



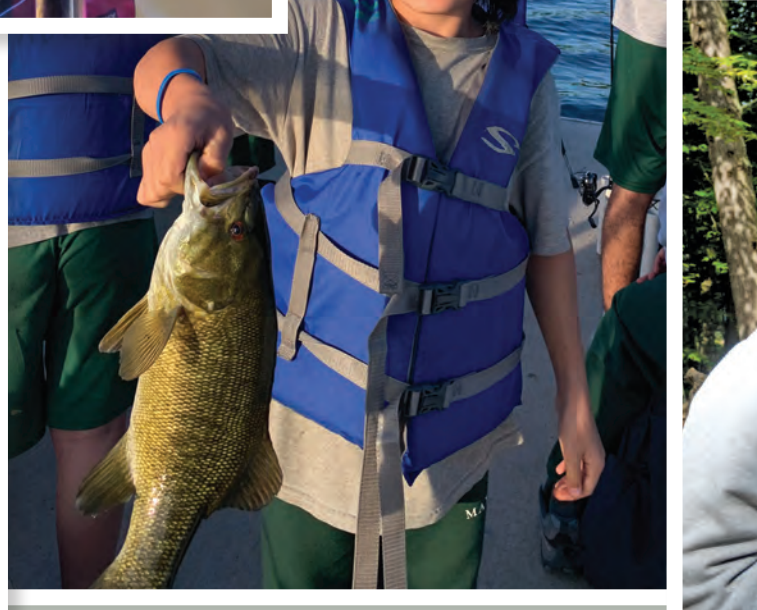
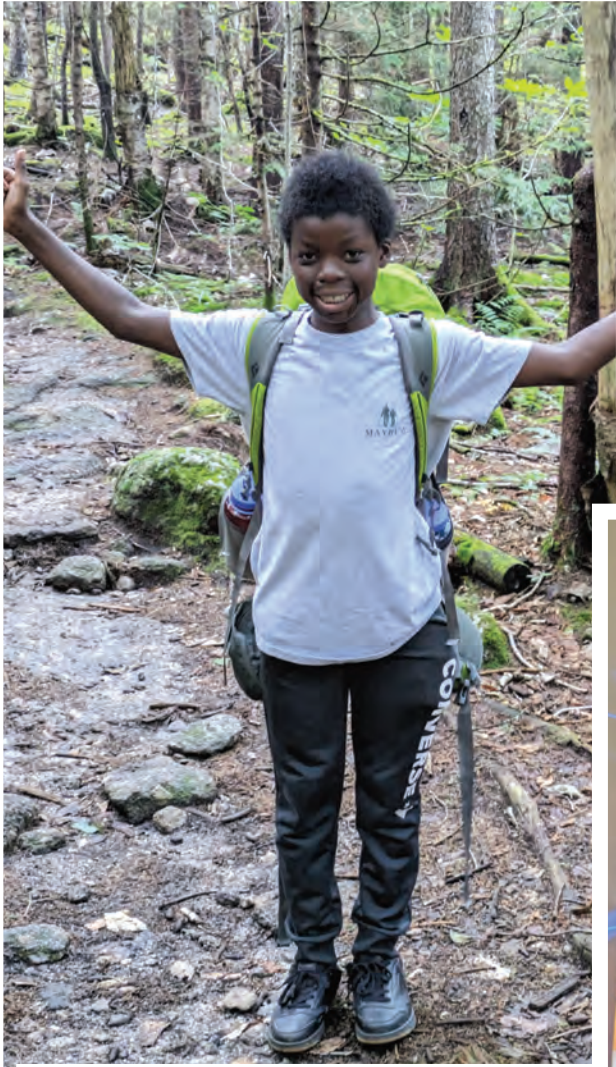
THE MAYHEW PROGRAM

...a good start on the future

ANNUAL REPORT

2024

Our Community: A Year in Review





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2024 President's Letter

As you will see from our Annual Report, Mayhew continues to impact our boys in substantial ways that make a difference. Thanks to our hundreds of supporters who believe in what we do!

Change and growth are two words that describe what lies ahead for 2025. When I say change, I mean that we will always honor Mayhew's proud past but also look to shape its future. And by growth, I mean our commitment to improve our work with the boys.

We are able to do this through our exceptional staff that are continually learning and challenging each other. We can't thank them enough for always growing with the boys through our rapidly evolving times. Similarly, our Board of Trustees remains committed to learning about the challenges facing Mayhew and charting a course for our continued success. We want to ensure that we are prepared to meet the boys where they are today but also in the future. Our board works to ensure that our program continues to be relevant, effective, and meaningful, as well as financially sustainable for all future generations.

How do we do that? We do that by investing time to understand our boys, our staff, and what challenges they face today and in the future. All trustee meetings will contain an educational component that contributes to our understanding of what we do day in and day out. We will enlist the expertise of our staff as well as other subject matter experts to help us ask the right questions to make the best decisions for our boys. It's our intent to position Mayhew ahead of the curve as one of the most effective non-profits in New Hampshire.

Helping guide us will be our new Executive Director, Peter Saliba, and the entire Mayhew team. Peter has been at the helm for the last 6 months and we are so pleased how quickly he has jumped right into his new role. We look forward to the important work we are about to undertake over the next year together in service to our boys!

A handwritten signature in black ink, appearing to read 'Rick Alpers', written in a cursive style.

Rick Alpers
Board President

Mayhew Welcomes New Executive Director

By Steve Rothenberg, Search Committee Chair

When Jim Nute gave his notice effective at the end of December 2023, it's fair to say the entire Mayhew community took a big gulp because of his dedicated life's work at Mayhew. Finding a successor would be a challenge!

One key role of the Board of Trustees is supervising, evaluating, and hiring the Executive Director. Typically, a Board may feel pressure to move quickly, but fortunately Ed Thompson graciously accepted the role of Interim Executive Director. This provided Mayhew with the time to hold a very thorough search process.

The search committee chose to enlist the support and guidance of the Strong Resource Group, an established strategic planning and leadership development practice. We were fortunate to have more than 70 initial candidates, which created quite a challenge to select our next director. Using clear protocols and much time, our committee worked diligently to narrow the pool down equitably. We were so grateful to have the dedication of the search committee members Tom Berry, Vin Broderick, Carl Lovejoy, Rick Alpers, Audrey Hagerman, Ari Richter, and Roger Lafontaine.

To gain perspective on the scope, we had several rounds of interviews including two with the entire committee, a leadership staff interview, an island tour, and a final in person search committee interview. As you can imagine, the internal conversations intensified as we got to know each candidate better.

One candidate began to stand out; Peter Saliba. Although he was living and working overseas, Peter has deep roots in New Hampshire, including previously working at the Tilton School as Head of School. For the past few years, he led the team tasked with founding Egypt's first need-blind boarding school. Peter returned home for a long weekend in May, and we took him to the Shorefront Cottage for an extended face-to-face meeting. This proved to be the tipping point as Peter emerged as the Search Committee's unanimous recommendation to become Mayhew's sixth Executive Director.

After moving back to New Hampshire, Peter assumed his Mayhew responsibilities in early September. I am sure you have experienced Peter's talents and energy in several ways, and we are grateful that our comprehensive search process found the right match for Mayhew. We are grateful to members of the Search Committee and the entire Mayhew Community for their efforts and support throughout this process. We are excited and confident for our next chapter in service to our boys. Off we go!



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Alan M. Cantor Graduates' Scholarship Fund

By Executive Director, Peter Saliba

Since 1969, Mayhew has helped nearly 2,400 New Hampshire boys to believe in themselves, work well with others, and find their best. From the Island to the Link-Up trips, to the community year programming, our work has positively influenced the development of young men for more than fifty years.

In addition to our tuition free year-round mentoring program Mayhew has several financial assistance funds to support the development of artistic, academic, and athletic talents of our boys outside of our formal work. One of the greatest supports we offer is through the

Alan M. Cantor Graduates' Scholarship Fund, named for Mayhew's third Executive Director, Alan Cantor.

Mayhew hires our boys to work on the island in the summer beginning in their fourth year of the program. We pay them for their work, and for every dollar earned, they are eligible to receive a matching dollar from the Alan M. Cantor Graduates' Scholarship Fund. These funds can be used for accredited post-secondary education. While each boy has their own definition of success, the Cantor Fund is one of the ways that our boys realize their hopes and dreams!

Alec & The Outer Circle

By Outreach Worker, Tolia Vassiliev

Alec was one of the boys selected in the summer of 2024 to join the Outer Circle, Mayhew's honor society for boys on the Island who stand out in upholding Mayhew's values. He was also given an award for sportsmanship, as well as the Peter Ivy Lee Award, which is given to a second year boy each session who has shown the most improvement from the previous summer. While Alec may have had an outstanding summer that year, his previous summer with Mayhew wasn't as easy.

From the beginning, Alec's first session on the Island was jarring. "I definitely was not prepared for what I was gonna go into," he remembered. "I didn't like it. I was scared and nervous. And I was anxious 'cause they changed my clothes. I didn't know anything about anyone." The physical rigors of camp 'also proved challenging for Alec. "I didn't like the hikes 'cause no one knew about my disability," he said, referring to a congenital muscular condition -Charcot-Marie-Tooth. This contributed to a negative attitude, and Alec often refused to participate in camp activities.

Nights, Alec says, were the worst part. "Going to the Mines at night?" Alec shook his head as he thought back to the Island's composting toilets, "I would just hold it 'til the morning."

That summer, Alec left after the first two weeks of camp due to an altercation.

After that, Alec was unsure about returning to Mayhew for a second summer. Many visits with his Outreach Worker Tanner were focused on improvements he might make if he returned. "I noticed my first summer was really bad. I wanted to improve and get into the Outer Circle. And I wanted to go back and apologize to everyone for what I did, to all the staff and everything." When Alec made the choice to come back, he was ready and determined to make it until the end of camp. "Going for a second year, I knew what I was gonna go into and I knew I was gonna make it through."

From the first day back, he approached Mayhew with a different attitude. "I was positive. I was super positive.



The first two weeks, I lifted everyone up." He also thought about his approach to camp activities. "So last year I didn't swim, I didn't row. I didn't do a bunch of stuff. But this year I did literally everything." In fact, it was the one piece of advice Alec had to offer to anybody spending a session of camp on the Island for the first time. "Do everything and try everything." Turns out, it was a lot easier than he had expected.

Not that changing his attitude was as easy as flipping a switch. Alec remembered some moments when he doubted if he would stick it through. "It was near the end, like the last like 5 days," he remembered, "I really wanted to take a nice hot shower, and wanted to sleep in more, and was just really negative the last few days." He credited the other boys in his cabin, and the connections he made with them for helping him, some of whom he continues to stay in touch with.

Thinking about the lessons he would take away after his second summer, Alec remarked, "The challenges didn't change. But I didn't look at them before. And I figured out that they're not that bad."

Camden's Growth — Challenges To Opportunities

By Outreach Worker, Marcus Blodgett



Camden will be the first to tell you – his first two years with Mayhew were filled with challenges. Now in his sixth year in the Program, Camden has learned to see challenges as opportunities for growth. For instance, prior to Camden's first Link-Up trip this past summer, he and his Outreach Worker, Marcus, intentionally did more outdoor activities and physical pursuits in preparation and talked about what a week of Link-Up would look like to prepare mentally. And while on the actual trip this summer, Camden impressively pushed himself to his limits.

That same spirit has carried through into Camden's school year. After being at several of Hinsdale's Unified Basketball games as a spectator, the team was down a player at one game, and the coach approached Camden to ask if he would like to play. Without hesitation, Camden grabbed a jersey and jumped into the game. Since that day, Camden continues to participate in Unified Basketball, giving it his all on the court while also cheering on his team excitedly from the bench.

After a game recently, Marcus had a chance to talk with Camden's basketball coach. She shared that she has noticed a lot of growth in Camden over the years. She added that Camden often gives a lot of credit for his growth to Mayhew. As we see it, however, Camden deserves all the credit! He's the one who keeps putting himself out there and stepping outside his comfort zone to grow!

Extender Spotlight: Bohden

By Extension Coordinator, Jim O'Brien



Bohden is in his final year of programming at Mayhew. Eager to grow and advance his education, he recently reflected upon his time in the program during a cold evening visit with his Outreach Worker. Bohden shared that Mayhew has really helped him in several ways to overcome the challenges he has faced over the years, but most importantly it helped him understand the value of discipline in his life.

"Mayhew has been able to help me realize that my actions can really help make a positive impact in my community, and sometimes simply being persistently good really does pay off! Just the conversations I have had with my Outreach Worker over the past year have really helped me understand how to remain confident in pursuing my goals." Bohden shared.

Bohden fondly remembers his time at camp and how he learned to lead by example as a member of the 'Radioactive' and 'Sunny Side-Up' cabin groups. He also recalls becoming a member of the Island's honor society, the Outer Circle, during his second summer and how that experience helped him appreciate how much more Mayhew is than just a summer camp. Bohden said, "Mayhew is full of important values and lessons and I am glad I had the opportunity to learn them when I did."

Bohden is set to graduate this year from Bishop Brady High School where he plays sports and is currently preparing for college. Since the start of the year Bohden has already been accepted into four different schools, with the potential for even more possibilities to consider on the horizon. He has a desire to pursue a career in engineering and remains curious about potentially playing football at the college level too.

"Regardless of where I go, the values I learned at Mayhew will be coming along!"

Hector's Journey: "Listen and then listen again."

By Outreach Worker, Tanner Thompson

For Hector, life before Mayhew was anything but easy. Coming from a difficult past, he faced hardships at an early age—losing his brother at just five years old and moving from Maine to New Hampshire. The transition was tough. His mother did her best to provide for him, but structure was something he lacked. He needed extra support, something that would give him direction and stability.

That support came in the form of Mayhew.

Hector was first introduced to the program through his older brother, Khadari, who had already experienced Mayhew Island and spoke highly of it. When Mayhew Outreach Worker Ben came to interview him, Hector thought the program looked cool. But reality hit hard once he arrived at camp for his first summer.

"I hated it," he admits. "I didn't think I needed it, and I felt like the counselors were out to get me."

That perspective changed after a pivotal moment with his counselor, Jack. One evening, after refusing to brush his teeth, Jack pulled him aside for a conversation that would shift Hector's outlook entirely.

"He really laid it out for me," Hector recalls. "He told me he wasn't out to get me—he was there to help me grow. He talked to me man to man, and that reframed everything."

By the end of that summer, Hector felt like a new person. His resentment toward authority figures began to melt away as he realized that people weren't against him—they were trying to help.

Through the years, Mayhew continued to provide Hector with the structure and support he needed. He learned to work through challenges, from clashing with cabinmates to adjusting his mentality that the world revolved around him. The program gave him a foundation to mature, helping him develop respect, discipline, and a sense of accountability.

"Mayhew gave me structure and backbone—that's the best way I can put it," he says. "They've been there for me no matter what, never asking for anything in return. They've given me opportunities to do things I never thought I'd be able to do."

Now, Hector is thriving. A dedicated athlete, he competes in lacrosse, track, football, and even plays rugby for several teams, including the Seacoast Assassins. Beyond sports, he challenges himself academically—he's part of his school's chess club and board game club, participates in ROTC, shadows a defense attorney, and even plays bass guitar and sings in a band.

Despite his busy schedule, Hector continues to push himself. He recently ranked 15th in the state for long jump and 12th for pole vault. Managing it all isn't easy, but he's found a way to balance school, sports, and life by staying structured—something Mayhew helped instill in him.

As he looks toward the future, Hector's goals are clear. He plans to attend college, play sports at the next level, and earn a degree in criminal justice—an accomplishment that would be a rarity in his family. He also hopes to give back.

"When I'm older, I want to be a coach, a mentor," he says. "I want to be able to guide young people the way Mayhew guided me."

His advice to younger boys just starting their Mayhew journey?

"Listen, and then listen again. The counselors aren't going to steer you wrong."



2024 Treasurer's Report

Thank you to all the supporters of Mayhew who provided for another successful year in 2024. Because of YOU, Mayhew remains a strong, vital program in solid financial condition.

For 2024, operating revenues exceeded our budget goal of \$1.7M, largely due to some unanticipated and exceedingly generous donations. This, along with continued support from our dedicated and steadfast donors, has provided for a small surplus in year-end results.

Operating expenses ran close to budget for the year. Savings in some areas were offset by larger expenditures related to the search for Mayhew's new Executive Director. To start the year, interim Executive Director Ed Thompson and the hard-working Mayhew staff helped realize some improved efficiencies, and incoming Executive Director, Peter Saliba led the organization to a strong close in 2024.

Investment and Capital Activity

Our endowment was valued at \$7.9M at year-end 2024 and gained \$1M over last year's results.

Capital improvements on Mayhew Island in 2024 included the installation of two new composting toilet systems, much-needed tree removal work to ensure the safety of the boys and buildings, and some minor upgrades to staff housing and our health center. Administrative upgrades were made to technology used by staff and improved systems to process paperwork for boys to participate in our camp and year-round programming.

Financial Activity

Our balance sheet ended the year in good condition with cash-on-hand at \$976,000. When we look at our fixed assets plus investments, Mayhew has a total of \$11M.

Mayhew continues to be a well-run organization with minimal overhead, and yet, the needs continue to grow as projected 2025 expenses are up 5.8%. In 2025, an effort to increase awareness of Mayhew state-wide is underway - mirroring the regions we currently serve NH boys.

The need for our unique, year-round services is ever pressing, please continue to support the boys in their efforts to become their best selves.

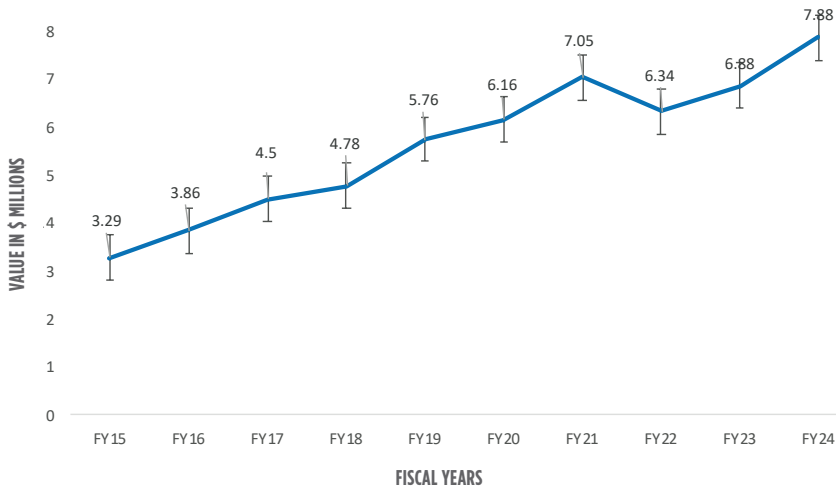
Respectfully submitted,



Patrick Moriarty, Board Treasurer

Please note: This report presents Mayhew's financials as prepared by our professional bookkeeping and accounting service as of December 31, 2024. Mayhew's 2024 audit is not yet complete. Audited financials will be available in April.

Endowment: Strengthening Mayhew for the Boys



*Excludes funds under the control of the NH Charitable Foundation (NHCF).

	Endowment	Distribution
FY24	\$7,888,738	\$290,964
FY23	\$6,886,901	\$272,811
FY22	\$6,349,886	\$255,780
FY21	\$7,049,581	\$229,599
FY20	\$6,166,326	\$209,415

Mayhew's endowment is its financial foundation, ensuring sustainability for the program. It consists of both restricted and unrestricted funds, strategically invested to generate reliable income for daily operations and activities. Managed by the Investment Committee of Mayhew's Board of Trustees, 4.5% of the endowment's average value is allocated annually to support Mayhew's operating budget.

2024 Operating Income

Contributions

Individuals	\$	902,296.84
Business	\$	10,138.26
Service Clubs	\$	52,042.47
Foundations/Grants	\$	230,344.63
NHCF Contributions	\$	57,350.09
Golf Tournaments/ Special Events	\$	112,917.58
United Ways	\$	8,333.34
Government Grants	\$	22,955.51

Misc. Revenue & Fees \$ 37,142.30

Endowment Distribution \$ 290,964.00

TOTAL REVENUE \$ **1,724,485.02**

*Revenue outlines operating income only and excludes contributions restricted to the endowment

2024 Operating Expense

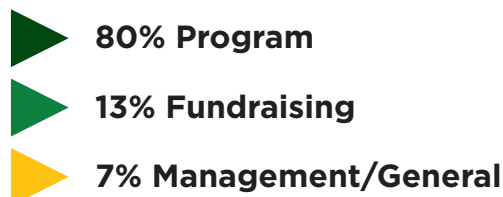
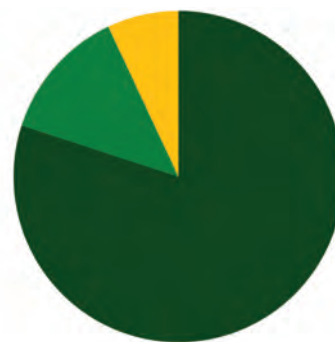
Program \$ 1,330,222.00

Fundraising \$ 216,161.12

Management & General \$ 116,394.00

TOTAL EXPENSE \$ **1,662,778.12**

How Does Mayhew Spend Money?



2024 Contributors

We extend our heartfelt gratitude to the generous contributors who dedicated their time, talent, and resources to ensuring a robust and thriving Mayhew experience for the boys in 2024.

▲▲ Indicates 5+ consecutive years of giving.

Bold Indicates a boy, alum, or family of Mayhew or the Groton School Camp.

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Remembering Dave Lincoln: An Islander For Life

By Jim Nute, former Executive Director



It would be hard to find anyone with a deeper or longer appreciation for the power of a Mayhew Island summer than the late Dave Lincoln. I'm fortunate to have experienced Dave and his equally dedicated wife Jean, making Mayhew ever stronger for the boys.

For the twelve summers between 1936 and 1948, Dave lived on the Island with his mother Florrie and father Howard Lincoln. Linc was the legendary director of Mayhew's predecessor, Groton School Camp. Right up until his passing at 92, in February 2024, Dave championed the values and life lessons he learned from his father and from the classroom that is Mayhew Island.

Living on an island enables you to experience community intensely. Every day, it's inescapable. I need you and you need me. Garbage Shed full? We load up the boat and row the bags to the mainland dumpster. No one else is going to poof onto the scene to split the growing piles of wood or clear the trails. At meals, we're a little more grateful - even when the main dish isn't our favorite - because we know the effort it took the kitchen crew to prepare the food. For the staff, their families and our boys, the key challenge - and responsibility - remains the same: Bring all that

Island learning and experience to your life on the mainland.

Dave lived out that challenge and he and Jean loved bringing their best back to Mayhew to help ensure the cycle remained strong for the boys and staff of the future. The list of Dave's giving back to Mayhew is long and varied. Among the examples: he volunteered often to help open and close the camp, just as he had done with Linc as a lad. In the mid-nineties, he helped the program secure better row boats. When the idea was hatched to have friends write notes to boost the boys during the summer, Dave thoroughly enjoyed sharing with his "Postcard Pals" memories of his own time as a boy on the Island.

An accomplished baseball player at Tufts, Dave cherished umpiring the Mayhew vs. Pasquaney baseball game. My favorite game was when he and Trustee Emeritus Bob Rier got to swapping baseball stories between innings. Within a few minutes, they figured out they had played college baseball against each other. Now, here were these former rivals, totally united in supporting the Mayhew boys and their own sports dreams.



Not only was Dave an athlete, he had an abiding love of the outdoors, particularly fly fishing. He couldn't have been more thrilled when Mayhew's Jim O'Brien led the effort to make fishing a regular - and burgeoning - part of the program for the boys. When health issues put a snag in Dave's own ability to fish, he generously donated his gear to Mayhew. And then



loved catching every story and photo of the boys and their fishing adventures.

It was yet another in a long line of examples of Dave helping grow the Mayhew experience for the boys. One reaching out to help another (or a few). It's what Linc and being a Mayhew Islander taught him.

Legacy Giving

By Executive Director, Peter Saliba

Approximately 70% of Mayhew's operating income comes from individual donations. We are so fortunate for all the contributions that make Mayhew possible. It doesn't matter if you make a \$25 or a \$25,000 donation—it all contributes to the success of our boys. Some of our donors have made the decision to become members of our Legacy Society which means they have made provisions to support our boys in their estate planning.

Through a planned gift, you can support Mayhew far into the future while also meeting personal financial, tax, and estate planning objectives. With some foresight, it is easy to put a gift planning arrangement in place. You may even be able to give a larger gift in this way than you would otherwise, gaining a reduction in the taxes imposed on your estate and leaving more for your heirs. There are a variety of ways to provide for Mayhew as well as yourself and your loved ones, such as a simple bequest, donating assets from your qualified retirement plan such as your IRA or 401(k), or giving a life insurance policy that is no longer needed for its original purpose.

To date, Mayhew has received a number of substantial gifts in this manner, with all of these resources going to our boys. And, as of this date, Mayhew is fortunate enough to have more than 35 individuals who have joined our Legacy Society. If you would like to become a member of the Mayhew Legacy Society, please contact Peter Saliba, Executive Director, at 603-744-6131 or peter@mayhew.org.



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The Robert W. C. Rier Athletics Fund: Making A Difference In The Lives Of Many

By Outreach Worker, Michael Lui

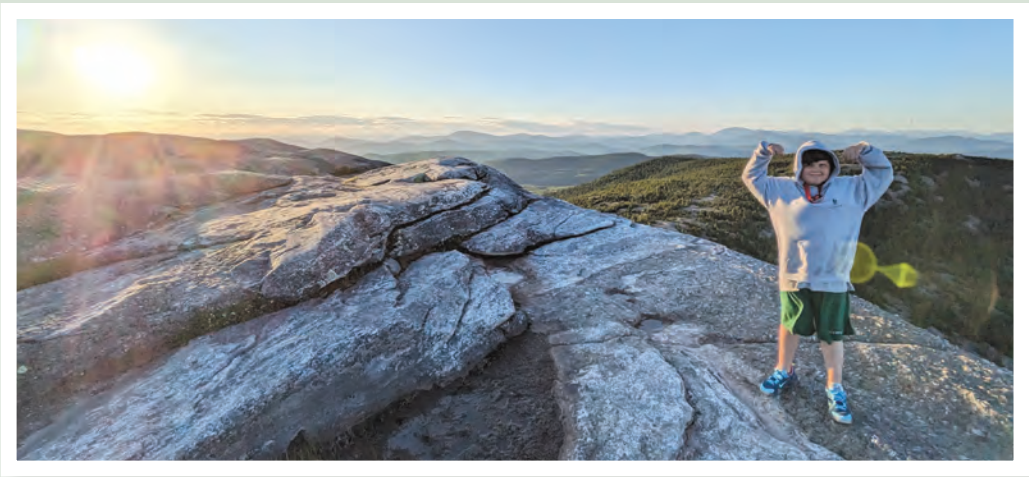
During this year's Mayhew Winter Reunion for the Lakes Region the community celebrated Isaac, a rising Link-Up, for scoring his first hockey goal. His parents, Brandon and Crystal proudly credited Mayhew's Robert C. Rier Athletics Fund for contributing to his success.

Brandon and Crystal shared that the funding they received helped them cover league fees and allowed Isaac to attend two hockey camps: Laura Stamm Power Skating and Andrew Tremble's Scoring Concepts. Brandon noted that Isaac's skills and awareness improved dramatically—from a 3/10 last year to an 8/10 this year. Additionally, Isaac has been praised for his selfless passing and natural ability in "mohawking," a crucial pivoting maneuver that is challenging for many of his peers.

Isaac currently plays Wing for the New England Wolves, a 12U Premier team based in Laconia. This season, he has recorded two goals, five-plus assists, and has earned 'Player of the Game' honors four times—an award recognizing excellent sportsmanship and effort. Isaac also received the team's Most Improved Player award!

When asked about eventually going pro, Isaac admits, "No plans... I'm just having fun right now."

Mayhew boys can apply for the scholarship by visiting the Mayhew website. The fund also awards an annual college scholarship to a Mayhew alum. The application process involves writing an essay about teamwork.



Broadened Horizons – For Boys and Staff Alike!

By Operations Director, Ed Thompson

There was an international flavor to the Island camp experience this past summer. And no, we're not just talking about Mayhew's inaugural summer Olympics; much more impactfully, we were lucky enough to have five international counselors as part of our camp staff in 2024! Nathaniel, Will, Jack & Saif joined us from the United Kingdom, and Amir came from Pakistan. When asked about what drew them to Mayhew from all the camps available, and about their experiences while at Mayhew, we got some great responses:



I chose Mayhew in part because I liked how it gave boys the chance to go to camp who otherwise might not have been able to participate because of cost constraints. And then when the boys get to the Island, they can put aside anything that may be going on at home and just have fun. In the end, the counselor experience was a lot more challenging than I anticipated, but I believe the boys helped me as much as I helped them!

— Will

I came away with more respect for myself, knowing that 'I can do hard things.' But I also came away seeing where I can improve on myself. Most importantly, I made connections with people that I will remember forever.

— Nathaniel



When I learned about the mission of Mayhew, I loved it and wanted to contribute. I also wanted to understand the general behavior and culture of America, and kids represent the purest form of any culture! I met some amazing people that had a tremendous impact on my life. I also loved the positivity on the Island, and it shaped my behavior after I returned to my studies in Hungary!

— Amir





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