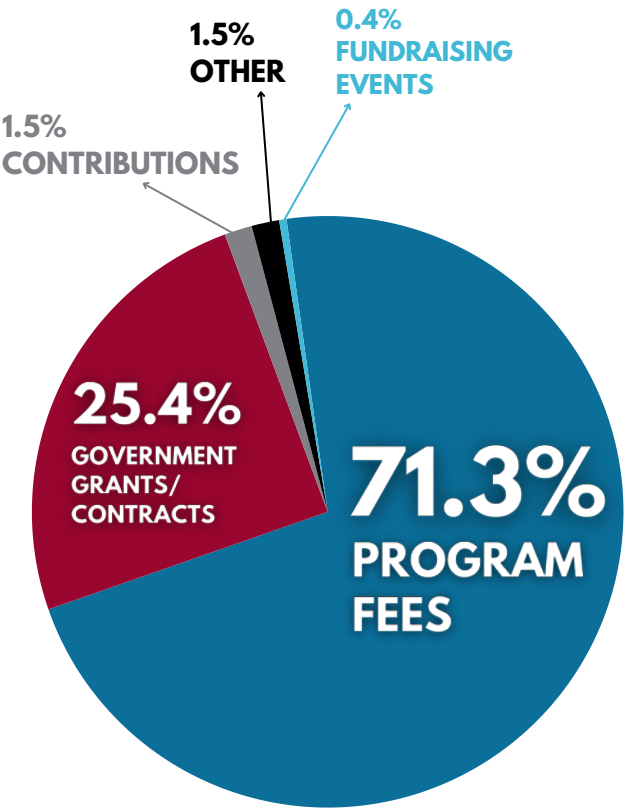
Scan here to watch
Ryan's story.



FINANCIAL OVERVIEW

(UNAUDITED)

SOURCES OF REVENUE



CONSOLIDATED STATEMENT OF FINANCIAL POSITION (UNAUDITED)

	FY2024
ASSETS	\$14,218,000
LIABILITIES AND NET ASSETS	
Total Liabilities	1,452,000
Net Assets - Restricted	262,000
Net Assets - Unrestricted	12,504,000
TOTAL LIABILITIES AND NET ASSETS	14,218,000

CONSOLIDATED STATEMENT OF ACTIVITIES (UNAUDITED)

	FY2024
REVENUE	\$28,796,000
EXPENSES	
Salaries and Related Expenses	20,074,000
Other Operating Expenses	6,819,000
Depreciation Expense	81,000
Total Expenses	26,974,000
OPERATING SURPLUS	1,822,000
Other Revenue/Gains or (Losses)	336,000
INCREASE IN NET ASSETS	2,158,000

SPONSORS

AAA New England—Auto Club Enterprises
American Steel & Precast Products
AmeriHealth Caritas NH
Amoskeag Beverages
Apollo Steel, LLC
Associated Grocers of NE, Inc.
Athletes Roll
Bank of New Hampshire
Bar Harbor Bank & Trust
Bellows-Nichols Insurance
Betterforms & Printed Products
Britni Landry
Celebrations Catering
CGI Business Solutions
Cold River Bridges LLC
Concord Rotary Foundation
David Blanchfield
Davis & Towle Morrill & Everett, Inc.
Edmunds ACE Hardware Store
Edward Jones, Hooksett
Edward Mertens
Henniker Brewing Company
Irish Electric Corp
Irwin Automotive Group
Mariners Wealth Advisors
Martin's Point Health Care, Inc.

Merrimack County Savings Bank
Minute Man Medical
Mobility Works
Mobius Mobility LLC / IBOT
NH Trust Financial Advisors
Northeast Delta Dental
Northeast Rehabilitation Hospital Network
Osram
Peredna Painting, LLC
PiF Technologies
Pivot Creative
Rath, Young & Pignatelli, P.C.
Renmar DME, Inc.
REQ—Rehabilitation Equipment Associates
Ryan Audley
Rymes Propane, Concord
Sturm, Ruger & Company, Inc.
Tarkka Homes, Inc.
TCB Agency
The Lawson Group
The Spradling Group
Triumph Home Services
USI New England
WellSense Health Plan
WIN Waste Innovations

IN KIND

Amoskeag Beverages
Associated Grocers of NE, Inc.
Brendan Cullen
CBIZ
Capitol Center for the Arts
Crown Trophy
Eastern Bank
Ed Kidder
Eurasian Autoworks
Garry's Service Center
Henniker Brewing Company
Hillsboro Ford/Dodge
Loudon Country Club
Manchester Community College
Marcia Bagley
Max Ritcey
Michael Goodwin
Mobility Works
New England Wagyu
New Hampshire Association of Broadcasters
Next Day Access
Pats Peak Ski Area
Stonebridge Country Club
The Shattuck Golf Club
Vibe
Windham Country Club

EDUCATION PARTNERS

Aroma Joes, Rochester
ARCNH
Auto Envy Detailing
AutoZone
Aviation Museum of New Hampshire
Barkers Farm
Bel-Air Nursing Home
Blackline Printing
Bob's Automotive, Dover
Calef's Country Store
Cat Alley Café
Central Park Express Garage
Children's Museum of New Hampshire
City of Concord
Community Action Program
Crash Champions
CVS, Bedford, Hooksett, Londonderry,
Mammoth Road, Milford, Nashua, Rochester &
S. Main Street
Darbster Doggy
DK & Sons
DIY Thrift Shop
DoubleTree by Hilton Manchester Downtown
Dover Computer Repair
Dover Public Library
Duprey-Fairfield Inn
Durham Farm
EJ's on Main
EZ Bikes & Scooters
Family Outfitter's Thrift Store
Five Guys, Dover, Manchester & Nashua
Flowers by Marianne
Freedom Cycle

Freudenberg
Fratello's
Fur N' Feather's
Goffstown DPW
Good Mojo Dog Manor
Granite State Early Learning Center
Granite Town Media
Grill 603
Groveton EMS
Groveton Police Department
Growing Places Childcare, Lee
Gurney's Auto, Milford, Nashua
Hailey's Printing
Habitat for Humanity ReStore
Hanover Hill Healthcare
Headlinerz Barber Stop
Hickory Nut Farm
Kerner's Car Care
Kids Culture, Dover
Lakeway Elementary School
LDN Auto
Littleton Food Co-op
Littleton Police Department
Lou's Custom Exhaust
Manchester Animal Shelter
Manchester DPW
Manchester Public Library
Mary's Dogs
Mary's New You Salon
McAuliffe-Shepard Discovery Center
Meadowstone Farm
Merrimack Valley Day Care, Eagle's Bluff
Merrimack Valley Learning Center

Middleton Building Supply
Millenium Precision
NH DOT, Lancaster
NH Food Bank
NHTI Maintenance
New England Wire and Technologies
North Uمبرland Highway Department
Parra's Ace
Persson Construction
Rainbowland Child Development Center
Reach for the Top
REM
RiverWoods, Durham
S&W Sports
Seacoast e-Bikes
Strawbery Banke
Studio Vie Salon
The Bookery
The CareGivers
The Growing Years
The Printing Press
Theatre Up
The Woodman Museum
Town of Derry
Unfranchised Auto
Walgreens
Weeks Medical Center
Weeks State Park
Wilton Elementary School
Woodman Museum
WSCA Portsmouth Community Radio
Zoo Gym, Goffstown

DONORS

Adam Audley	Gerald P. Ishkanian	Kenneth Fuld	Richard Ames
Amanda Lee Robertson	Grant Van Der Beken	Kenneth Traum & Cathy Heath	Richard Buckley
Amy Johnson	Heidi L. Crowell	Kevin Ennis	Robert & Sheryl Cheney
Anne Vallette	Helen Skeist	Kevin Wilcox	Sarah Ambrogio
Barbara Spike	Hilda de Moya	Kim Thibeault	Scott Aubrey
Benjamin R. Webb	Hisham Hafez M.D.	Kyla Provenchure	Scott Spradling
Bruce Higginbotham	Holy Trinity Parish	Larry Smukler	Sean Skabo
Cheryl Pinheiro	Hooksett Lions Club	Linda Olson Bundy	Senior Safe Aging
Chris Duhaime	Hubert Gall	Lisabritt Solsky Stevens &	Shawn Niles
Christine L. Eaton	Irish Electric Corp	Rik Stevens	Skot Jervis
Colleen & Aaron Dunn	James & Jennifer Mullins	Littleton Lions Club	Steven A Zajaceskowski
Connie LeBlanc	James Campanella	Lorna Greer	Steven Crowell
Corey Belobrow	James Van Dongen	Lynn A. Durand	Sue Anne Maginnis
Craig Monroe	Janet DeVito	Mark E. Zankel	Susan Stover
Cris Ettinger	Jeff Dickinson	Mark Race	Sylvia M Langer
Cyrus Gregg	Jeffrey Clough	Martha R. Hammond	Sylvia Newton
David Allen Qualey	Jennifer Crowell	Max Ritcey	Tara Payne
David Feller	Jennifer H. Evans	Michael Goodwin	Teamsters Local Union No 633
David Gendron	Jennifer L. Gokey	Michael Vlahos	Teri Nordle
David Rousseau	Jenny Karstad	Mike & Mary Anne Byrne	Terri Voth
David Steed	Jill Bille	Nancy F. Triolo	Terry Quinn
Deborah Ritcey & Douglas McKay	Jo-Anne Stukas	Nanette Locke	The David P. Currier Revocable Trust
Diane & Howard Ehrlich	Joe Pinsonneault	Nicholas Ritcey	Theresa Grano
Dillon Miller	John Irwin	Pamela Blalock	Thomas & Denise Nies
Donald & Elaine Robar	John Porter	Paul J. Riley	Thomas Jimino
Donna Fairchild	Joseph Langlais	Paul Karpawich	Thomas M. Burke
Donna Potter	Judy Govoni	Paula Robar	Tiffany Gladu
Dr. Donald McDonah	Karl & Jan Soderquist	PayPal Giving Fund	Timothy & Karen Ritcey
Dr. Eric Schlepphorst & Nancy Emery	Katherine K Carr	Peredna Painting, LLC	Tom Westheimer
Ellen Malloy	Kathleen Donohoe	Peter Blume	Tricia Morin
Frank Grano, Jr.	Kathrine & Tom Mauser	Peter Frattini	Valerie Kidder
Frank Grano, Sr.	Keene Lions Foundation, Inc.	Rath, Young & Pignatelli, P.C.	Wilfred Wessels
Geoff Martin	Kelly & Keith Jones	Reginald Giroux	
George Harrington	Kelsie & Nathan Delyani	Rev Casino & Social House	

DONATIONS IN MEMORIAM

In Memory of Jeff Dickinson

Andrea & Max Henderson
 Andrew Harmon
 Barbara Salvatore
 Donald & Elaine Robar
 Tracy Pierce
 William Burns

In Memory of Elwin (Misty) Greer

Anne Vallette
 Dr. Eric Schlepphorst & Nancy Emery
 Grant Van Der Beken
 Kenneth Traum & Cathy Heath
 Larry Smukler
 Lisabritt Solsky Stevens & Rik Stevens

FOUNDATIONS & GRANTORS

Benevity Community Impact Fund
 Eastern Bank Charitable Foundation
 Give Lively
 Granite United Way
 NH Charitable Foundation
 Town Fair Tire Foundation Inc.



www.GSIL.org

21 Chenell Drive | Concord, NH 03301 | 603.228.9680



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