

2023
Annual Report
MAYHEW





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**2023 President's Letter** 



Dear Mayhew Community:

I am honored and humbled to write to you on behalf of Mayhew and its Trustees. Last year was a momentous one for our community as we said, "See you later and THANK YOU" to our long-time Executive Director Jim Nute whose passion, drive, and unwavering commitment to Mayhew's mission for the past 30 years helped create the strong,

vibrant, and extraordinary organization we have today. That's why we did not say goodbye to Jim, but "See you later" - Jim is a member of the Mayhew community for life!

So, you might be asking, "What's the plan?" Moving forward, as we search for a new permanent Executive Director, we are blessed to have an outstanding leadership team in place, led by Interim Executive Director Ed Thompson. The staff has stepped up to fill the gap, and the Board has complete confidence in their ability to steer Mayhew forward during this transitional period. Our collective priority remains focused on upholding our mission to help at-risk New Hampshire boys to believe in themselves, work well with others, and find their best.

One of the most important functions of our job as Trustees is overseeing the process of selecting the next executive director to lead the program and manage its day-to-day operations. The Board is committed to a thorough and strategic approach to ensure Mayhew's continued success by choosing the best possible candidate for the role. To that end, a dedicated search committee (comprised of trustees, members of the Mayhew community, and a professional consultant) has been working diligently on this process for the past several months. We eagerly anticipate sharing the outcome with all of you.

As we head further into 2024, I want to wish everyone in the Mayhew community the very best. Without you all we would not be able to deliver on our mission day in, day out. The boys and I are grateful for you all. I encourage you to visit the Island this summer, talk with the staff and the boys, and see the program in action.

Again, thank you for believing in Mayhew!

With deep appreciation,

Rick Alpers Board President

James O'Brien Grayson Richey Sally Sheffield Ben Sink

Edward Thompson Tanner Thompson Anatoly Vassiliev

## **Community Partnerships: A Commitment to Service**

In 2023, Mayhew collaborated with several organizations to not only support community initiatives, but to provide opportunities for the boys of Mayhew to practice community-building, volunteerism, service, and hard work on behalf of others



The Links at D Acres Farm

During the summer, Mayhew Links ventured to D Acres Farm (now known as the Hummingbird Center) in Dorchester for two days of volunteering. Trekking a mile into the property, they dedicated their efforts to building a new mountain biking trail over two days. Despite the challenging labor, one Link, Alex, found special

fulfillment in the work. When given the choice of a less arduous task on day two he declined because he genuinely enjoyed the difficult labor of the trail work - it was a new experience for him! He even expressed interest in continuing to volunteer at the farm during the school year.



Weed Watchers at Work!

Closer to home and in collaboration with the Newfound Lake Region Association, a large group of Mayhew boys and their outreach workers engaged in an environmental conservation project this fall to protect Newfound Lake by identifying invasive species and becoming 'Weed Watchers' for the NLRA. It was an excellent day for the boys to learn new skills and practice working together, all to benefit their lake community!



Food Drive Crew! David, Christian, Colton, and Luke with Marcus

And as the holidays approached, Mayhew participants in the Monadnock region joined forces for the fifth consecutive year to support a Thanksgiving Day Food Drive at Fall Mountain Food Shelf in Walpole. Outreach Worker Marcus Blodgett and four young men from his caseload spent the day moving tables, organizing food, and hauling boxes of food in support of the community effort. First time volunteers David and Christian felt inspired by the work and plan to return to help next year!



Checking Newfound's Water

## From Postcards to Power Tools: **Mayhew's Volunteer Community at Work**

Mayhew's mission – to challenge and help at-risk New Hampshire boys to believe in themselves, work well with others, and find their best – is a big job. But it's a big job that's achievable—thanks in no small part to an always-growing team of dedicated Mayhew volunteers. With each small act, volunteers support the efforts of the Mayhew staff, and together we build something much bigger: Community! Thank you to ALL our volunteers and partners who helped Mayhew thrive in 2023!



#### Kate and Bob Schneider

Kate volunteers on opening day as a nurse to ensure all the boys are healthy and ready for camp activities. In addition, Kate and Bob help prepare the Island for the boys with clean-up and maintenance projects. Kate: "I volunteer to pay it forward. I see these boys in difficult situations, needing to learn life skills. I had people that helped me out during difficult times in my life, so I want to pay it forward. My nursing skills

really allow me to do that. My first summer volunteering I came back to the Island several times and I was able to see the change in the boys during their session. Hearing about the impact the program had on boys, especially those that became counselors, made me In 2023 Mayhew volunteers donated almost 500 hours of want to continue volunteering."

Bob: "When I was active with Boy Scouts there was a particular instance when a parent complained about a boy in the troop that was having trouble. I remember

thinking, 'We need to be here for this boy especially and help him build life skills." When Kate introduced me to Mayhew, I knew I wanted to be involved, and I hoped to offer my electrical, carpentry, and outdoor skills. Spring 2023 was my first time helping at Mayhew, and I ended up coming out to the Island 3 times over the summer!"

#### Pat Tucker

Pat has volunteered as a Postcard Pal since 2016, writing postcards to boys on the Island each summer.

> "I learned about Postcard Pals when I was a CASA volunteer and took a tour of the Island. I am of the era where mail was very important, so I love sending the boys postcards. Wherever I go now I pick up postcards I think the

service to the program! boys may like. Last summer I visited the Island and actually got to have lunch with one of the boys that I write to! As a counselor I know how important it is to give these boys a better advantage when they are younger, so they can feel good about themselves and hopefully avoid problems when they get older. If we all do something to help, even something little, it adds up to something big to help these kids. I believe doing a little something can help."

### THANK YOU VOLUNTEERS!

Peter Akerman Rich Alpers Lady Anika Andrews Lisa Athanasia Miranda Augustine Mary Avrett **Taylor Avrett** Ed Bachelor Sammy Baldini M.A. Baldwin Dylan Bell Dave Bird Brian Bisson Brendan Blair George Bolln Pete Bourbeau Bristol Fire Department **Bob Brooks** 

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#### Tim Eliassen

Tim has been volunteering his time repairing Mayhew bicycles and more since 2016.

"I feel my contribution is relatively small compared to others, especially as I learned about Mayhew from former Trustees Joe DiClerico and Graham McSwiney, who were superheroes in terms of time volunteered. As judges, both Joe and Graham had seen repeat offenders come to court and felt Mayhew was the answer with its early intervention. Once you are part of Mayhew you remain a part of Mayhew, and Mayhew will do its absolute best to see each boy on through high school and into the rest of his life. So, as I was phasing out of full-time work and had some time on my hands, I realized this was a place where I wanted to devote some time, but I wasn't sure what I could do to help. This was at a time when Link Up was really starting and there had been some

bike trips where bikes had been well used. It clicked; as a reasonable bike mechanic I thought, 'This is something I could do.' So, I went through the bikes and put them all back into tip top condition and got the big trailer rigged up to carry the bikes correctly, which would keep the bikes from being damaged. That was the start, now I come back every spring to tune up bikes, which I look forward to doing. And I enjoy all the staff that I see when I arrive; everyone who works in and around Mayhew is terrific and is happy to be around. It's because of what Mayhew does and all the people that are part of the program, that makes me want to be part of it."



#### **Kirk Phelps & Family**

The Phelps Family has been generously donating maple syrup and apple cider to the program for the boys to enjoy for almost 10 years.

"We know the benefits a positive summer

camp experience can provide for a child, and we feel strongly about making this opportunity possible for others. Our family has been blessed in so many ways (apples, maple syrup, etc.), and we love being able to share these blessings with others. We support the mission of Mayhew to serve New Hampshire boys, and so when sharing our blessings, we enjoy encouraging others to share with Mayhew as well."



#### **Rich Alpers**

Rich volunteers his time to help with projects around the Base House and on the Island, from helping open camp for the summer to unloading composting toilet parts in the winter and everything in between.

"My time on Mayhew Island is the best thing I've ever done, whether it's helping the program work for the kids by mowing the ball field, refinishing the floors, or whatever is asked of me. I feel really good every time I leave the Island. Thanks for letting me be a part of it."

Sarah John Tina Johndrow Thomas & Mary Jane Keane Jolene Knight-Ballou Taylor Kuroski Roberta LaCascia Roger & Carol LaFontaine Suzanne Lee Jennifer Lermer Bryan L'Heureux Dominic Locke Anjali Longan **Evan Lowry** Marcus Luongo-Clay

Christopher Martino

Nancy Mather

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Courtney Ridley Lisa Roberto Jae-ann Rock Rebecca Rodgers Kim Rooney Steve Rothenberg Thad Sargent Mark Schiewetz Paula Schoonmaker Josh Seamans & Kayla Croteau Julie Sedgwick Sheree Sevigny Maura Shamon Sally Sheffield Tamara Sizer Celia Slason Gretta Smith

Mark M. Smith Marilyn Soper Tracy St. Cyr Mary Jo Stephens Aubrianna Stuart Tracy Stuer Keith Styles **Kyle Talcott** Patricia Tucker Stacy Van Etten Regina Welch Sue & Ed Wilk Justin Winschel Linda Woodward

## The Mayhew Journey: Strengthening **Community through Mentorship**

When a boy commits to eight years with Mayhew, he experiences the program's unique blend of outdoor adventure, mentorship, and community engagement, all with the purpose to empower him to discover his potential, cultivate meaningful relationships, and navigate life's challenges with confidence. As boys move through the phases of the program, we get to glimpse how the Mayhew experience impacts their lives, propels them toward their goals, and enriches the communities they call home.

#### Liam Zobel - Year 2

With two summers at Mayhew under his belt, Liam is finding success within the program and his life beyond. In summer 2023 Liam worked hard at camp to model Mayhew's four cornerstones of respect, responsibility, community, and challenge, earning the honor

of both the Outer Circle and Inner Circle bandanas. He has taken this dedication off the Island as well. Having enjoyed

> Zobel Year 2



Liam with his Inner and Outer Circle Bandanas, 2023

playing sports all summer,

Liam

Liam set a goal for the year ahead – to improve his basketball skills with the aim of making a team. He spent the fall practicing on his own and shooting hoops with his outreach worker during Mayhew visits, and his perseverance paid off when he successfully earned a spot on the Lebanon Middle School basketball team! When congratulated for accomplishing his goal, Liam remarked, "Making the team was pretty cool, but the goal was to get better. And if I am going to find my best, I know this is still just the beginning!"

#### Zach Danielson - Link, Year 6

Zach has been an active participant since he joined the program in 2018, eagerly seizing every opportunity to engage in visits with Mayhew. Zach finds great solace and motivation from his outreach worker who not only encourages him to set ambitious

goals and embrace new experiences but also offers unwavering support and a listening ear during

> Zach **Danielson** Link Year 6



Zach (left) at Cantor Yards, 2019

challenging times. Despite his busy schedule balancing

responsibilities at the local Market Basket and his academic pursuits, Zach remains steadfast in his determination to achieve his goals. This year, he has set his sights on completing Drivers Ed and obtaining his license. He recognizes that a driver's license will allow him more independence and expanded opportunities for personal growth and connection within his community.

## **Behind the Scenes: The Resilience** of the Mayhew Family Community

The boys who come out to the Island, who eventually become links, then extenders, and one day move beyond the program as alumni, are shaped by many individuals over their lives. And at Mayhew we often focus on the impact of their outreach workers, their counselors, and their cabinmates. It's clear, however, that family is the largest influence on the men these boys become.

Is it possible to paint a picture of a typical Mayhew family? While our families are as varied and unique as the boys themselves, many share similar hurdles. For instance, 3 out of 5 families have a household income less than 150% of the federal poverty level, with the rest

not exceeding 250% of the poverty level. As a result of this, many Mayhew families share the same daily struggle to meet basic needs.

Housing insecurity is another challenge many families face. During a pick-up for an outreach visit in November, one mother disclosed to a staff member that she had received an eviction notice less than 24 hours earlier, and that she was desperately searching for housing options. While staff can point families toward community and state resources, frequent moving is a common experience for many Mayhew boys.

#### Jacob Dudley – Extender, year 8

Since beginning his journey with Mayhew as a member of 'Tidal Wave' and the '2x7' cabin groups in 2016 and 2017, Jacob has demonstrated tremendous determination to strive for personal excellence and engage with his community. Despite a busy schedule that includes assisting his grandparents with house renovations, committing to a rugby team that practices twice weekly, and maintaining a part-time job, Jacob consistently prioritizes his goals. Setting his sights on a career in the automotive industry, Jacob ambitiously pursued admission to the College of Applied Technologies at

the University of Northwestern Ohio, where he was recently accepted

Jacob **Dudley Extender** Year 8

into their prestigious Automotive and

Jacob (right) with his rugby mates

High-Performance Motorsports program.

#### George Tarwo - Alumni

George spent his first two Mayhew summers as a member of 'The Squires' cabin group in 2009 and the 'Moondogs' in 2010. In looking back at his time on the Island he shared recently, "My first time there, I hated it. I'd get in trouble. But, after seeing it...[I learned that] you were rewarded in certain ways. Being a role model, a team player, you'd get noticed for that...not every [consequence] in this world is a negative. That's what I tried to apply in my second year. I tried to get the most of it. I thought about fixing my life and ways I could fix myself."

And by all accounts, George had a great second summer and beyond at Mayhew, and he also forged a wonderful path away from the program too. He excelled in wrestling and after graduating high school, pursued college and then the military. He now works in law enforcement in his hometown of Concord. In reflecting on his decision to become a police officer he said,

"I'm from Concord. I grew up here, so everyone knows me. The community, they took care of me, so I wanted to return the favor.

> George Tarwo Alumni

That's the reason why I did law enforcement."



George in uniform, 2023

George currently lives in the Concord area with his lovely wife and young daughter.

Yet amidst these shared struggles, Mayhew families are bound by their dedication to their children. At summer camp drop off, a tearful hug and a wish for good

luck speaks volumes to the support a boy receives daily when he is at home. Similarly, the frequent phone calls to camp yearning for updates, or the regular 'likes' on the summer Facebook posts, emphasize to our staff how much trust the Mayhew families place in us to care for their children.

From the Mayhew staff to those who are reading about Mayhew families, to the families who are reading about themselves, know that we strive to be the role models your children need, today and in the future.



# **2023 Treasurer's Report**

Thanks to all our contributors and supporters, Mayhew finished 2023 in a solid financial position.

On the operational side of things, expenses totaled \$1.75M in 2023, higher than anticipated. Although planned expenses tracked well with our original forecast, we weathered several unplanned major events. For instance, we incurred incredible unexpected costs from a summer flood in the Mayhew parking lot that saw the loss of multiple program and staff vehicles, and we also conducted a full program evaluation (a critical part of Mayhew's strategic plan) that was not originally budgeted for 2023.

In the end, with total revenues of \$1.65M, Mayhew finished the year with a deficit. Most notably we fell short of our fundraising goal for contributions from individual donors, but we're hopeful that with your continued (or even increased!)

support we will reach our goal in 2024. There's also optimism for increased funding from capital project grants and special events in 2024 as we saw better-than-forecast support from those categories in 2023.

#### **Investment and Capital Activity**

Our investment portfolio gained \$1.1M in returns in 2023, and through individual contributions and beguests we added another \$155,000 to our Endowment. Mayhew's overall Endowment finished 2023 strong at \$6.88M. And as expected we received a tax credit for employee retention under the Cares Act that we used to help cover the flood damage, support general operations, and to pay off our mortgage on the Shorefront Cottage (making Mayhew debt free).

#### **Financial Activity**

Our balance sheet ended the year in good condition with cash on hand over \$1M.

When we look at our fixed assets plus investments, Mayhew has a total of \$10M.

Our budget for 2024 reflects the need for a large staff to support the growing number of boys in the program and the need to counter general inflation. Costs for 2024 are expected to grow by at least 10%. To that end, we have set an ambitious goal to increase individual contributions—our largest revenue source—to support our program needs.

We have lots of work to do and children that need the support Mayhew provides. Your partnership remains as important as ever.

Respectfully submitted,

Patrick Moriarty

**Board Treasurer** 

Note: This report presents Mayhew's financials as prepared by our professional bookkeeping and accounting service as of December 31, 2023. Mayhew's 2023 audit is not yet complete. Audited financials will be available in April.

### **Fund Highlight:** Robert C. Rier **Athletic Fund**

The Robert C. Rier Athletic Fund was established in honor of the late trustee emeritus Bob Rier to provide financial support to boys in their pursuit of athletic-related interests and activities outside of Mayhew. In 2023 six boys were awarded grants to help cover fees for football camp, fees to join sports teams, and expenses related to necessary equipment. Two unique requests this year were boxing shoes for Tavian and karate lessons for Tyson!



Tavian with his new boxing shoes!



Tyson receiving his first and second stripe on his white belt.

### **2023 Operating Income**

Contributions		
Individuals	\$	656,499.01
Business		38,395.13
Service Clubs	\$	38,107.52
Foundation/Grants		389,996.45
NHCF Contributions		57,892.53
Golf Tournaments/Special Events		116,773.64
United Ways		13,109.08
Government Grants		25,930.75
Miscellaneous Revenue & Fees		45,665.70
Endowment Distribution		272,811
Total Revenue	\$1,655,180.81	

<sup>\*</sup>Revenue outlines operating income only and excludes contributions restricted to the endowment

### **2023 Operating Expense**

Program	\$ 1,331,284.68
Fundraising	\$ 280,270.46
Management & General	\$ 140,135.23

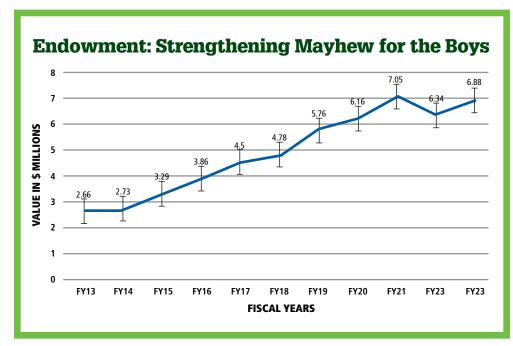
#### **Total Expense**

\$1,751,690.37



### How does Mayhew spend money?





*Excludes funds under the control	of the NH Charitable Foundation (NHCF).
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	<b>Endowment</b>	Distribution
FY23	\$6,886,901	\$272,811
FY22	\$6,349,886	\$255,780
FY21	\$7,049,581	\$229,599
FY20	\$6,166,326	\$209,415
FY19	\$5,768,456	\$183,091

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.

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 2023.

Indicates 5+ consecutive years of giving.Bold Indicates a boy, alum or family of Mayhew or the Groton School Camp.

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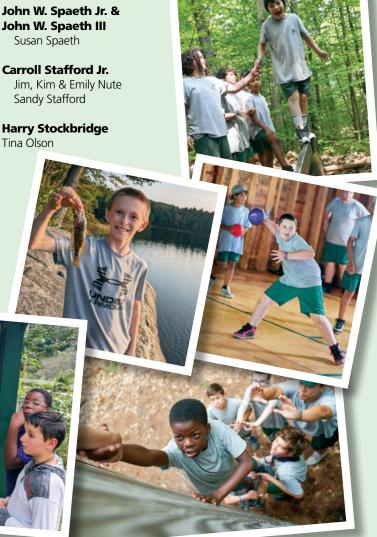
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