



Granite State
Independent Living



FY2025 Annual Report

Bringing Independence to Life

CHALLENGE ACCEPTED

Facing barriers. Driving change. Building independence.

2025 brought real challenges for Granite State Independent Living (GSIL) and the entire disability community across New Hampshire. Demand for services continued to rise, while workforce shortages made it increasingly difficult for individuals to access the consistent care and support they rely on. For so many, independence is not guaranteed. It must be built, protected, and fought for.

At GSIL, we did not step back from these challenges. Instead, we leaned in. Throughout the year, our team continued to advance GSIL's mission through advocacy, direct services, and community partnerships that empower individuals to live with greater independence and dignity.

Even in the face of uncertainty, our focus remained clear. GSIL worked to remove barriers, create opportunities, and ensure that people with disabilities have the tools and support they need to thrive. We understand that independence is not a one-time achievement. It evolves with each person, each challenge, and each opportunity, and our role is to help make that journey possible.

To GSIL, “Challenge Accepted” is more than just a bold statement. It reflects how we approach our work every day. It is a commitment to facing obstacles head-on, adapting when needed, and continuing to move forward with purpose.

As we look ahead, we know challenges facing people with disabilities are not going away. But neither is GSIL. We will continue building a more accessible, inclusive New Hampshire. One where independence is not out of reach, but within possibility for all.

Whatever comes next... ***Challenge Accepted.***

With gratitude,



Deb Ritcey
President & CEO

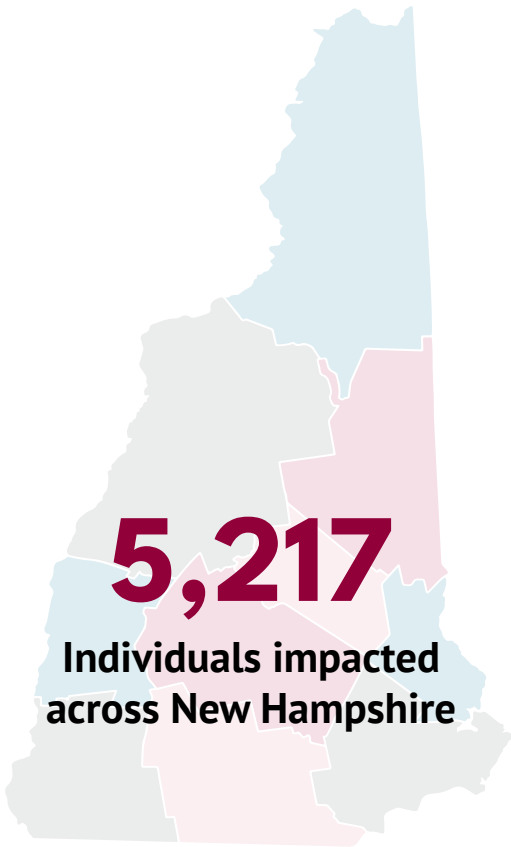


TABLE OF CONTENTS

- 3 GSIL Impact Snapshot**
- 5 Board of Directors, Board Members & Leadership Team**
- 6 Core Programs & Services**
- 9 Financial Overview**
- 10 Corporate Donors, Corporate Sponsors, In-Kind, Foundations & Grantors**
- 11 Dedications, Individual Donors & Education Partners**



GSIL'S STATEWIDE



573

Independent living
goals achieved



1,089

People gained access
to healthcare services



100%

of long-term supports
participants reported
the ability to remain
independent at home



229

Students engaged in the
IMPACCT Academy and
Earn & Learn transition
services programs

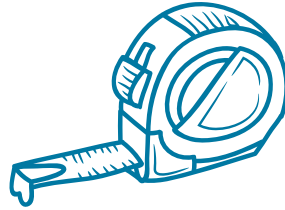
Rising costs and funding pressures created real challenges this year. At the same time, the need for services continued to grow. GSIL remained committed to meeting that need—adapting, prioritizing, and continuing to deliver essential services across the state. Through strong partnerships and community support, we continue to move forward, ensuring individuals have access to the resources they need to live independently.

COMMUNITY IMPACT



397

Consumers received employment services



36

AMP* projects were funded totaling \$111,600



95%

of surveyed AMP participants reported they can now safely access their home



84%

of surveyed AMP consumers reported they can manage their personal needs independently



1,293

Consumers served in our programs in 2025



3,724

People received information and referral services

**AMP = Access Modification Program*

GSIL is a statewide, cross-generational resource with strong reach across age groups. Of the 1,293 consumers served in our programs in 2025:

39.7% Youth, ages 5-19

20.9% Adults, ages 25-59

3.1% Young adult, ages 20-24

36.3% Older adults, ages 60+

Board of Directors, Board Members & Leadership Team



Board of Directors

Grant Van Der Beken
Board Chair

Lisabritt Solsky Stevens
First Vice Chair

Anne L. Vallette
Second Vice Chair

Kathleen Davidson
Secretary

Kenneth Traum
Treasurer

Board Members

Kevin Ennis

Bruce Higginbotham

Kimberly Kristner

Eric Schlepphorst

Larry Smukler

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

69% of board members are individuals with disabilities.

70% of staff are individuals with disabilities.

Core Programs & Services

INDEPENDENT LIVING SERVICES

Practical steps to overcoming challenges.

For the 13% of Granite Staters living with a disability, independence is a challenge. GSIL's Independent Living Services manifest how that challenge is accepted by our Consumers. Our staff members collaborate with individuals with disabilities: understanding the challenges they face, determining meaningful and achievable goals, and creatively selecting the right supports for them.

The result: greater autonomy and confidence for our Consumers.

That's because everything begins with the individual Consumer. Our Person-Centered, Consumer-Directed approach explores the meaning of independence in each person's life and carefully maps out the necessary, practical steps.

Supports such as identifying and accessing community resources, connecting with community partners, or home accessibility modifications help some Consumers remain in their home. Consumers engaging in Independent Living services work on goals that focus on reaching independence in whatever way they identify.

INFORMATION & REFERRAL

The help you need to confront your challenges.

Living with a disability doesn't come with a GPS, but our Information & Referral (I&R) team is the closest thing. The world of home care, housing, adaptive equipment, public benefits, education and training, mental health, and other supports can be daunting and confusing. I&R ensures that the challenges of daily life can be confronted by our Consumers, helped by an always-evolving database of essential services. The best part? The services they provide are free and confidential!

"GSIL's employment support services helped me by providing guidance through job searching, interview preparation, and skills development, while always offering ongoing assistance after employment to ensure long term success and career growth."

- GSIL I&R Consumer

*PCA = Personal Care Assistant
PCSP = Personal Care Service Provider
PEDI = Pediatric Program



12,162 hours of service provided per week by the PCA, PCSP & PEDI Programs in 2025*

632,452 total hours in 2025.

Core Programs & Services

ADVOCACY IN ACTION

Challenging New Hampshire's legislators.

The New Hampshire State House hears over 1,000 bills a year, and many of these bills impact the disability community in some way. It's a challenge that our team willingly confronts in committee meetings, on session days, and in conversations with legislators.

And while the volume of bills makes it challenging for many to follow along, we work tirelessly to inform our Consumers about the most important pieces of legislation so those serving in Concord can understand the perspective of the many different individuals living with a disability.



144

legislative sessions monitored

TRANSITION SERVICES

Navigating life's challenges, no matter their size.

Self-determination is vital to mental and physical health. Knowing that you are writing the next chapter of your life is crucial. GSIL's Transition Services team helps our Consumers transition from nursing homes to their own homes and even assists in transition for individuals who were previously incarcerated.



229

*youth received direct transition services
preparing for education and employment*

Education is a critical component of Transition Services, too. GSIL's IMPACCT and Earn & Learn programs help students navigate the challenges of high school with confidence while gaining valuable, real-world work experience.

Over the years, hundreds of Granite Staters have stared life's challenges in the eye, and graduated from school, begun careers, and done things they never thought possible—all with the help of GSIL.

199 *individuals received
peer support services*

99% *reported feeling less
isolated after participating*

PEER SUPPORT

Sometimes you need a guide to get you started.

Living with a disability is a continually evolving challenge. GSIL's Peer Support programs and events bring people together in meaningful ways to offer a reminder that no one goes through this alone. Our Peer Support Coordinators draw from their insight and perspective to guide and empower others as they work toward their independent living goals.

Whether it's helping determine the next step, providing inspiration drawn from lived experience, or just listening, our Peer Support Coordinators are here for our Consumers throughout their journey.



Financial Overview

Consolidated Statement of Activities (unaudited) FY2025

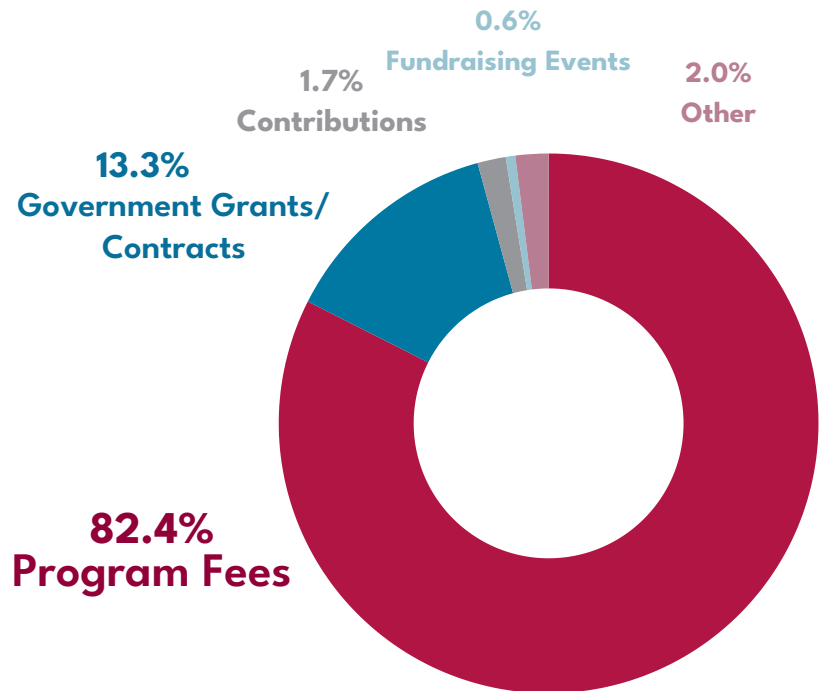
REVENUE	\$25,749,000
EXPENSES	
Salaries and Related Expenses	\$21,239,000
Other Operating Expenses	\$2,522,000
Depreciation Expense	\$81,000
Total Expenses	\$23,842,000
Operating Surplus	\$1,907,000
Other Revenue/Gains or (Losses)	\$166,000
Increase in Net Assets	\$2,073,000

Sources of Revenue (unaudited)

Program Fees	\$21,369,000
Government Grants/Contracts	\$3,447,000
Contributions	\$439,000
Fundraising Events	\$149,000
Other	\$511,000
Total	\$25,915,000

Consolidated Statement of Financial Position (unaudited) FY2025

ASSETS	\$16,286,000
LIABILITIES & NET ASSETS	
Total Liabilities	\$1,480,000
Net Assets - Restricted	\$262,000
Net Assets - Unrestricted	\$14,544,000
Total Liabilities and Net Assets	\$16,286,000



GSIL continues to have unqualified financial statement, GAS (Government Auditing Standards) 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.

Corporate Donors, In-Kind, Foundations & Grantors

Corporate Donors

AAA New England - Auto Club Enterprises
American Steel & Precast Products
AmeriHealth Caritas
Associated Grocers of New England, Inc.
Bangor Savings Bank
Bar Harbor Bank & Trust
Bead Society of NH
Bellows-Nichols Insurance
CGI Employee Benefits Group
Charity Golf International
Colby Insurance Group
Davis & Towle Insurance Group
Eastern Bank
Florence Electric, LLC
Goodlife Programs
Granite United Way
Hannaford Bros. Co., LLC
Henniker Brewing Co.
Holy Trinity Parish
Irish Electric Corp.
Littleton Lions Club
Martin's Point Health Care, Inc.
Merrimack County Savings Bank
Minuteman Medical
Mobility Works
Mobius Mobility, LLC / iBOT
NH Trust Financial Advisors
Northeast Delta Dental
Northeast Rehabilitation Hospital Network
Peredna Painting, LLC
Revo Casino & Social House
Riverhill Plumbing & Heating
Rotary Club of Goffstown
Santana Auto Repair
Shaw's GIVE BACK WHERE IT COUNTS Program
Sturm, Ruger & Company, Inc.
Teamsters Local Union No. 633
Tokena Corporation
Tooky Mills Pub, LLC
Unitarian Universalist Church of Concord
United Way of Greater Nashua
USI New England

WellSense Health Plan
WIN Waste Innovations - Wheelabrator

In-Kind Donors

Amoskeag Beverages
APP Imprints, LLC
Associated Grocers of New England, Inc.
Bangor Savings Bank
Patrick Battaglia
Capitol Center for the Arts
CBIZ
Steven Crowell, Jr.
Crown Trophy
Currier Museum of Art
Garry's Service Center
Henniker Brewing Co.
Jody Jennison
Lochmere Country Club
Loudon Country Club
Manchester Community College
Mobility Works
NH Print & Mail
Pats Peak Ski Area
Red River Theater
Deborah Ritcey
The Shattuck Golf Club
Stonebridge Country Club
John Taylor
Terri Voth
Wentworth by the Sea

Foundations

Jack & Dorothy Byrne Foundation
Concord Rotary Foundation
Steven W. Crowe Foundation
Crowell Family Trust

Grantors

NH Charitable Foundation
NH Housing
Friends of Rockingham County
FEEDNH

Thank You 2025 Corporate Sponsors!



MERRIMACK
COUNTY SAVINGS BANK



Minuteman
MEDICAL

Dedications, Individual Donors & Education Partners

In Memory of:

David Sullivan

Mrs. Susan Mooney

Greg Fleury

David & Robin Atwood
Lisah & Scott Carpenter
Charles Connell
Winfried & Jill Feneberg
Eve Foundation
Patricia E. Fleury
Ms. Gaetane Houde
Susan K. Huntoon
Christine & Thomas Jenssen
Alison & John Jones
Doug & Carol Mac Donald
Belinda & John Nerl
Andrew L. Phelps
Sara Price
Karen & David Selden
Shreve & Anne Soule

Jean Crouch

Laura Davie
Maryanne MacLeod
Barbara Salvatore
Louisa & Craig Simpson

Unknown

Marc W. & Janet Manypenny Bono

Individual Donors

Kate Abels
Keith & Laura Akerley
Sarah Ambrogio
Richard & Heather Ames
Laurie Ainsworth
Scott Aubrey
Cassandra Aucoin
Jaimy Audley
Ryan Audley
Marcia Bagley
Peter Barton
Patrick Battaglia
Mo Baxley
Ryan Bergeron
Robert Berndt
Jill Bille
Matthew Boucher
Michael W. Boulanger
Shawna Bowman

Michael Bowse
Sean Bryant
Richard Buckley
Sheryl R. Cheney
Daniel Cipar
Jeffrey Clough
Jaime Corwin
Rev. Edward Costa
Erin Cote
Heidi L. Crowell
Steven Crowell, Jr.
Jennifer Crowell
Leslie A. Crowell
Eva Dachsteiner
Michael Daily
Sen. Lou D'Allesandro
Jackie Dannenhoffer
Kathleen Davidson
Hilda de Moya
Janet DeVito
Chris Duhaime
Sabrina Dunlap
Dr. Lynn A. Durand
Christine L. Eaton
Rick Edmunds
David Emerson
Nancy Emery
Kevin Ennis
Jonathan Esposito
Tatum Fahs
David Feller
Olivia Fiorello
Michelle Fisher
Loren Foxx
Peter Frattini
Kenneth Fuld
Sherry Gaglione
Jennifer Gajewski
Robert Giordano
Tiffany Gladu
Keith Goodwin
Michael Goodwin
Frank Grano
Ann Green
Susan Greenblott
Lorna Greer
Teresa Gustavson
Irene Hassard
Sean Hood
Daniel Innis
Skot Jervis
Stephen Jewell
Thomas Jimino
Justina Johnson

Kelly Jones
Paul Karpawich
Valerie Kidder
Steve Kirkpatrick
Kimberly Kistner
Richard Kruppa
Brad Kulacz
Bryant Labrie
Joseph Langlais
Carol Lavelle
Holly Lawson
Mike Leahy
Victoria Lee
Mark Lester
Jennifer Levesque
Jesse Lipson
Lisa Lohman
Richard & Lynda Lowney
Maryanne MacLeod
Kerri Mahoney
Nicole Manning
Melissa Marquis
Michelle Maslanka
Jennifer Mauser
Sarah Mauser
Dr. Donald McDonah
Carolyn McKean
Danielle Meserve
Nicholas Mills
James & Jennifer Mullins
Donna Mundy
Sylvia Newton
Shawn Niles
Teri Nordle
James O'Brien
Eileen Pelissier
Kristine Perez
Judith Perry
Sara Persechino
Henry Phillips
Jarrett Pimenta
Cheryl Pinheiro
Joe Pinsonneault
George Plante
Lisa Plotnik
Donna Potter
David Allen Qualey
Danielle Quinn
Terence Quinn
Terry Quinn
Mark Race
Karen Rines
Deborah Ritcey
Donald & Elaine Robar

Paula Robar
Alisha Robbins
Gary Robbins
Alan Roy
Mary Beth Rudolph
Beryl M. Sanborn
Dr. Eric Schleppephorst
Michael Shanahan
Amy Sherwood
Sharon Silva
Sean Skabo
Jessica Smith
Brianna Smith
Larry Smukler
Lisabritt Solsky-Stevens
Scott Spradling
William Stevens
Morgan Storm
Susan Stover
Jon & Kendra Swartz
Robin Sweet
Robert Thavenius
Kathrine Theisen-Mausser
Eric J. Tinker
Kenneth Traum
Nancy F. Triolo
Marilyn Tucker
Grant Van Der Beken
Terri Voth
Colleen Waldman
Maxwell Walters
Keely Wansiewicz
Nicole Washington
Benjamin R. Webb
Wilfred Wessels
Tom Westheimer
Paul Wheeler
Steven Whitley, Esq
Kevin Wilcox
Melyssa Willis
Ricky Witherspoon

Education Partners

A&E Coffee
ABC Vending
Alternative Logistics
Amanda Starr Photography
Amoskeag Health
Amherst Animal Hospital
Apprenticeship NH
Aroma Joe's
Associated Grocers of New England
Auto Envy
Auto Zone
Aviation Museum of NH
Banks Auto
Barker's Farm
Barrett Wholesalers Co.
Bedford Physical Therapy
Bel-Air Nursing Home
Bird Supply of NH, LLC
Bite Me Cupcakes
Black Line Printing & Apparel
Bliss By Design Hair
Block Party Social
Bob's Automotive & Wrecker Service
Bookery Manchester
Breakaway Café
Bridges / Healthy Relationships
Brother's Butcher
Bull Moose Music
Calef's Country Store & Deli
CAP
Capital Kitchen & Bath
Catholic Charities NH / Caregivers
Cherry Blossom Floral Design
Children's Den, LLC
Children's Museum
Cindia Jackson's Fine Gourmet Coffee
City of Manchester Fleet Dept.
Color Trends Hair Salon
Community Alliance for Teen Safety
Common Man Airport Diner
Concord Area Transport
Concord Food Co-op
Concord Police Department
Concord Trails
Concord YMCA
Constantly Pizza
Crash Champions
Creative Years Child Care
Crestwood Center
CVS: Bedford, Hooksett, Londonderry,
Manchester & Windham
Dartmouth College

Derry Community Access Media
Dewey & Friends Pet Resort
Doggie Bag & Day Spa
Dover Computer Repair
Dover Public Library
DoubleTree Hotel
Duprey Hotels
Durham Public Library
Early HeadStart
Empire Beauty School
Employment Security
EPTAM Plastics
Equality Health Center
Easter Seals
Families in Transition
Feline Friends
Five Guys
Flowers by Marianne
Follett Bookstore
Freedom Café
Freedom Cycle
Fratello's
Freudenberg
Fur N Feathers
F.W. Webb
Giles Woodworks
GO Auto Repair
Goffstown DPW
Goodale's Bike Shop
Goodlife NH
Good Mojo Dog Care
Granite State Escape Room
Granite State Lunchbox
Granite Start Early Learning Center
Grappone Center
Grappone Toyota
Great Clips
Groveton Ambulance
Groveton Highway
Groveton Police Department
Growing Places
Growing Years
Gurney's Auto
Hailey Printing
Habitat for Humanity ReStore
Hanover Hill Health Center
Hannaford Bros. Co., LLC
Hobo Hills Adventure Golf
Holiday Inn
Hopkinton EMS/Fire
Hopkinton High School
Hopkinton School
Hill Brothers Painting & Contracting
Hitchiner

Humane Society of Nashua
Hunt Community
Ink Link
J & M Detailing
Job Corps
Julian Miller
Juniper Kitchen
K9 Fun Town, LLC
KateLynne Steinke & Jones
Kerner's Car Care
King's Kids
Kids Culture Childcare, Dover
L3Harris
LDN Auto
Littleton Police Department
Littleton Studio School
Lou's Custom Exhaust
Lakes Region Community College
Lucky Dog Thrift Store
Mane Street Styles
Manchester Animal Shelter
Manchester Community College
Manchester DPW
Manchester Music Mill
Manchester PD K9 Unit
Manchester Police Department
Manchester Radio Group
Manchester Transit Authority
Manchester TV & Radio
Maple Haven Campground
Mark Lawrence Photographers
Marshalls
Mary's Dogs
Mary's New You
MCC Maintenance Dept.
McAuliffe-Shepard Planetarium
Mercy Animal Hospital
Merrimack Public Library
Merrimack Veterinary Hospital
Middleton Building Supply
Millennium Precision
Moore Center
Motorcycles of Manchester, Inc.
Mountain Thrift & Coffee
Nashua Community College
Nashua Public Library
Nashua Soup Kitchen
National Guard Office
Nature's Way
Navy Recruiting Office
New Beginnings Against Domestic
& Sexual Violence
New England Curiosities
New Hampshire Technical Institute

NH Employment Security
NH Federal Credit Union
NH Fish & Game
NH Foodbank
NHCADSV
NHSPCA
Northeast Detailing
Ocean State Job Lot
Osborne's Agway
Outfitter's Thrift Store
PAL - Police Athletic League
Parent Information Center
Peacock Players
Pelham TV
Penny's Childcare
Pep Boys
Perras Ace Hardware, Inc.
Persson Construction
Pinnacle Rehab Network
Planned Parenthood
Port City Pretzels
Precision Model Fab, Inc.
Pupville
Puppies on the Run
REQ Inc.
Reach for the Top Therapy, LLC
Residence Inn
Response NH
Riverwoods
RMG Enterprise
Royal Paws K9 Club
Salvation Army
SC Auto
Seacoast E-bikes
Showtime Computers
SmartStyle
Souhegan Wood
St. Joseph's Community Services
(Meals on Wheels)
St. Joseph's Hospital
St. Teresa Nursing Home
Strawbery Banke
Studio Vie Salon
Sully's Superette
TD Bank
The Bridge Café on Elm
The Friendly Kitchen
The Frost Place Museum
The Gather Café
The Granite Group
The Music Hall
The Picker Artist, LLC
The Red Blazer
The Residence at Salem Woods

The Zoo
TJ Maxx: Londonderry, Manchester
Town of Derry
Tractor Supply
U.S. Department of Labor
UnFranchised Auto
UpReach Equestrian Center
US Army
Van Otis Chocolates
VITEX
Vocational Rehabilitation
Walgreens
Walt Rihl
Weeks Memorial Hospital
Weeks State Park
Woodcraft of Portsmouth
Woodman Museum
Woodman's Artisan Bakery
WMUR
YMCA
YWCA



Granite State
Independent Living



www.GSIL.org

21 Chenell Drive | Concord, NH 03301 | 603.228.9680