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Caitlin D. Davis
Commissioner

Richard K. Sala
Deputy Commissioner

STATE OF NEW HAMPSHIRE
DEPARTMENT OF EDUCATION
25 Hall Street
Concord, N.H. 03301

November 19, 2025

Her Excellency, Governor Kelly A. Ayotte
and the Honorable Council
State House
Concord, NH 03301

REQUESTED ACTION

Authorize the Department of Education, Bureau of Vocational Rehabilitation (VR) to amend a contract with New Hampshire Association for the Blind dba Future In Sight, of Concord NH (Vendor Code 154156), by increasing the price limitation by \$12,635.95 from \$214,907.16 to \$227,543.11, to provide Independent Living (IL), Part B services, with no change to the end date, effective upon Governor and Council approval through September 30, 2027. The original item was approved by the Governor and Council on November 8, 2023 (Item #132). 100% Federal Funds.

Funds are available in Fiscal Years 2026, 2027, and are anticipated to be available in Fiscal Year 2028 upon the availability and continued appropriation of funds in the future operating budget, with the authority to adjust budget line items with the price limitation and encumbrances between Fiscal Years through the Budget Office if needed and justified.

06-56-56-565010-25420000 INDEPENDENT SVCS PART-B - FEDERAL

Fiscal Year	Class/Account	Class Title	Current Budget	Increase Amount	Revised Budget
2024	102-500731	Contracts for Program Services	\$40,295.09	\$0	\$40,295.09
2025	102-500731	Contracts for Program Services	\$53,726.79	\$0	\$53,726.79
2026	102-500731	Contracts for Program Services	\$53,726.79	\$5,615.98	\$59,342.77
2027	102-500731	Contracts for Program Services	\$53,726.79	\$5,615.98	\$59,342.77
2028	102-500731	Contracts for Program Services	\$13,431.70	\$1,403.99	\$14,835.69
Total			\$214,907.16	\$12,635.95	\$227,543.11

EXPLANATION

The additional Federal Funds for this initiative became available due to the expiration of a separate contract using funding from the same grant. VR has determined that the additional funding should be awarded to New Hampshire Association for the Blind dba Future In Sight to support continued delivery of services under the IL Part B program.

The grant under Title VI, Part B of the Rehabilitation Act, as amended, enables the state to provide independent living services to individuals with significant disabilities so they can become more independent

Her Excellency, Governor Kelly A. Ayotte
and the Honorable Executive Council
Page 2 of 2

in their homes and communities. The Department provides services through contracts with nonprofit organizations which are directed and managed primarily by persons with significant disabilities.

A Request for Proposals (RFP) was advertised in 2023 for IL Part B contracted services, and four (4) vendors were chosen to be funded.

VR utilizes these contracts to have independent living services provided statewide so more individuals with significant disabilities can maintain residence in their chosen locations within their communities.

Newly available funds allow the New Hampshire Association for the Blind dba Future In Sight to provide increased services related to access modifications, coordinate services, and to offer transportation reimbursement for friends and family members who assist individuals with significant disabilities—served under the Independent Living Part B program—in participating more fully in community life.

New Hampshire Association for the Blind dba Future In Sight is a non-profit organization, and NHED has confirmed the vendor is registered and in good standing with the Department of Justice's Charitable Division. Documents supporting these assertions are available at the agency, for review upon request.

Respectfully Submitted,



Caitlin D. Davis
Commissioner of Education

**AMENDMENT TO
PROFESSIONAL SERVICES CONTRACT**

Now come the New Hampshire Department of Education, Bureau of Vocational Rehabilitation, hereinafter "the Agency," and New Hampshire Association for the Blind dba Future In Sight, Concord NH, hereinafter "the Contractor", and, pursuant to an agreement between the parties that was approved by Governor and Council on November 8, 2023 (Item #132) hereby agree to modify same as follows:

1. Amend section 1.8 of form P-37 by increasing the price limitation by \$12,635.95 from \$214,907.16 to \$227,543.11.
2. Remove Exhibit C (Method of Payment) and replace with C-1 (Method of Payment).
4. All other provisions of this agreement shall remain in full force and effect as originally set forth; and
5. This amendment shall commence upon Governor and Council approval and shall terminate on September 30, 2027.

This modification of an existing agreement is hereby incorporated by reference to the existing agreement by the parties and must be attached to the said agreement.

IN WITNESS WHEREOF, the parties, hereto have set their hands as of the day and year first above written.

THE STATE OF NEW HAMPSHIRE
Department of Education
(Agency)

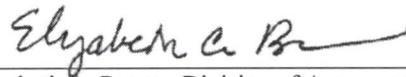
Division of Commissioner's Office

By:  12/1/2025
Caitlin. D. Davis, Commissioner of Education Date

New Hampshire Association for the Blind

By:  Nov 18, 2025
Nathalie Fortier, Chief Financial & Operating Officer Date

Approved as to form, substance and execution by the Attorney General this 1 day of December, 2025.


Elizabeth A. Brown, Division of Attorney General Office

Approved by the Governor and Council this _____ day of _____, 2025

By: _____

EXHIBIT C-1

Method of Payment

	FY2024	FY2025	FY2026	FY2027	FY2028	Total
Personnel Expenses	\$31,769.19	\$43,628.59	\$49,620.84	\$49,620.84	\$13,167.92	\$187,807.38
Mileage Reimbursement	\$2,475.90	\$3,301.20	\$3,649.58	\$3,649.58	\$912.55	\$13,988.81
Cost of Aids & Devices	\$6,050.00	\$6,797.00	\$6,072.35	\$6,072.35	\$755.22	\$25,746.92
Total	\$40,295.09	\$53,726.79	\$59,342.77	\$59,342.77	\$14,835.69	\$227,543.11

Limitation on Price:

Upon mutual agreement between the state contracting officer and the contractor, line items in this budget may be adjusted one to another, if needed and justified, but in no case shall the total budget exceed the price limitation of \$227,543.11. To be binding on the state, such adjustments of budget line items must be memorialized in writing, executed by the Contracting Officer and approved by the Commissioner.

Funding Source:

Funds are available in FY2026, and FY2027, and are anticipated to be available in FY2028 upon the availability and continued appropriation of funds in the future operating budget, with the authority to adjust budget line items with the price limitation and encumbrances between fiscal years through the Budget Office if needed and justified.

06-56-56-565010-25420000 INDEPENDENT SVCS PART-B - FEDERAL

Fiscal Year	Class/Account	Class Title	Current Budget	Increase Amount	Revised Budget
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2027	102-500731	Contracts for Program Services	\$53,726.79	\$5,615.98	\$59,342.77
2028	102-500731	Contracts for Program Services	\$13,431.70	\$1,403.99	\$14,835.69
Total			\$214,907.16	\$12,635.95	\$227,543.11

Method of Payment:

Payment is to be made on the basis of invoices which are submitted by the 10th of the following month and supported by a summary of completed deliverables, as outlined by budget line, that have taken place in accordance with the terms of the contract, along with a detailed listing of expenses incurred. If otherwise correct and acceptable, payment will be made for 100% of the expenditures listed. A final invoice is due within 30 days of the end of this contract. Failure to submit the invoice by this date could result in non-payment. Invoices and reports shall be submitted electronically to:

VR Accounts Payable
 VRNH.AccountsPayable@doe.nh.gov
 Cc: Jillian.H.Cotrona@doe.nh.gov

Contract between Brain Injury Association of New Hampshire and the New Hampshire Department of Education

State of New Hampshire

Department of State

CERTIFICATE

I, David M. Scanlan, Secretary of State of the State of New Hampshire, do hereby certify that NEW HAMPSHIRE ASSOCIATION FOR THE BLIND is a New Hampshire Nonprofit Corporation registered to transact business in New Hampshire on November 10, 1933. I further certify that all fees and documents required by the Secretary of State's office have been received and is in good standing as far as this office is concerned.

Business ID: **63495**

Certificate Number: **0007329733**



IN TESTIMONY WHEREOF,
I hereto set my hand and cause to be affixed
the Seal of the State of New Hampshire,
this 13th day of November A.D. 2025.

A handwritten signature in black ink, appearing to read "D. Scanlan", is written over a faint circular stamp.

David M. Scanlan
Secretary of State

State of New Hampshire

Department of State

CERTIFICATE

I, David M. Scanlan, Secretary of State of the State of New Hampshire, do hereby certify that FUTURE IN SIGHT is a New Hampshire Trade Name registered to transact business in New Hampshire on January 25, 2017. I further certify that all fees and documents required by the Secretary of State's office have been received and is in good standing as far as this office is concerned.

Business ID: **763739**

Certificate Number: **0007329973**



IN TESTIMONY WHEREOF,

I hereto set my hand and cause to be affixed
the Seal of the State of New Hampshire,
this 13th day of November A.D. 2025.

A handwritten signature in black ink, appearing to read "D. Scanlan", is written over a faint circular outline.

David M. Scanlan
Secretary of State



**FUTURE
IN SIGHT**

Corporate Resolution

I, **Dorothy Hitchmoth**, hereby certify that I am duly elected Chair of the Board of Directors for **NH Association for the Blind dba\Future In Sight**. I hereby certify the following is a true copy of a vote taken at a meeting of the Board of Directors/shareholders, duly called and held on **September 21, 2023**, at which a quorum of the Board of Directors was present and voting.

VOTED: That **Randy Pierce, CEO and Nathalie Fortier, CFOO** are duly authorized to enter into contracts or agreements on behalf of **NH Association for the Blind** with the State of New Hampshire and any of its agencies or departments and further is authorized to execute any documents which may in his/her judgment be desirable or necessary to effect the purpose of this vote.

I hereby certify that said vote has not been amended or repealed and remains in full force and effect as of the date of the contract to which this certificate is attached. This authority shall **remain in effect until amended or revoked by further resolution of the Board of Directors**.

I further certify that it is understood that the State of New Hampshire will rely on this certificate as evidence that the person(s) listed above currently occupy the position(s) indicated and that they have full authority to bind the corporation. To the extent that there are any limits on the authority of any listed individual to bind the corporation in contracts with the State of New Hampshire, all such limitations are expressly stated herein.

DATED: 11/7/2025

ATTEST: Signed by:
Dorothy Hitchmoth

Dorothy Hitchmoth
Chair of the Board of Directors

NONPROFIT COVER SHEET

A. Entity Name: NH Association for the Blind (Future in Sight)

B. Entity's Contact Information for Records Requests (e.g., resumes of key personnel; audited financial statements):

Nathalie Fortier
 Chief Financial & Operating Officer
 (603) 565-2422
 nfortier@futureinsight.org

C. List Board of Directors and Affiliations

<u>Name (Identify any additional role(s) in Parentheses)</u> E.g., John Doe (President)	<u>Affiliations</u>
Dr. Dorothy Hitchmoth, Chair	Dr. Dorothy L. Hitchmoth, PLLC
Andrew Crook, Vice Chair	Paramount Streaming
Jack Crisp, Treasurer	The Crisp Law Firm, PLLC
Charlie Mathews, Asst. Treasurer	Curbstone Financial Management
Clifford Harris, Secretary	Global LBH, LLC
Judi Rogato, Board Director	Retired Teacher
Tim Murray, Board Director	Retired CEO
Karen Lascelle, Board Director	John G. Burk and Associates, CPAS
Logan Bergeron, Board Director	TransMedics
David Kuhns, Board Director	Retired CEO
William Sirak, Board Emeritus	Retired Board Member

D. List Key Personnel (Resumes must be available upon request to the person(s) listed in section B or may be attached):

<u>Name</u>	<u>Role</u>	<u>Annual Salary</u>	<u>Amount Paid From This Contract</u>
Randy Pierce	President, CEO	174,221	-
Nathalie Fortier	Chief Financial & Operating Officer	157,888	-
Brianne Stone	Client Services Manager	70,304	7,312
Beth Daisy	Adult Low Vision Rehabilitation Manager	90,595	10,136
Rhonda Haller	Orientation & Mobility Specialist	57,325	6,414
Meggan Prokocimer	Low Vision Occupational Therapist	72,150	8,073
Jillian McCalvey	Low Vision Occupational Therapist	67,600	7,564

Christelle Ambrose	Low Vision Occupational Therapist	49,936	5,587
Hannah Paquette	Low Vision Occupational Therapist	83,200	9,309
Stephanie Hurd	Assistive Technology & Activities Specialist	57,414	6,424
Kate Lemire	Licensed Social Worker	34,944	3,910
Susanne Peace	Volunteer Program Manager	66,560	7,447

DISCLOSURE OF LEGAL ACTIVITIES INVOLVING THE STATE OF NEW HAMPSHIRE OR ANOTHER GOVERNMENT ENTITY

E. Check one of the following:

- The entity is **not currently or has not been** party to any legal proceeding involving the State of New Hampshire (or any agency or subdivision thereof) or any other state/federal government entity before any adjudicative body in any jurisdiction **OR**
- The entity is or has been party to one or more legal proceedings as set forth above. Identify the jurisdiction, court or other adjudicative body, case number, and briefly describe the nature of the proceeding (Attached extra sheet if necessary).

CHARITABLE TRUSTS UNIT COMPLIANCE CERTIFICATION

F. Check one of the following:

- is registered and in good standing with the New Hampshire Department of Justice Charitable Trusts Unit (** see note below) **or** has submitted a complete application for registration to the Charitable Trusts Unit and is awaiting a registration determination **OR**
- is not required to register with the Charitable Trusts Unit because it is neither tax-exempt under section 501(c)(3) of the Internal Revenue Code nor engages in charitable solicitations in the State of New Hampshire **OR**
- is exempt from registration with the Charitable Trusts Unit because it is a federal or state government, agency, or subdivision or is a religious organization, an integrated auxiliary of a religious organization, or is a convention or association of churches.

** Note: Attached screen shot from the DOJ Registered Charities List found at:

<https://mm.nh.gov/files/uploads/doj/remote-docs/registered-charities.pdf>

FINANCIAL DISCLOSURES

G. Check one the following:

- [X] The organization hired an outside firm to audit its financial statements or to prepare GAAP-compliant financial statements for its most recently completed fiscal year. If so, please ensure that the financial statements and audit results are available to be requested from the contact listed on Page 1 (audited financials may be attached) **OR**
- [] The above does not apply, but the organization filed an IRS Form 990 or Form 990-EZ for its most recently completed fiscal year. Please attach that IRS Form 990 or Form 990-EZ to the submission. (Form 990 Schedule B is not required) **OR**
- [] ***If neither of the above apply***, complete the Income Statement and Balance Sheet below with the following basic financial information from the organization's most recently completed fiscal year:

1. INCOME STATEMENT

	<u>Revenue</u>		<u>Expenses</u>
<i>Grants</i>	\$	<i>Compensation of officers, directors, and key personnel</i>	\$
<i>Donations</i>	\$		
<i>Program Services Revenue</i>	\$	<i>Other salaries & wages</i>	\$
<i>Interest & Dividends</i>	\$	<i>Payroll taxes & employee benefits</i>	\$
<i>All other Revenue</i>	\$	<i>Occupancy, rent, utilities, and insurance</i>	\$
<u>Total Revenue</u>	\$	<i>Printing, publications, postage, office supplies, and IT</i>	\$
		<i>All other expenses</i>	\$
		<u>Total Expenses</u>	\$

2. BALANCE SHEET

<u>Assets</u>		<u>Liabilities</u>	
<i>Cash & Equivalents</i>	\$	<i>Accounts Payable</i>	\$
<i>Investments</i>	\$	<i>Loans Payable</i>	\$
<i>Real Estate (less any depreciation)</i>	\$	<i>All other liabilities</i>	\$
<i>Other Property & Equipment (less any depreciation)</i>	\$	<u>Total Liabilities</u>	\$
<i>Pledges, grants, accounts receivable</i>	\$		
<i>All other assets</i>	\$		
<u>Total Assets</u>	\$		



**FUTURE
IN SIGHT**

P: 603-224-4039

F: 603-224-4378

www.futureinsight.org

Our Mission: To advance the independence of persons who are blind and visually impaired.

Future In Sight was founded in 1912 and is the only private nonprofit organization in New Hampshire to supply a comprehensive range of statewide services to children, adults and elderly who are blind and visually impaired. Through our holistic continuum of care, we provide individuals with vital services that allow them to live with confidence and dignity. Each service plan is tailored to meet the unique goals of the client.

Services can include occupational therapy, orientation & mobility training, counseling, rehabilitation therapy, enrichment and peer activities, and assistive technology. In addition, our amazing volunteers help us meet the unique needs of our clients by providing transportation to essential appointments and errands and making friendly calls and visits.

Our Vision: We imagine an inclusive world where every person who is blind and visually impaired lives with confidence and dignity.

Our Values:

We are dedicated to providing quality programs and services to our clients and their families.

We embrace new ideas which help us move towards our vision.

We treat each other and every person we serve with compassion and respect.

We communicate openly and honestly with each other, our clients, and our community.

We support our employees personally and professionally so they are best equipped to help our clients meet their unique goals



New Hampshire Association for the Blind d/b/a Future In Sight

FINANCIAL STATEMENTS

August 31, 2024

(with Comparative Totals for August 31, 2023)

With Independent Auditor's Report



INDEPENDENT AUDITOR'S REPORT

Board of Directors
New Hampshire Association for the Blind
d/b/a Future In Sight

Opinion

We have audited the accompanying financial statements of New Hampshire Association for the Blind d/b/a Future In Sight (the Association), which comprise the statement of financial position as of August 31, 2024, and the related statements of activities and changes in net assets, functional expenses and cash flows for the year then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Association as of August 31, 2024, changes in its net assets and its cash flows for the year then ended in accordance with U.S. generally accepted accounting principles (U.S. GAAP).

Basis for Opinion

We conducted our audit in accordance with U.S. generally accepted auditing standards (U.S. GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Association and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Prior Period Financial Statements and Report on Summarized Comparative Information

The financial statements of the Association as of and for the year ended August 31, 2023, were audited by Berry, Dunn, McNeil & Parker, LLC whose report dated January 16, 2024 expressed an unmodified opinion on those financial statements. The summarized comparative information presented herein as of and for the year ended August 31, 2023 is consistent, in all material respects, with the audited financial statements from which it has been derived.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with U.S. GAAP, and for the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Association's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Board of Directors
New Hampshire Association for the Blind
d/b/a Future In Sight

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with U.S. GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with U.S. GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Association's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

BMP Assurance, LLP

Manchester, New Hampshire
January 9, 2025

**NEW HAMPSHIRE ASSOCIATION FOR THE BLIND
D/B/A FUTURE IN SIGHT**

Statement of Financial Position

**August 31, 2024
(with Comparative Totals for August 31, 2023)**

ASSETS

	<u>2024</u>	<u>2023</u>
Current assets		
Cash and cash equivalents	\$ 120,627	\$ 84,860
Accounts receivable, net	145,702	118,365
Interest and dividends receivable	36,584	32,513
Contributions receivable	326,191	344,241
Supplies	44,191	44,582
Prepaid and other	<u>18,402</u>	<u>12,783</u>
Total current assets	<u>691,697</u>	<u>637,344</u>
Property and equipment, net	<u>481,814</u>	<u>517,216</u>
Other assets		
Charitable gift annuities	70,339	63,150
Investments	9,496,490	8,632,557
Beneficial interest in trusts	<u>2,129,180</u>	<u>1,902,575</u>
Total other assets	<u>11,696,009</u>	<u>10,598,282</u>
Total assets	<u>\$ 12,869,520</u>	<u>\$ 11,752,842</u>

The accompanying notes are an integral part of these financial statements.

LIABILITIES AND NET ASSETS

	<u>2024</u>	<u>2023</u>
Current liabilities		
Accounts payable and accrued expenses	\$ 47,633	\$ 20,331
Accrued payroll and related taxes	94,092	96,808
Deferred revenue	-	3,375
Current portion of charitable gift annuities obligations	<u>2,885</u>	<u>2,885</u>
Total current liabilities	144,610	123,399
Long-term liabilities		
Charitable gift annuities obligations, net	<u>23,469</u>	<u>26,778</u>
Total liabilities	<u>168,079</u>	<u>150,177</u>
Net assets		
Without donor restrictions	8,123,986	7,523,395
With donor restrictions	<u>4,577,455</u>	<u>4,079,270</u>
Total net assets	<u>12,701,441</u>	<u>11,602,665</u>
Total liabilities and net assets	<u>\$ 12,869,520</u>	<u>\$ 11,752,842</u>

**NEW HAMPSHIRE ASSOCIATION FOR THE BLIND
D/B/A FUTURE IN SIGHT**

Statement of Activities and Changes in Net Assets

**Year Ended August 31, 2024
(with Comparative Totals for the Year Ended August 31, 2023)**

	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>2024 Total</u>	<u>2023 Total</u>
Revenue and support				
Public support	\$ 698,640	\$ 307,250	\$ 1,005,890	\$ 1,314,727
Service revenue	1,150,456	-	1,150,456	955,975
Endowment spending draw for operations	<u>687,050</u>	<u>87,580</u>	<u>774,630</u>	<u>788,932</u>
Total revenue and support before net assets released from restrictions	2,536,146	394,830	2,930,976	3,059,634
Net assets released from restrictions	<u>350,875</u>	<u>(350,875)</u>	-	-
Total revenue and support	<u>2,887,021</u>	<u>43,955</u>	<u>2,930,976</u>	<u>3,059,634</u>
Expenses				
Program services	1,839,324	-	1,839,324	1,887,161
Public support	289,025	-	289,025	278,247
General and administration	<u>632,253</u>	<u>-</u>	<u>632,253</u>	<u>610,180</u>
Total expenses	<u>2,760,602</u>	<u>-</u>	<u>2,760,602</u>	<u>2,775,588</u>
Change in net assets from operations	<u>126,419</u>	<u>43,955</u>	<u>170,374</u>	<u>284,046</u>
Nonoperating activities				
Realized and unrealized gains on investments	908,764	263,124	1,171,888	407,124
Interest and dividend income	173,365	51,657	225,022	232,855
Change in value of charitable gift annuities	-	424	424	(953)
Distributions from trusts	79,393	-	79,393	75,653
Endowment spending draw for operations	(687,050)	(87,580)	(774,630)	(788,932)
Change in value of beneficial interest in trusts	-	226,605	226,605	50,505
Loss on disposal of property and equipment	<u>(300)</u>	<u>-</u>	<u>(300)</u>	<u>-</u>
Total nonoperating activities	<u>474,172</u>	<u>454,230</u>	<u>928,402</u>	<u>(23,748)</u>
Change in net assets	600,591	498,185	1,098,776	260,298
Net assets, beginning of year	<u>7,523,395</u>	<u>4,079,270</u>	<u>11,602,665</u>	<u>11,342,367</u>
Net assets, end of year	<u>\$ 8,123,986</u>	<u>\$ 4,577,455</u>	<u>\$ 12,701,441</u>	<u>\$ 11,602,665</u>

The accompanying notes are an integral part of these financial statements.

**NEW HAMPSHIRE ASSOCIATION FOR THE BLIND
D/B/A FUTURE IN SIGHT**

Statement of Functional Expenses

**Year Ended August 31, 2024
(with Comparative Totals for the Year Ended August 31, 2023)**

	<u>Program Services</u>	<u>Public Support</u>	<u>General and Administration</u>	<u>2024 Total</u>	<u>2023 Total</u>
Direct expenses					
Personnel expenses	\$ 1,295,590	\$ 214,431	\$ 513,550	\$ 2,023,571	\$ 2,006,307
Client aids and program supplies	37,330	-	-	37,330	30,458
Client programs and transportation	13,719	-	-	13,719	13,335
Professional fees	4,031	1,494	34,043	39,568	39,863
Staff training and development	9,794	1,193	3,039	14,026	15,230
Office equipment and supplies	13,507	4,788	3,703	21,998	21,903
Telephone	-	-	-	-	117
Postage and shipping	387	3,133	724	4,244	5,465
Travel	90,154	3	528	90,685	106,697
Events and activities	45,689	8,103	645	54,437	40,652
Printing and publications	11,002	9,222	216	20,440	17,442
Dues and subscriptions	3,205	-	3,477	6,682	6,043
Miscellaneous	3,916	5,010	1,286	10,212	10,923
Bad debt (recoveries) expense	(61)	-	-	(61)	15,031
	<u>1,528,263</u>	<u>247,377</u>	<u>561,211</u>	<u>2,336,851</u>	<u>2,329,466</u>
Total direct expenses					
Indirect expenses					
Occupancy, including depreciation	98,366	12,606	29,222	140,194	117,026
Information technology and general office	<u>212,695</u>	<u>29,042</u>	<u>41,820</u>	<u>283,557</u>	<u>329,096</u>
Total indirect expenses	<u>311,061</u>	<u>41,648</u>	<u>71,042</u>	<u>423,751</u>	<u>446,122</u>
Total expenses	<u>\$ 1,839,324</u>	<u>\$ 289,025</u>	<u>\$ 632,253</u>	<u>\$ 2,760,602</u>	<u>\$ 2,775,588</u>

The accompanying notes are an integral part of these financial statements.

**NEW HAMPSHIRE ASSOCIATION FOR THE BLIND
D/B/A FUTURE IN SIGHT**

Statement of Cash Flows

**Year Ended August 31, 2024
(with Comparative Totals for the Year Ended August 31, 2023)**

	<u>2024</u>	<u>2023</u>
Cash flows from operating activities		
Change in net assets	\$ 1,098,776	\$ 260,298
Adjustments to reconcile change in net assets to net cash used by operating activities		
Depreciation	43,758	45,581
Bad debt (recoveries) expense	(61)	15,031
Change in value of beneficial interest in trusts	(226,605)	(50,505)
Loss on disposal of property and equipment	300	-
Net realized and unrealized gains on investments	(1,171,888)	(407,124)
Change in value of charitable gift annuities	(424)	953
Change in operating assets and liabilities		
Accounts receivable	(27,276)	(44,111)
Contributions receivable	18,050	(323,176)
Supplies	391	(2,174)
Prepaid and other	(5,619)	5,559
Accounts payable and accrued expenses	27,302	(31,057)
Accrued payroll and related taxes	(2,716)	11,323
Deferred revenue	<u>(3,375)</u>	<u>3,225</u>
Net cash used by operating activities	<u>(249,387)</u>	<u>(516,177)</u>
Cash flows from investing activities		
Proceeds from sales of investments	2,471,320	2,029,607
Purchases of investments	(2,177,510)	(1,662,531)
Purchases of property and equipment	<u>(8,656)</u>	<u>(6,507)</u>
Net cash provided by investing activities	<u>285,154</u>	<u>360,569</u>
Net increase (decrease) in cash and cash equivalents	35,767	(155,608)
Cash and cash equivalents, beginning of year	<u>84,860</u>	<u>240,468</u>
Cash and cash equivalents, end of year	<u>\$ 120,627</u>	<u>\$ 84,860</u>

The accompanying notes are an integral part of these financial statements.

**NEW HAMPSHIRE ASSOCIATION FOR THE BLIND
D/B/A FUTURE IN SIGHT**

Notes to Financial Statements

**August 31, 2024
(with Comparative Totals for August 31, 2023)**

Nature of Activities

New Hampshire Association for the Blind d/b/a Future In Sight (the Association) is a nonprofit organization established in 1912 and incorporated in 1933 under the laws of the State of New Hampshire. The primary mission of the Association is to provide social and rehabilitation services on a year-round, statewide basis to meet the special needs of New Hampshire's residents with severe vision loss.

The Association utilizes a team approach to the rehabilitation process, encompassing individual and family counseling, orientation and mobility training, rehabilitation teaching (daily living skills), low vision clinics, and educational services. In addition, the Association maintains an active speakers' bureau and engages in public education and prevention activities disseminating information statewide, via direct mail and the media, concerning blindness, eye conditions and diseases, eye health care and safety, availability of rehabilitation services and related subject matters to promote greater awareness to the general public of the importance of eye care.

The Association's headquarters are located in Concord, New Hampshire. The Association cooperates and collaborates with other New Hampshire human service organizations and health care providers for informational and referral purposes. It performs low vision examinations and prescribes and trains clients in the use of low vision aids and rehabilitation devices.

The Association is dependent, to a significant extent, upon contributions from the general public for annual support of its operations and services. Contributions are obtained through a year-round approach that encompasses solicitation by direct mail, in-person, and at special events, proposals for funding to foundations and to individuals for planned gifts, and other related development activities which generate public support.

1. Summary of Significant Accounting Policies

Basis of Presentation

Net assets and revenues, expenses, gains and losses are classified as follows based on the existence or absence of donor-imposed restrictions:

Net assets without donor restrictions: Net assets that are not subject to donor-imposed restrictions and may be expended for any purpose in performing the primary objectives of the Association. These net assets may be used at the discretion of the Association's management and the Board of Directors (the Board).

Net assets with donor restrictions: Net assets subject to stipulations imposed by donors and grantors. Some donor restrictions are temporary in nature; those restrictions are to be met by actions of the Association or by the passage of time. Other donor restrictions are perpetual in nature, whereby the donor has stipulated the funds be maintained in perpetuity.

**NEW HAMPSHIRE ASSOCIATION FOR THE BLIND
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Notes to Financial Statements

**August 31, 2024
(with Comparative Totals for August 31, 2023)**

Use of Estimates

The preparation of financial statements in conformity with U.S. generally accepted accounting principles (U.S. GAAP) requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements. Estimates also affect the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Comparative Financial Information

The financial statements include certain prior year summarized comparative information in total but not by net asset class. Such information does not include sufficient detail to constitute a presentation in conformity with U.S. GAAP. Accordingly, such information should be read in conjunction with the Association's financial statements as of and for the year ended August 31, 2023, from which the summarized information was derived.

Contributions

Contributions are considered to be available for use without donor restrictions unless specifically restricted by the donor. Amounts received that are designated for future periods or restricted by the donor for a specific purpose are reported as increases in net assets with donor restrictions. When a restriction expires, net assets with donor restrictions temporary in nature are reclassified to net assets without donor restrictions and reported in the statement of activities and changes in net assets as net assets released from restrictions.

The Association uses the allowance method to provide for uncollectible unconditional contributions receivable. The allowance is based on prior years' experience and management's analysis of specific promises made. Based on management's assessment, no allowance was necessary at August 31, 2024 and 2023.

At August 31, 2024, all contributions receivable are expected to be collected within one year and are included within contributions receivable within the statement of financial position.

Income Taxes

The Association is a public charity under Section 501(c)(3) of the Internal Revenue Code. As a public charity, the Association is exempt from income taxes on income earned in accordance with its tax-exempt purpose. Unrelated business income is subject to income tax. Management has evaluated the Association's tax positions and concluded that the Association has no unrelated business income or uncertain tax positions that require adjustment to the financial statements.

**NEW HAMPSHIRE ASSOCIATION FOR THE BLIND
D/B/A FUTURE IN SIGHT**

Notes to Financial Statements

**August 31, 2024
(with Comparative Totals for August 31, 2023)**

Cash and Cash Equivalents

The Association considers all highly liquid investments with an original maturity date of less than three months to be cash equivalents.

The Association maintains its cash in bank deposit accounts which, at times, may exceed federally-insured limits. It has not experienced any losses in such accounts. Management believes it is not exposed to any significant risk on cash and cash equivalents.

Accounts Receivable

Accounts receivable are stated at the amount management expects to collect from balances outstanding at year-end. Management provides for probable uncollectible accounts after considering each category of receivable individually and estimates an allowance according to the nature of the receivable. Allowances are estimated from historical performance and current trends. Balances that are still outstanding after management has used reasonable collection efforts are written off through a charge to the valuation allowance and a credit to trade accounts receivable. The balance of accounts receivable as of September 1, 2022 was \$89,285.

Supplies

Supplies are stated at cost and consist of aids and devices, program supplies and postage.

Functional Allocation of Expenses

Direct expenses are charged to their specific program as incurred. Any expenditures not directly chargeable are allocated among the functions benefited based on the proportion of full-time equivalents.

Property and Equipment

Purchased property and equipment are recorded at cost, while donations of property and equipment are recorded as support at their estimated fair value at the date of donation. Expenditures for repairs and maintenance are charged against operations. Renewals and betterments which materially extend the life of the assets are capitalized. Assets donated with explicit restrictions regarding their use and contributions of cash that must be used to acquire property and equipment are reported as contributions with donor restrictions. Absent donor stipulations regarding how long those donated assets must be maintained; the Association reports expirations of donor restrictions at the time the asset is placed into service. The Association reclassifies net assets with donor restrictions to net assets without donor restrictions at that time.

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Notes to Financial Statements

**August 31, 2024
(with Comparative Totals for August 31, 2023)**

Depreciation is provided using the straight-line method in amounts designed to amortize the costs of the assets over their estimated useful lives as follows:

	<u>Years</u>
Buildings	33
Building improvements	3-33
Furniture and office equipment	5-20
Software	3

Revenue Recognition

Service revenue is reported at the estimated net realizable amount that reflects the consideration to which the Association expects to be entitled in exchange for providing client services. These amounts are due from third-party payors (including health insurers and government programs) and others, and include variable consideration for retroactive revenue adjustments due to settlement of audits, reviews, and investigations. Generally, the Association bills third-party payors several days after services are provided. Revenue is recognized as performance obligations are satisfied. It is the Association's expectation that the period between the time the service is provided to a client and the time a third-party payor pays for that service will be one year or less.

Under the Association's contractual arrangements, the Association provides services to clients for an agreed-upon fee. The Association recognizes revenue for client services in accordance with the provisions of Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) Topic 606, *Revenue from Contracts with Customers*.

Performance obligations are determined based on the nature of the services provided by the Association. Revenue for performance obligations satisfied over time is recognized based on actual services rendered. Generally, performance obligations are satisfied over time when services are provided. The Association measures the performance obligation from when the Association begins to provide services to a client to the point when it is no longer required to provide services to that client, which is generally at the time of notification to the Association.

Each performance obligation is separately identifiable from other promises in the contract with the client. As the performance obligations are met, revenue is recognized based upon allocated transaction price. The transaction price is allocated to separate performance obligations based upon the relative stand-alone selling price.

Because all of its performance obligations relate to short-term contracts, the Association has elected to apply the optional exemption provided in FASB ASC Subtopic 606-10-50-14(a), and therefore, is not required to disclose the aggregate amount of the transaction price allocated to performance obligations that are unsatisfied or partially unsatisfied at the end of the reporting period.

**NEW HAMPSHIRE ASSOCIATION FOR THE BLIND
D/B/A FUTURE IN SIGHT**

Notes to Financial Statements

**August 31, 2024
(with Comparative Totals for August 31, 2023)**

Subsequent Events

For purposes of the preparation of these financial statements in conformity with U.S. GAAP, management has considered transactions or events occurring through January 9, 2025, which is the date that the financial statements were available to be issued. Management has not evaluated subsequent events after that date for inclusion in the financial statements.

2. Availability and Liquidity of Financial Assets

The Association regularly monitors liquidity required to meet its operating needs and other contractual commitments, while also striving to optimize its available funds. The Association has various sources of liquidity at its disposal, including cash and cash equivalents and lines of credit, as disclosed in Note 6.

For purposes of analyzing resources available to meet general expenditures over a 12-month period, the Association considers all expenditures related to its ongoing operating activities as well as the conduct of services undertaken to support those operating activities.

In addition to financial assets available to meet general expenditures over the next 12 months, the Association operates with a balanced budget and anticipates collecting sufficient revenue to cover expenditures not covered by donor-restricted resources or, where appropriate, borrowings. Refer to the statement of cash flows, which identify the sources and uses of the Association's cash and cash equivalents.

The following financial assets are expected to be available within one year of the statement of financial position date to meet general expenditures:

	<u>2024</u>	<u>2023</u>
Cash and cash equivalents	\$ 120,627	\$ 84,860
Accounts receivable, net	145,702	118,365
Contributions receivable due in one year or less	326,191	344,241
Non-endowed investments without donor restrictions	767,392	558,053
Expected appropriation of donor-restricted endowed funds for use over the next 12 months	87,337	87,580
Expected appropriation of board-designated endowed funds for use over the next 12 months	801,551	687,051
Less amounts not available for general expenditures:		
Net assets with donor restrictions included in cash and cash equivalents	<u>(137,633)</u>	<u>(65,143)</u>
Financial assets available to meet general expenditures within one year	<u>\$ 2,131,167</u>	<u>\$ 1,815,007</u>

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Notes to Financial Statements

**August 31, 2024
(with Comparative Totals for August 31, 2023)**

The Association has board-designated long-term investments that are intended to function as an endowment that could be made available for general expenditure upon board approval. Since these investments are currently intended for long-term investments, they have not been included in the information above. The Association has other long-term investments and assets with donor restrictions, described in Note 4, are not available for general expenditure within the next year.

3. Beneficial Interest in Trusts

The Association is the beneficiary of several irrevocable perpetual trusts, managed by independent financial institutions. The Association has legally enforceable rights and claims to such assets, including the right to income there from. Consistent with the provisions of FASB ASC Topic 958 Subtopic 605, *Not-for-Profit Entities - Revenue Recognition*, related to accounting for contributions received, these funds are included in the Association's financial statements. The fair value of the trust assets is measured based on quoted market prices of the investments in the trusts and is reported as net assets with donor restrictions held in perpetuity. Appreciation of the trusts is not available for expenditure by the Association unless the trustees decide to appropriate it. Total distributions from these trusts were \$79,393 and \$75,653 in 2024 and 2023, respectively.

4. Fair Value Measurement

FASB ASC Topic 820, *Fair Value Measurement*, defines fair value as the exchange price that would be received for an asset or paid to transfer a liability (an exit price) in the principal or most advantageous market for the asset or liability in an orderly transaction between market participants on the measurement date. FASB ASC Topic 820 also establishes a fair value hierarchy which requires an entity to maximize the use of observable inputs and minimize the use of unobservable inputs when measuring fair value.

The standard describes three levels of inputs that may be used to measure fair value:

Level 1: Quoted prices (unadjusted) for identical assets or liabilities in active markets that the entity has the ability to access as of the measurement date.

Level 2: Significant observable inputs other than Level 1 prices, such as quoted prices for similar assets or liabilities, quoted prices in markets that are not active, and other inputs that are observable or can be corroborated by observable market data.

Level 3: Significant unobservable inputs that reflect an entity's own assumptions about the assumptions that market participants would use in pricing an asset or liability.

**NEW HAMPSHIRE ASSOCIATION FOR THE BLIND
D/B/A FUTURE IN SIGHT**

Notes to Financial Statements

**August 31, 2024
(with Comparative Totals for August 31, 2023)**

The Association's assets and liabilities measured at fair value on a recurring basis are as follows as of August 31:

	2024			
	<u>Total</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>
Investments				
Cash and cash equivalents	\$ 372,476	\$ 372,476	\$ -	\$ -
U.S. government agencies	929,278	-	929,278	-
Corporate and foreign bonds	1,788,378	-	1,788,378	-
Mutual funds	463,576	463,576	-	-
Equities	<u>5,942,782</u>	<u>5,942,782</u>	-	-
	<u>\$ 9,496,490</u>	<u>\$ 6,778,834</u>	<u>\$ 2,717,656</u>	<u>\$ -</u>
Charitable gift annuities	<u>\$ 70,339</u>	<u>\$ 70,339</u>	-	-
Beneficial interest in trusts	<u>\$ 2,129,180</u>	-	-	<u>\$ 2,129,180</u>
Charitable gift annuities obligations	<u>\$ (26,354)</u>	-	-	<u>\$ (26,354)</u>
	2023			
	<u>Total</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>
Investments				
Cash and cash equivalents	\$ 564,480	\$ 564,480	\$ -	\$ -
U.S. government agencies	942,203	-	942,203	-
Corporate and foreign bonds	1,616,177	-	1,616,177	-
Mutual funds	390,295	390,295	-	-
Exchange traded funds	126,467	126,467	-	-
Equities	<u>4,992,935</u>	<u>4,992,935</u>	-	-
	<u>\$ 8,632,557</u>	<u>\$ 6,074,177</u>	<u>\$ 2,558,380</u>	<u>\$ -</u>
Charitable gift annuities	<u>\$ 63,150</u>	<u>\$ 63,150</u>	-	-
Beneficial interest in trusts	<u>\$ 1,902,575</u>	-	-	<u>\$ 1,902,575</u>
Charitable gift annuities obligations	<u>\$ (29,663)</u>	-	-	<u>\$ (29,663)</u>

**NEW HAMPSHIRE ASSOCIATION FOR THE BLIND
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Notes to Financial Statements

**August 31, 2024
(with Comparative Totals for August 31, 2023)**

Fair value of the investments is measured using quoted prices in active markets where available. Fair value of Level 2 investments is primarily based on estimates using market prices of comparable securities. Level 3 liabilities are valued based on life expectancy tables and discounted cash flows.

Fair value of the beneficial interest in trusts is measured based on quoted market prices of the investments in the trusts but is classified as Level 3 as there is no market in which to trade the beneficial interest itself.

Changes in the fair value of assets and liabilities classified as Level 3 are comprised of the following:

	Beneficial Interest in <u>Trusts</u>	Charitable Gift Annuities <u>Obligations</u>
Balance, August 31, 2022	\$ 1,852,070	\$ (31,595)
Change in value	<u>50,505</u>	<u>1,932</u>
Balance, August 31, 2023	1,902,575	(29,663)
Change in value	<u>226,605</u>	<u>3,309</u>
Balance, August 31, 2024	<u>\$ 2,129,180</u>	<u>\$ (26,354)</u>

Investments by class of net assets consist of the following:

	<u>2024</u>	<u>2023</u>
Without donor restrictions	\$ 7,512,039	\$ 6,865,246
With donor restrictions	<u>1,984,451</u>	<u>1,767,311</u>
	<u>\$ 9,496,490</u>	<u>\$ 8,632,557</u>

**NEW HAMPSHIRE ASSOCIATION FOR THE BLIND
D/B/A FUTURE IN SIGHT**

Notes to Financial Statements

**August 31, 2024
(with Comparative Totals for August 31, 2023)**

5. Property and Equipment

Property and equipment consists of the following:

	<u>2024</u>	<u>2023</u>
Land	\$ 66,000	\$ 66,000
Buildings and building improvements	1,477,925	1,477,925
Furniture, office equipment and software	<u>452,174</u>	<u>496,244</u>
	1,996,099	2,040,169
Less accumulated depreciation	<u>1,514,285</u>	<u>1,522,953</u>
Property and equipment, net	<u>\$ 481,814</u>	<u>\$ 517,216</u>

6. Lines of Credit

The Association has borrowing capacity in the maximum amount of \$150,000 under a revolving line of credit agreement with a local bank. Outstanding advances are payable on demand and collateralized by supplies, chattel paper, accounts receivable, equipment and general intangibles. The interest rate is the Wall Street Journal Prime Rate plus 0.50% (9.00% at August 31, 2024). There was no outstanding balance on the revolving line of credit at August 31, 2024.

The Association has a \$1,000,000 demand line of credit to support working capital or other capital needs with a local bank. Outstanding advances are due on demand and collateralized by investments held at the bank. The interest rate is the Wall Street Journal Prime Rate minus 0.50%, with a floor of 5%, (8.00% at August 31, 2024). There was no outstanding balance on the demand line of credit at August 31, 2024.

7. Charitable Gift Annuities

The Association has established a program under which donors may set up charitable gift annuities. Under this program, donors can contribute assets to the Association and in return receive a guaranteed fixed income for life. The Association recognizes contribution revenue for the difference between the fair value of the assets received and the annuity obligations.

Annuity obligations are recorded for the required life annuity payments at the present value of expected future cash payments discounted using current interest rates and actuarial assumptions for those annuities. The annuity obligations are adjusted each year for changes in the life expectancy of the beneficiaries and are reduced as payments are made to the donor. The present value of future payment liabilities of charitable gift annuities was \$26,354 and \$29,663 at August 31, 2024 and 2023, respectively.

**NEW HAMPSHIRE ASSOCIATION FOR THE BLIND
D/B/A FUTURE IN SIGHT**

Notes to Financial Statements

**August 31, 2024
(with Comparative Totals for August 31, 2023)**

8. Retirement Plan

The Association offers employees a 403(b) tax deferred annuity retirement plan based on the Association's maximum contributions of 5% of employee's annual salary. The plan covers all full-time and part-time employees working 20 hours or more, who have completed a minimum of six months of service and attained the age of 20½. Contributions to the plan were \$67,665 and \$50,034 for 2024 and 2023, respectively.

9. Concentrations

For the years ended August 31, 2024 and 2023, approximately 33% and 26%, respectively, of total revenue and support of the Association was derived from State of New Hampshire contracts and school system contracts.

10. Endowment

The Association's endowment includes both donor-restricted endowment funds and funds designated by the Board to function as endowments. As required by U.S. GAAP, net assets associated with endowment funds, including funds designated by the Board to function as endowments, are classified and reported based on the existence or absence of donor-imposed restrictions.

Interpretation of Relevant Law

The Association has interpreted the State of New Hampshire Uniform Prudent Management of Institutional Funds Act (the Act) as requiring the preservation of the contributed value of the donor-restricted endowment funds absent explicit donor stipulations to the contrary. As a result of this interpretation, the Association classifies as net assets with perpetual donor restrictions (1) the original value of gifts donated to the permanent endowment, (2) the original value of subsequent gifts to the permanent endowment, and (3) accumulations to the permanent endowment made in accordance with the direction of the applicable donor gift instrument at the time the accumulation is added to the fund. If the donor-restricted endowment assets earn investment returns beyond the amount necessary to maintain the endowment assets' corpus value, the excess is available for appropriation and, therefore, classified as net assets with donor restrictions until appropriated by the Board for expenditure. Funds designated by the Board to function as endowments are classified as net assets without donor restrictions. The Association has interpreted the Act to permit spending from funds with deficiencies in accordance with the prudent measures required under the Act.

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In accordance with the Act, the Association considers the following factors in making a determination to appropriate or accumulate donor-restricted endowment funds:

- (1) The duration and preservation of the fund
- (2) The purposes of the organization and the donor-restricted endowment fund
- (3) General economic conditions
- (4) The possible effect of inflation and deflation
- (5) The expected total return from income and the appreciation of investments
- (6) Other resources of the organization
- (7) The investment policies of the organization

Endowment Composition and Changes in Endowment

The endowment net assets composition by type of fund as of August 31, 2024 is as follows:

	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>Total</u>
Donor-restricted endowment funds	\$ -	\$ 1,984,451	\$ 1,984,451
Board-designated endowment funds	<u>6,744,647</u>	<u>-</u>	<u>6,744,647</u>
	<u>\$ 6,744,647</u>	<u>\$ 1,984,451</u>	<u>\$ 8,729,098</u>

The changes in endowment net assets for the year ended August 31, 2024 were as follows:

	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>Total</u>
Endowment net assets, August 31, 2023	\$ 6,307,193	\$ 1,767,311	\$ 8,074,504
Investment return	1,064,872	304,720	1,369,592
Transfer from operating funds	59,632	-	59,632
Endowment assets appropriated for expenditure	<u>(687,050)</u>	<u>(87,580)</u>	<u>(774,630)</u>
Endowment net assets, August 31, 2024	<u>\$ 6,744,647</u>	<u>\$ 1,984,451</u>	<u>\$ 8,729,098</u>

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**August 31, 2024
(with Comparative Totals for August 31, 2023)**

The endowment net assets composition by type of fund as of August 31, 2023 was as follows:

	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>Total</u>
Donor-restricted endowment funds	\$ -	\$ 1,767,311	\$ 1,767,311
Board-designated endowment funds	<u>6,307,193</u>	<u>-</u>	<u>6,307,193</u>
	<u>\$ 6,307,193</u>	<u>\$ 1,767,311</u>	<u>\$ 8,074,504</u>

The changes in endowment net assets for the year ended August 31, 2023 were as follows:

	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>Total</u>
Endowment net assets, August 31, 2022	\$ 6,422,946	\$ 1,718,245	\$ 8,141,191
Investment return	485,310	135,024	620,334
Transfer from operating funds	101,911	-	101,911
Endowment assets appropriated for expenditure	<u>(702,974)</u>	<u>(85,958)</u>	<u>(788,932)</u>
Endowment net assets, August 31, 2023	<u>\$ 6,307,193</u>	<u>\$ 1,767,311</u>	<u>\$ 8,074,504</u>

Return Objectives and Risk Parameters

The Association has adopted investment and spending policies for endowment assets that attempt to provide for equal treatment of present and future needs, with neither group favored at the expense of the other. To meet these objectives, the Board seeks to provide reasonably stable and predictable funds from the endowment for the Association's operating budget, to grow capital and to preserve and grow the real (inflation-adjusted) purchasing power of assets as indicated by the aggregate value of appreciation and income. The Association seeks to achieve an after-cost total real rate of return, including investment income as well as capital appreciation, which exceeds that annual distribution with acceptable levels of risk.

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Notes to Financial Statements

**August 31, 2024
(with Comparative Totals for August 31, 2023)**

Strategies Employed for Achieving Objectives

To satisfy its long-term rate-of-return objectives, the Association relies on a total return strategy in which investment returns are achieved through both capital appreciation (realized and unrealized) and current yield (interest and dividends). The Association targets an asset allocation strategy wherein assets are diversified among several asset classes. The pursuit of maximizing total return is tempered by the need to mitigate the volatility of returns and preserve capital. As such, the Association seeks broad diversification among assets having different characteristics with the intent to endure lower relative performance in strong markets in exchange for greater downside protection in weak markets.

Spending Policy

In the absence of a specific donor spending policy, the Association's investment policy states that spendable investment income will be calculated as 5% of the average donor restricted endowment portfolio value based on the portfolio market value at the end of the most recent 12 quarters. Appropriations and withdrawals in excess of this policy must be approved by the Board. Under this policy, the Association appropriated for distribution \$87,580 and \$85,958 for operating purposes for the years ended August 31, 2024 and 2023, respectively, which are included in revenue and support in the statement of activities and changes in net assets.

The Association has elected to transfer from the board-designated funds to the operating account annually an amount equal to the sum of (a) 70% of the average annual unrestricted bequest income plus gift annuity remainder from the previous five fiscal years, excluding the high and low years and (b) 6% of the average balance of the board-designated funds for the 12 quarters ending the previous fiscal year. Transfers may exceed the 70% with proper approval by the Board. Under this policy, the Association appropriated for distribution \$687,050 and \$702,974 for operating purposes for the years ended August 31, 2024 and 2023, respectively, which are included in revenue and support in the statement of activities and changes in net assets.

Funds with Deficiencies

Unless otherwise directed by the donor, the annual draw for operations from donor-restricted endowment funds shall be equal to 5% of the average balance of the donor-restricted funds for the 12 quarters ending December. The Association has a policy that restricts the annual draw if it would reduce the fund balance to an amount less than the historical value of the fund. In such cases, the Association's Finance Committee shall recommend the amount of draw, if any, to the Board as part of the annual budget process. As of August 31, 2024 and 2023, there were no deficiencies of this nature associated with the donor-restricted endowment funds.

**NEW HAMPSHIRE ASSOCIATION FOR THE BLIND
D/B/A FUTURE IN SIGHT**

Notes to Financial Statements

**August 31, 2024
(with Comparative Totals for August 31, 2023)**

11. Net Assets with Donor Restrictions

Net assets with donor restrictions are available for the following purposes:

	<u>2024</u>	<u>2023</u>
Funds maintained with donor restrictions temporary in nature:		
Donor-restricted funds designated to support:		
Manchester area senior women	\$ 68,833	\$ 43,716
Real world skill building	26,079	-
Support voter outreach and engagement	16,474	-
Support of volunteer client transportation	324	6,070
Contributions receivable - time restriction	326,191	344,241
Other	25,923	15,357
Accumulated earnings on funds maintained in perpetuity to be used for general charitable purposes	<u>823,277</u>	<u>606,137</u>
Total funds maintained with donor restrictions temporary in nature	<u>1,287,101</u>	<u>1,015,521</u>
Funds maintained in perpetuity:		
Endowment funds whose accumulated earnings are to be used for general charitable purposes:		
Principal restricted, 5% maximum distribution	824,215	824,215
Principal restricted, greater of income or 6%	<u>336,959</u>	<u>336,959</u>
	1,161,174	1,161,174
Beneficial interest in trusts	<u>2,129,180</u>	<u>1,902,575</u>
Total funds maintained in perpetuity	<u>3,290,354</u>	<u>3,063,749</u>
Total net assets with donor restrictions	<u>\$ 4,577,455</u>	<u>\$ 4,079,270</u>

 **FUTURE
IN SIGHT**
**Board of Directors
CY2025**

Officers

Dr. Dorothy Hitchmoth, Chair
Dr. Dorothy L. Hitchmoth, PLLC
Optometrist

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Andrew Crook, Vice Chair
Paramount Streaming
Lead Accessibility Architect

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Jack Crisp, Treasurer
The Crisp Law Firm, PLLC
Lawyer

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Charlie Mathews, Asst. Treasurer
Curbstone Financial Management
Portfolio Manager

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]



**FUTURE
IN SIGHT**

**Board of Directors
CY2025**

Clifford Harris, Secretary
Global LBH, LLC
Licensed Real Estate Broker

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Directors

Judi Rogato
Retired Teacher

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Tim Murray
Retired CEO

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Karen Lascelle
John G. Burk and Associates,
CPAS
Managing Director

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Logan Bergeron
TransMedics
Director, Asst General Counsel

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

David Kuhns
Retired CEO

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]



**FUTURE
IN SIGHT**

**Board of Directors
CY2025
Board Emeritus**

Tim Murray

20 Metea Ln

Bedford, NH 03110

(603) 566-8396

murray.tia@gmail.com

William Sirak

150 Pleasant Pond Way

Manchester, NH 03102

(603) 219-2125

William_sirak@comcast.net

Key Personnel for Independent Living Part B Contract

<u>Name</u>	<u>Title</u>	<u>Annual Salary</u>	<u>Contract Amount</u>
Randy Pierce	President, CEO	174,221	-
Nathalie Fortier	Chief Financial & Operating Officer	157,888	-
Brianne Stone	Client Services Manager	70,304	7,312
Beth Daisy	Adult Low Vision Rehabilitation Manager	90,595	10,136
Rhonda Haller	Orientation & Mobility Specialist	57,325	6,414
Meggan Prokocimer	Low Vision Occupational Therapist	72,150	8,073
Jillian McCalvey	Low Vision Occupational Therapist	67,600	7,564
Christelle Ambrose	Low Vision Occupational Therapist	49,936	5,587
Hannah Paquette	Low Vision Occupational Therapist	83,200	9,309
Stephanie Hurd	Assistive Technology & Activities Specialist	57,414	6,424
Kate Lemire	Licensed Social Worker	34,944	3,910
Susanne Peace	Volunteer Program Manager	66,560	7,447
			72,176

RANDY L. PIERCE

NON-PROFIT STRATEGY | STAKEHOLDER RELATIONS | TEAM LEADERSHIP & DEVELOPMENT

An energetic and visionary leader whose proven track record of achieving peak results through cohesive team building, compassionate communication and empowering a shared vision that has positively and substantially impacted citizens and leaders throughout the state of New Hampshire and beyond.

EXECUTIVE SUMMARY

- 12+ years of successfully leading and managing non-profits, creating solid fiscal strategies, and fiercely advocating for improved services, access, and resources for people who are blind and visually impaired. Recognized by peers and colleagues for inspiring and motivating teams and demonstrating strong and strategic problem-solving skills in traditionally resource-strained environments.
- Passionate about developing talent and helping people expand their scope of abilities and self-awareness through a range of professional coaching methods. Actively mentors 20 individuals including other non-profit chairs and C-Suite executives.
- Highly values being a candid, transparent, and analytical leader who possesses a deep technical aptitude in addition to core principles that center around interpersonal connections and empathy.
- Demonstrated ability to manage and navigate organizations through intense “sea change” and crises.
- Highly analytical and technically savvy; leverages technical background to evaluate and implement efficiencies through new assistive technology in hardware, screen readers, navigation, scanning, and identification on PC and IOS.

RELATED EXPERIENCE

Future In Sight | Concord, NH

2021 – Present

2008 – 2018

A 100+ year-old organization that provides NH citizens who are blind or visually impaired the education, training, and support they need and deserve.

President and CEO

- Establishes goals, objectives, and key performance measurements in collaboration with the Board of Directors, the management team, and other staff members as appropriate.
- Works with the CFOO to assess the competitive landscape for services provided and to ensure that FIS is well positioned financially to deliver quality programs.
- Organizes, motivates, and mentors internal team leaders to strategically grow the organization’s impact, program services and fundraising capabilities.
- Drives business development and fundraising in collaboration with the Development Director, leveraging the Board as needed.
- Initiates, cultivates, and furthers relationships with the organization’s portfolio of individual, foundation and corporate supporters. Identifies and builds relationships with revenue and referral sources.
- Provides strategic leadership and oversight for the administrative and operational functions of the organization.
- Assumes responsibility for the fiscal integrity of the organization. Ensures that financial resources are prudently directed and that FIS is in compliance with any applicable laws and regulations.
- Coordinates the development of a board approved annual budget with the CFOO.
- Represents the organization and serves as chief spokesperson publicly at events, conferences, and partnership meetings as well as with government agencies.

Board Chair (2015 – 2017) / Board Member (2008 – 2018)

- Provided support and guidance around development initiatives, client services, and advocacy.
- Also served on the Blind Awareness Walk Committee and Co-Chaired the Client Services Committee.

2020 Vision Quest, Nashua, NH

2010 – Present

2020 Vision Quest inspires individuals to achieve their peak potential by illustrating key tools to build positivity and resilience. Funds raised support guide dog partnerships and crucial services for people who are blind & visually impaired.

Founder, President & Board Chair

- Founded organization and continues to manage a team of 18 volunteers, 50% of which are original team members who joined upon inception. Successfully raised over \$750k in charitable donations through keynotes, event facilitation, donor relations, and corporate partnerships.
- Recruits, interviews, and trains mission-centered volunteers.
- Manages P&L, budget forecasting, grant opportunities, and donor relations.
- Presents 14+ keynotes per year at a variety of corporate and non-profit trainings, events, school presentations, and conferences.
- Oversees all Public Relations initiatives with both the press and community stakeholders who are directly impacted by the organization's efforts and initiatives.
- Personally, competes in various activities throughout the year (including running the [Boston Marathon](#) and [Hiking Mount Kilimanjaro](#)) to champion 2020 Vision Quest's mission, spread awareness, and increase access to potential donors.
- Familiar with medical billing and reimbursement trends; hands-on experience advocating and campaigning for more affordable access to necessary services.
- Creates mutually beneficial relationships within the business community.

Lions Club | Hudson, NH

2008 – Present

A worldwide charitable society devoted to social and international service with a focus on supporting efforts to broaden resources for people who are blind and visually impaired.

President and Board Chair (2014 – 2015) / Member (2008 – Present)

- Serves as an active member of the largest Lions Club in the state. Led Club and Board from 2014 to 2015, and provided strategic direction, membership development opportunities, and fiscal oversight.

PROFESSIONAL ACHIEVEMENTS

Author "See You at the Summit"	2018
TEDx Springfield, MA " Social Risk Management "	2015
TEDx Amoskeag Millyard " Vision Beyond Sight "	2014

RECOGNITION & AWARDS

Awarded Honorary Doctorate of Humane Letters Degree from UNH-Manchester	2021
Recipient of the Spirit of NH Volunteer Award	2017
Recipient of the Jo Adcock Service Award	2016
Toastmasters International Speaker Award	2015
Received New England Emmy Award for Windows to the Wild " Hiking in the Dark " (NHPTV)	2015
Received UNH's Award of Excellence for Outstanding Achievement	2015
Featured in NH Magazine's "It" List	2012

EDUCATION

Honorary PHD in Humane Letters, University of New Hampshire Manchester, NH	2021
B.S. in Electrical Engineering, University of New Hampshire Durham, NH	1988

PERSONAL ACHIEVEMENTS

2x USABA National Marathon Champion	2014, 2017
Received 2 nd Degree Black Belt	2011

Nathalie Fortier

OVERVIEW

Programmatic leadership & management. Planning & implementation of strategic goals. Expertise and experience with financial operations of the non-profit sector, as well as for-profit, with revenues up to \$150M. Thorough understanding of GAAP; strong communication and interpersonal skills.

JOB EXPERIENCE

Chief Financial & Operating Officer	9/21 to Current
Chief Financial Officer	9/19 to 9/21
Vice President of Finance & Administration	5/14 to 9/19
<u>Future In Sight, formally NH Association for the Blind, Concord, NH</u>	<u>5/14 to Current</u>
Implementation of strategic goals, performance management, and annual operating planning	
Oversight of company operations and employee productivity	
Build and maintain an inclusive team culture where team members thrive, and organizational outcomes are met	
Ensure effective recruiting, onboarding, professional development, performance management, and retention	
Adhere and enforce regulatory compliance	
Ensure ongoing programmatic excellence	
Continually assess relevance of current programs to community and client needs	
Collaborate on financial matters related to:	
Program management • Strategic planning • Policy decisions • Organizational admin. and operations	
Serve as staff liaison to the Finance and Investment Committees of the Board of Directors	
Prepare/compile information for Board and Committee meetings	
Direct business and operational functions concerning account systems, procedures and internal control	
Oversee staff responsible for accounting processes, information technology and facilities	
Manage the annual budget process and maintain cost control	
Responsible for facility security, maintenance, and capital improvements	
Preparation of audited financial statements	
Ensure accurate and timely preparation of all regulatory filings	
Analyze viability of prospective funding proposals with philanthropy and program staff leaders	
Supervise and direct staff of accounting, facilities, technology, and general office operations	
Director of Finance	<u>7/08 to 5/14</u>
<u>University of New Hampshire School of Law, Concord, NH</u>	
Supervise and direct accounts payable, accounts receivable and payroll	
Manage cash and investment accounts	
Analyze, coordinate and prepare annual budget	
Implement and maintain general ledger and system of internal controls	
Preparation of audited financial statements	
Ensure accurate and timely preparation of all regulatory filings	
Prepare/compile information for Board and Committee meetings	
Review, prepare and revise policies and procedures	
Collaborate with other department heads to ensure effective and efficient processes	
Finance Manager	<u>8/07 to 7/08</u>
<u>Crisp, Barrett & Uchida, PLLC, Concord, NH</u>	
Staff Accountant	<u>10/04 to 8/07</u>
<u>George Colburn, CPA, Concord, NH</u>	
Finance Manager	<u>9/05 to 12/06</u>
<u>Crisp & Associates, PLLC, Concord, NH</u>	
Cost Accountant	10/97 to 10/99

Nathalie Fortier

Payroll /AP/AR Manager

4/95 to 10/97

Meggitt Avionics, Inc, Manchester, NH

4/95 to 10/99

EDUCATION

Master of Science, Business Administration

2022

Bachelor of Science, Major in Accounting

1996

Southern New Hampshire University

Brianne Stone

111 Hill Road

EXPERIENCE

2017-Present Future in Sight

Concord, NH

2025- Present: Client Services Manager

- Manage the Youth Services Team, Early Support Services, and Auxiliary Service Teams including Care Coordination, Volunteer Services, and Groups and Activities
- Initiate and set programming goals based on the strategic objectives of the organization.
- Manage program budgets and ensure efficient resource allocation.
- Devise evaluation strategies to monitor performance and determine the need for improvement.

2022-2024: Client Care Supervisor

- Collaborates with our providers to facilitate effective provision of services as well as the integration of those services into the individual's and the family's lives.
- Provides supervision, guidance, and direction to Client Care Coordinators/Business Office Assistants in daily operations and case management.
- Acts as liaison to management as it relates to practice operations, and successfully manages partner and provider relationships by championing expectations and addressing concerns.
- Facilitate peer support groups, provides consultations, conduct public education and in-service trainings.

2017-2022: Case Worker

- Conduct Social Work intake with new clients
- Provide case management support to clients
- Make referrals to external agencies to support clients

2015-2017 Southern NH University

Manchester, NH

College for America Learning Coach

- Provided students with a primary and reliable point of contact, built relationships and coached students through onboarding, their education, program changes and graduation.
- Guided students in planning a program path, setting, and maintaining pace and developing a support network by directing students to resources within and outside the SNHU community.

2012-2015 Allenstown School District Allenstown, NH

Business Manager

- Created and managed multi-million-dollar school budgets through collaboration with Principals, Teachers and SAU staff.
- Managed school checking accounts, bank deposits, and reconciliations.

2007-2012 Pembroke Academy Pembroke, NH

Business Teacher

- Developed and implemented curriculum and lesson plans for students.
- Taught a variety of classes including Personal Finance, Computer Applications, Business Math, and Communications.
- Counseled students with college and career planning.

EDUCATION

2003-2006 Southern New Hampshire University Manchester, NH
B.S., Business Education.

2023 Boston University Boston, MA
Case Management Certificate

2022 University of New Hampshire Manchester, NH
Leadership and Management Certificate

2021 Vision Education Seminars Elkins Park, PA
Low Vision Certificate

BETH A. Daisy

603-271-7184 • 721 Laurel Ave, Manchester, NH 03104 • beth.ann.daisy@charmer.com • <https://www.linkedin.com/in/FisherBethA/>

EDUCATION

- Graduate Certificate in Assistive Technology University of New Hampshire, May 2019
- Master of Science, Occupational Therapy University of New Hampshire, Dec 2018
- Graduate Certificate in Aviation Safety Naval Postgraduate School, June 2001
- Bachelor of Arts (With Distinction), Biological Sciences Cornell University, May 1997

PROFESSIONAL EXPERIENCE

FUTURE IN SIGHT, Concord, NH – Adult Vision Rehabilitation Manager Dec 2024 – Present
Supervisor of Occupational Therapy Sept 2020 – Dec 2024

- Supervise a team of 5 occupational therapists, a Certified Orientation and Mobility Specialist, and a Social Worker while maintaining an active client caseload at 75% FTE
- Facilitated Future In Sight earning regional recognition from NE/AER as a leader of blind/low vision service
- Spearheaded last 4 years of Future In Sight's voter training efforts including outreach, media production, and training sessions throughout the state for users and stakeholders
- Facilitated approximately 20 technology-focused groups for older adults each year

NORTHEAST REHABILITATION HOSPITAL NETWORK, Salem, NH – Inpatient OT Jul 2019 – Sept 2020

- Developed and implemented appropriate plans of care and discharge goals based on thorough assessment incorporating all aspects of patient limitations and goals, and potential discharge environment.
- Provided training and education for patients, caregivers, and families on self-care activities, post-surgical precautions, use of durable medical equipment, assistive technology, compensatory techniques, home modifications, and home exercise programs.

FIT TO GARDEN, Newmarket, NH – Program Developer/Occupational Therapist Aug 2018 – May 2020

- Developed a novel occupational therapy and assistive technology-focused gardening program for community-dwelling older adults implemented between Jan-May 2020. www.FitToGardenProgram.com
- Collaborated with UNH faculty, UNH Cooperative Extension, occupational therapists, master gardeners, and community stakeholders for needs assessment and curriculum development.

UNH DEPARTMENT OF OCCUPATIONAL THERAPY, Durham, NH – Adjunct Faculty Aug 2018 – May 2020

- For 3 semesters, supervised 13 UNH OT graduate students providing occupational therapy group interventions to older adults and stroke survivors.

AGING EXCELLENCE, Portsmouth, NH – Personal Support Specialist Aug 2018 – Jan 2020

- Provided personal care for adult clients to maintain independent living.

UNH INSTITUTE ON DISABILITY, Durham, NH – Assistive Technology Assistant Aug 2018 – Jan 2019

- Provided training to approximately 20 rehabilitation professionals as well as 20 students with cerebral palsy and their families as part of a full-day workshop in Trivandrum, Kerala, India.
- Provided in-service training for approximately 200 faculty and medical students as part of a development workshop, Thirumala Devaswom Medical College in Alleppey, Kerala, India.
- Fabricated wheelchair modifications for 8 students with cerebral palsy.

BETH A. Daisy

603-228-2134 • 721 Coral Ave, Manchester, NH 03104 • beth.ann.daisy@hotmail.com • https://www.linkedin.com/in/BethA.Daisy/

KREMPELS CENTER, Portsmouth, NH – Level IIB Fieldwork Intern April 2018 - July 2018

- Facilitated 75 movement-based, cognitive, or creative expression groups for adults with brain injuries.
- Administered and interpreted assessments with clients to generate or modify client goals and match clients with appropriate individualized treatment or groups.

WENTWORTH-DOUGLASS HOSPITAL, Dover, NH – Level IIA Fieldwork Intern Jan 2018 - Mar 2018

- Evaluated and treated approximately 360 patients on the acute care and post-surgical floors at a community hospital with emphasis on increasing patient's abilities with activities of daily living (ADLs).

AIR METHODS CORPORATION, Payson, UT - EMS Helicopter Pilot Sept 2007 - July 2015

- Safely transported over 300 patients to appropriate hospitals in accordance with all applicable Federal Aviation Regulations (FARs), policies, and company directives.
- As Lead Pilot at the Payson, UT helicopter base for the University of Utah's Air Med Program, managed federal and company compliance requirements for 4 pilots, 1 mechanic, and 1 aircraft.
- Taught annual safety classes to medical crews and flight coordinators for Crew Resource Management (CRM) training
- Recognized by Bell Helicopters for safely completing 3000 accident-free flight hours.
- Published an article in a professional journal to address and rectify common communication problems within the emergency response community

PAPILLON GRAND CANYON HELICOPTERS, Tusayan, AZ – Tour Helicopter Pilot Dec 2006 – Sept 2007

- Safely flew approximately 600 Grand Canyon tour flights in accordance with all applicable Federal Aviation Regulations (FARs), policies, and company directives.
- Provided 4 safety training lectures and in-flight bad weather recovery procedures training for fellow pilots.

UNITED STATES MARINE CORPS – Pilot, Safety Officer, & Recruiter (Reserves) Nov 2006 - Jun 2018
(Active) May 1997 - Nov

2006

- Managed a staff of 60 Marines at a week-long leadership camp for 200 high school students as the Executive Officer of Summer Leadership and Character Development Academy 2016 and 2017.
- Devised, implemented, and monitored 18-month training plans for 48 pilots and crew chiefs to address squadron needs and individual abilities and goals.
- Completed four overseas deployments including Operation Iraqi Freedom.
- Assisted in aircraft mishap investigations and taught classes on aviation safety, Crew Resource Management (CRM), and Operational Risk Management (ORM).
- Instructed members of the Brigham Young University Football Team and Idaho State University Women's Basketball Team (including the coaching staffs) on leadership, team dynamics, and ethical decision making.

PUBLICATIONS

Fisher, B. (2009). Improving communication and safety between state troopers and helicopter EMS agencies. *Utah State Trooper* 16(3), 16-18.

BETH A. Daisy

PRESENTATIONS

- "Aging Eyes: Seeing Solutions for Low Vision through Skills, Tools, and Tech", Osher Lifelong Learning Institute, University of New Hampshire, Concord, NH, Oct 10, 2025 and Oct 3, 2025
- "Occupational Therapy for Low Vision", UNH Department of Occupational Therapy, Guest Lecturer, Durham, NH, June 11, 2025 and July 5, 2024
- "There's OT in Technology,, Vision Serve Alliance, Online Webinar, March 12, 2025
- "Occupational Therapy for Low Vision", New Hampshire Optometric Association Winter Conference, Derry, NH, Feb 5, 2025
- "Made AT at the Silver Retreats", Assistive Technology Makers' Fair: Making AT for All, Concord, NH, Sept 17, 2022
- "Low Vision for the Generalist Occupational Therapy Practitioner", New Hampshire Occupational Therapy Association Annual Conference, Nov 10, 2020
- "Creating Low Cost Assistive Devices" (with Dr. Therese Willkomm), Faculty and Student Development Workshop, Thirumala Devaswom Medical College, Alleppey, Kerala, India, Jan 14, 2019
- "Providing Client Centered Occupational Therapy for Veterans through Military Cultural Competency", NHOTA Special Interest Section, Portsmouth Regional Hospital Nov 5, 2018
- "Sexuality: The OT's Role in Addressing Sexual Functioning", UNH Department of Occupational Therapy, Guest Lecturer, Nov 2018 and Oct 2019
- "Crew Resource Management in Military and Civilian Aviation," Utah Valley University School of Aviation Science, Guest Lecturer on Nov 18, 2013, Oct 25, 2012, & Oct 11, 2011

AFFILIATIONS

- American Occupational Therapy Association – Member since 2015
- New Hampshire Occupational Therapy Association – Member since 2016 and Membership Chair 2022-2025

CERTIFICATIONS AND LICENSES

- Occupational Therapist Registered OTR® Certification #418674, NBCOT
- Occupational Therapist License #2880, New Hampshire OPLC
- Certified Low Vision Therapist #23680, ACVREP
- Certified Assistive Technology Professional #94903, RESNA
- Certified Aging in Place Specialist (CAPS), National Association of Home Builders and AOTA

Meggan Prokocimer, M.S., OTR/L

7 Prescott Road Epping, NH 03041

Phone: 603-634-4228 Email: [REDACTED]

CORE STRENGTHS

Analytical Skills

- Experienced clinician with problem solving and critical-thinking skills
- Demonstrates strong evaluation skills to assess a range of physical, cognitive and functional impairments
- Able to solve complex problems, develop effective solutions and communicate results

Communication

- Strong verbal and nonverbal communication skills
- Communicates with professionalism to build positive, cooperative, working relationships
- Demonstrates a team player mentality to optimize client outcomes and satisfaction

Organization

- Works independently and able to prioritize, multi-task while maintaining a high level of productivity
 - Proficient with documentation
 - Completes work tasks in a timely manner with excellent work ethic and integrity
-

PROFESSIONAL EXPERIENCE

OCCUPATIONAL THERAPIST

Future In Sight Concord, NH

2024-Present

- Provides in-home, client-centered occupational therapy services to individuals with visual impairments in their homes.
- Performs functional vision assessment which includes standardized and non-standardized assessment tools and collaborate closely with clients and their families to develop an individualized treatment plan to obtain client goals.
- Specialize in low vision interventions which includes training with environmental modifications, low vision optics and devices and training and modification of assistive technology.

OCCUPATIONAL THERAPIST

Colonial Poplin Nursing and Rehabilitation Center, Fremont, NH

2015 - Present

- Performs assessments of patients with complex medical diagnoses
- Collaborates effectively with multi-disciplinary team, patients, and patients' families
- Supervised COTAs and restorative aide
- Develops treatment plans using evidenced based and best practice guidelines, in order to utilize resources appropriately and maximize outcomes

OCCUPATIONAL THERAPIST

HealthBridge Management, Concord, MA

2014 - 2015

- Identified client limitations based on objective data and evaluation findings
- Completed all documentation and written communication accurately in a timely manner
- Performed evaluations and assessments of clients with a wide variety of complex physiological, psychological, and social needs

OCCUPATIONAL THERAPIST

Contract Therapist, Concord, MA
2014

2013 -

- Successfully managed a caseload of medically complex patients in various locations as a contract therapist
- Demonstrated ability to successfully work independently and on multidisciplinary teams
- Established rapport quickly with wide variety of medical team members, clinical peers, and the public

OCCUPATIONAL THERAPIST

Kendal at Ithaca, Ithaca, NY

2012 - 2013

- Completed chart audits, reviews, and quarterly assessments to identify change in status, determine the need for skilled intervention, and appropriately allocate resources
- Established client-centered interventions to maximize functional outcomes
- Worked independently to determine medical necessity for occupational therapy services and various community resources

OCCUPATIONAL THERAPIST

Ithaca City School District, Ithaca, NY

2012 - 2013

- Performed evaluations with use of standardized assessments to determine the need for clinical intervention
- Assessed patient progress toward goals and custom-tailored treatments to meet the psychosocial and medical needs of the individual
- Consulted with treating providers, clinical peers, counseling staff, and multidisciplinary team members to address client needs

OCCUPATIONAL THERAPIST

CompHealth, Worcester, MA

2012

- Provided comprehensive Occupational Therapy services to individuals within the home setting.
- Completed timely and accurate documentation.
- Patient and family education regarding most appropriate DME, compensatory strategies and safety strategies recommended for safe completion of activities of daily living, functional mobility and instrumental activities of daily living.

OCCUPATIONAL THERAPIST

OT Etc., San Diego, CA

2010 - 2012

- Built trust and successfully treated patients with psychologically sensitive medical histories
- Participated in case management tasks to optimally address the needs of each patient and family with referrals, communication with physicians and other health professionals
- Utilized assessment tools and critical thinking skills to establish appropriate care plans

OCCUPATIONAL THERAPIST

Sitirin Rehabilitation Center, New Hartford, NY

2008 - 2009

- Assessed and developed treatment plans for patients with wide variety of complex diagnoses in inpatient setting
 - Built trust and successfully treated patients with extensive medical needs
 - Supervised and communicated with COTAs to deliver effective treatments and maximize client outcomes
-

LICENSURE AND CERTIFICATION

Licensed Occupational Therapist

New Hampshire

National Board for Certification in Occupational Therapy (NBCOT)

EDUCATION

Master of Science, Occupational Therapy

University of New Hampshire, Durham, NH

Bachelor of Science, Occupational Therapy

University of New Hampshire, Durham, NH

Christelle Ambrose, MOT, OTR/L, CLVT

Occupational Therapist, Certified Low Vision Therapist

Occupational therapist with over 16 years experience seeking partnership with an organization that strives to provide independence, accessibility and training to individuals impacted by blindness or vision impairment.

87 Church Street
[Redacted]
[Redacted]
[Redacted]@gmail.com

EXPERIENCE

Future In Sight, Concord, NH — Low Vision OT

FEBRUARY 2023 - PRESENT

Provides services to clients including assessment and education on visual skills, low vision aids/devices and assistive technology training.

Core Medical Group, Manchester, NH — Travel OT

AUGUST 2021 - FEBRUARY 2023

Travel therapist treating young adult to geriatric clients throughout Vermont and New Hampshire to improve ADL/IADL performance.

Fox Rehabilitation, Keene, NH — Lead OT & Rehab Director

MAY 2016 - OCTOBER 2022

Rehabilitation and leadership in assisted living/independent living facility including direct services to residents and community presentations.

EDUCATION

University of Texas Health Science Center San Antonio, TX — Master of Occupational Therapy

JUNE 2006 - MAY 2009

University of Texas at San Antonio San Antonio, TX — BA in Psychology & Criminal Justice

JUNE 1994 - DECEMBER 1997

CERTIFICATIONS

Certified Low Vision Therapist (CLVT)

LSVT BIG & BIG for LIFE Certified

National Board for Certification in Occupational Therapy (NBCOT)

SKILLS

Assistive technology skills
Proficient w/Microsoft Office & Google Suite, Salesforce
Train on iOS & Android
Excellent interpersonal skills
Deliverable presentations
Coachable, self-motivated
Strong time management
Experience with all age groups
Flexible, willing to travel
Superior customer service

ACCOMPLISHMENTS

Above average direct service hours and satisfaction scores
Lead presenter in immersive workshops through the state
Mentor to new grads and OTs seeking CLVT certification
Creator of workshops and blog content

ACTIVE OT LICENSES HELD

New Hampshire
Massachusetts
Vermont

Hannah Paquette

101 Brown Hill Rd

Row, NH 03304

(603) 969-1780

hpaquette1210@gmail.com

Experience

November 2023 – Present

Future In Sight – Occupational Therapist, Certified Low Vision Therapist

- Conduct comprehensive in-home low vision evaluations to assess clients' functional vision and its impact on daily occupations and independence.
- Administer and interpret standardized assessments measuring distance and near visual acuity, reading speed, contrast sensitivity, color discrimination, visual field loss, scotoma localization, and home safety.
- Develop and implement individualized, client-centered intervention plans addressing vision-related goals to enhance safety, independence, and participation in meaningful home and community activities.
- Educate clients, families, and caregivers on adaptive strategies, environmental modifications, and assistive technology to optimize functional vision and quality of life.
- Collaborate with interdisciplinary team members, including ophthalmologists, optometrists, orientation and mobility specialists, volunteer coordinators, and social workers, to ensure comprehensive, coordinated care for clients with visual impairments.

May 2022- November 2023

Powerback Rehabilitation, Concord - *Occupational Therapist, Director of Rehabilitation*

- Managed multidisciplinary team members.
- Collaborated with an interdisciplinary team to introduce new therapy programming and incorporate into the weekly schedule, to improve communication, and to contribute to daily meetings.
- Developed and implemented organizational systems to maximize time management, business development and growth.
- Implemented newly introduced medicare funded programs to maximize patient outcomes.

- Performed evaluations, provided direct patient care, and provided supervision to COTA.

September 2021 - May 2022

Powerback Rehabilitation To You, Bedford, NH - Occupational Therapist

- Evaluated and treated patients in their homes and in the community.
- Developed patient centered, evidenced based goals following medicare guidelines.
- Managed daily schedule to meet company standards for productivity.
- Completed documentation on time.

Skills

- Certified Low Vision Therapist and Vision Rehabilitation Specialist
- Use of a collaborative approach to maximize patient and financial outcomes
- Promotion of skill development for clinical staff to maximize patient outcomes and program development

Education

May 2016 - May 2021

Salem State University, Salem, Massachusetts - Masters of Science

- Concentration: Occupational Therapy
- Cumulative GPA of 3.0/4.0
- Level II Fieldwork Placement (1): Krempels Center, Portsmouth, NH
- Level II Fieldwork Placement (2): Kearsarge Regional School District at Bradford and New London

Jillian McCalvey, OTR/L

Newmarket, NH | jmccalvey@futureinsight.org | 603.325.1891

EDUCATION

University of New Hampshire - Durham, NH **Dec. 2021**
Master of Science: Occupational Therapy
GPA: 3.91

University of New Hampshire - Durham, NH **May 2020**
Bachelor of Science: Occupational Therapy
GPA: 3.91

- Dean's List, Graduated with Honors, Summa Cum Laude

PROFESSIONAL EXPERIENCE

Future In Sight **Feb. 2023 – Present**
25 Walker St, Concord, NH 03301
Occupational Therapist, Low Vision

- Evaluates and treats clients with visual impairments or blindness to increase function and independence in the areas of reading, writing, financial management, leisure, communication, and home management.
- Completes skilled occupational therapy evaluation and low vision screening to develop a plan of care and make recommendations for magnification in conjunction with eye care provider.
- Administers home assessment to address environmental concerns for home safety, glare management, and lighting.
- Connects clients with resources provided by Future In Sight and the greater low vision and blindness system.

OCCUPATIONAL THERAPY FIELDWORK

Encompass Health Rehabilitation Hospital of Concord **Sept. 2021 – Dec. 2021**
254 Pleasant St, Concord, NH 03301
In-Patient Rehabilitation, Level IIB Fieldwork

- Evaluated and treated 5-6 patients daily with a wide range of diagnoses including fractures, amputations, cardiopulmonary conditions, CVAs, and TBIs.
- Designed patient focused treatment sessions to address areas such as functional mobility, education, strength, standing tolerance, and fall prevention.
- Reported patient statuses and recommendations for discharge to interdisciplinary team meetings.

TimberNook of Barrington **Jan. 2021 – March 2021**
535 Scruton Pond Rd, Barrington, NH 03825
Pediatric Community Group, Level IIA Fieldwork

- Crafted outdoor play experiences for children ages 3-12, to encourage imaginative play, promote socialization, improve strength and endurance, and foster sensory experiences.
- Oversaw free play of children; intervening when necessary to ensure child safety.

Fit to Garden **Jan. 2020 – April 2020**
2 Terrace Dr, Newmarket, NH 03857
Older Adult Community Group, Level IB Fieldwork

- Co-lead weekly group sessions for 8-12 members in the areas of mindfulness, adaptive gardening equipment, wellness, nutrition, and ergonomics.
- Collaboratively planned groups using the approaches of maintain, prevent, modify, and promote to increase function and independence for the occupation of gardening.

LICENSURE

Occupational Therapy Registered, OTR
New Hampshire Office of Licensed Allied Health Professionals

#470963
License #3336

Professional Summary

Core Competencies

Excellent Interpersonal & Communication Skills - Program Development - Relationship Building - Problem Solving - Volunteer Coordinator - Word, Excel, CMR - Documentation - Facilitation - Professionalism - Customer Service

Professional Experience

FUTURE IN SIGHT | 5/2023 TO PRESENT

Volunteer Program Manager • 5/2023 to Present

- Direct all facets of the Volunteer Services Program—including recruitment, onboarding, training, and recognition—ensuring seamless daily operations and an engaging, mission-driven volunteer experience.
- Expand and scale volunteer initiatives to meet the growing needs of clients statewide, resulting in increased service capacity and community impact.
- Cultivate and sustain strong partnerships with volunteers, clients, and community organizations, to enhance collaboration and strengthen the program.
- Design, implement, and continuously refine program policies and procedures to improve efficiency, compliance, and overall program effectiveness.
- Manage and analyze volunteer data in Salesforce and other databases to produce accurate monthly reports, evaluate program performance, and inform strategic decision-making.

COMMUNITY CAREGIVERS OF GREATER DERRY | 2017 TO PRESENT

Director of Caregiving Services • 1/2023 to Present

- Expanded the volunteer caregiving services including the number of clients served, the number of active and engaged volunteers, and the scope of services provided.
- Revised and updated program policies, processes, procedures, and materials.
- Initiated and implemented improvements to agency CRM reports and documentation.
- Managed all aspects of the delivery of the caregiving services via volunteer engagement.
- Trained and supervised the Transportation Coordinator.

Program Manager, Volunteer Coordinator • 12/2017 to 12/2022

- Managed the volunteer driver program that involved complex scheduling and weekly deadlines.
- Facilitated volunteer orientations, managed onboarding, and supported over 200 agency volunteers.
- Conducted in-person client intakes and supported clients matched with agency volunteers.
- Maintained volunteer/client database to document and report program data.
- Initiated and implemented changes from paper-based documentation to digital to increase efficiencies, streamline program processes, and improve documentation clarity and functionality.
- Cultivated and maintained relationships with clients, volunteers, and community partner agencies.

APOTHECA FLOWERS AND TEA CHEST | GOFFSTOWN, NH | 4/2015 TO 5/2017

Café Assistant Manager

- Developed and implemented operational procedures and systems to ensure smooth operations at busy café.
- Scheduled, trained, onboarded, and supervised staff and developed training protocols.
- Fostered welcoming atmosphere and built relationships that turned first-time customers into regulars.

THE FRIENDS PROGRAM | CONCORD, NH | 2/2014 – 5/2015

Youth Mentoring Program Coordinator

- Recruited, screened, oriented, matched, and supported volunteer mentors in matches with children in need.
- Cultivated community relationships that led to expanded mentor/mentee match sites.
- Facilitated volunteer training sessions and maintained program metrics.

INTERFAITH CAREGIVERS PROGRAM | CONCORD, NH | 7/1998 – 5/2000

Program Coordinator

- Managed the growth of the program from its inception to 100 volunteers and 100 older adult clients.
- Served as the liaison to ten local faith community leaders and their representatives to recruit volunteers, identify clients, coordinate matches, and provide services.
- Developed the program manual, training materials, policies, and procedures.

WOOD COUNTY COMMITTEE ON AGING | BOWLING GREEN, OH | 1/1996 – 5/1998

Activity Director/Volunteer Coordinator

- Planned, organized, and implemented high-quality daily and special event programs for Wood County older adults while managing to stay within a limited budget.
- Built relationships and collaborations with local service providers, businesses, schools, and a local university to expand programming opportunities.
- Assisted with the development and coordination of the First Annual Activities Directors Conference.
- Presented at the statewide Activities Conference and at the Ohio Association of Senior Centers Conference.

STRIDE RITE INTERGENERATIONAL DAY CARE CENTER | CAMBRIDGE, MA | 11/1989 – 5/1993

Program Coordinator

- Original staff member at the nation's first, progressive, corporate, intergenerational day care center.
- Originated the Elder Care Activity Program and managed its daily operations.
- Developed and implemented group and individual therapeutic recreation programs to meet the social, intellectual, physical, and emotional needs of the program's physically and/or cognitively impaired clients.

Education

Master of Business Administration, Leadership, cum laude | FRANKLIN PIERCE UNIVERSITY, CONCORD, NH

Bachelor of Arts, Sociology, cum laude | COLLEGE OF THE HOLY CROSS, WORCESTER, MA

Certificate in Gerontology Studies | WORCESTER CONSORTIUM FOR HIGHER EDUCATION, WORCESTER, MA

Kathryn Lemire, MSW, LICSW, LCSW

Concord, NH 03309 | (603) 581-2288 | kalemire@gmail.com

PROFESSIONAL EXPERIENCE

Future In sight, Concord, NH

September 2025 – Present

Licensed Independent Clinical Social Worker

- Completion of initial psychological assessments and providing preliminary diagnoses
- Conducting ongoing needs assessments to identify goals, progress, and timelines for treatment
- Specialized training and education in providing treatment to adults with blindness or visual impairments
- Providing consultation and advocacy to educational, operational, and other leadership positions regarding psychological issues and care needs of clients
- Identification and use of appropriate treatment modalities and delivery approaches on client-by-client basis
- Performing administrative clinical tasks, such as outreach, documentation, and education when directed
- Performing support group facilitation when directed
- Staying up to date on evidence-based treatment modalities for services

York County Community College, Wells, ME

August 2023 – Present

Adjunct Faculty, Psychology

- Responsible for design & formation of course content, to include lectures, slides, in-class activities, exams, and written assignments
- Implementation of content, including lecture and discussion facilitation
- Proctoring and grading exams, as well as written assignments
- Student support and advisory

Olde Port Counseling, Portsmouth, NH

September 2022 – Present

Licensed Independent Clinical Social Worker

- Direct, independent clinical practice
- Completion of initial psychological assessments and providing preliminary diagnoses
- Conducting ongoing needs assessments to identify goals, progress, and timelines for treatment
- Specialized training and education in providing treatment to children
- Providing consultation and advocacy to educational, operational, and other leadership positions regarding psychological issues and care needs of clients
- Identification and use of appropriate treatment modalities and delivery approaches on client-by-client basis
- Performing administrative clinical tasks, such as outreach, documentation, and education
- Expertise in assessing and treating complex mental health presentations
- Expanding knowledge and familiarity treating self-harm and suicidality
- Staying up to date on evidence-based treatment modalities for services
- Maintaining and updating client notes and electronic health record
- Attending continuing education opportunities and consultation groups

Riverbend Community Mental Health, Concord, NH

March 2020 – October 2022

Admissions Clinician

- Providing direct, independent clinical care to individual children and families
- Consistently meeting productivity benchmark quarterly and documentation deadlines, to include written reports and evaluations of progress

- Implementation of crisis management assessments and prevention techniques
- Strategic management of challenging clients and group facilitation, while maintaining positive clinical and learning environments
- Disseminating information around treatment for children 0-5 to colleagues and local stakeholders
- Strength-based treatment utilizing therapeutic relationship with client-centered focus
- Regular, ongoing fitness for clinical treatment assessments
- Attending consultation groups
- Maintaining electronic health records with up to date notes, diagnoses, treatment planning, and billing information
- Collaborating with area agencies and providers
- Triaging incoming referrals and support referral process
- Assigning clients to clinicians and scheduling intakes

Families in Transition, Manchester, NH

November 2017 – February 2020

Treatment Coordinator; Child & Family Therapist – Child and Family Services team & Recovery Housing

- Creation and implementation of content and curriculum, as well as supplemental materials
- Facilitation of above-mentioned curriculum both in person and virtually
- Ongoing needs assessments and staying current on training delivery techniques and Models of Care
- Performing clinical intake interviews, including social assessments of women, children, and families
- Managed multiple facets of programming simultaneously
- Maintained stakeholder relationships, and created media to demonstrate work being done programmatically
- Provided outreach through the use of flyers and other media
- Provided weekly family therapy and case management sessions for women in Recovery Housing program and outpatient locations
- Collaborated with area agencies and advocacy groups on behalf of participants and clients
- Completing ongoing assessments and diagnoses of children in program
- Providing treatment planning and goal setting with families
- Managing housing waitlist and provide ongoing support to women on waitlist

Waypoint, Concord, NH

November 2018 – June 2019

Clinical Intern – ISO/IHB Team

- Completion of needs-based psycho-diagnostic assessments and intake paperwork; SME in conducting biopsychosocial assessments
- Direct, independent clinical in-home care to caseload of clients
- Acted as a liaison between all stakeholders involved in complex cases, including clinical, state, and legal teams
- Preparation of written evaluations, to communicate status updates, milestones, changes in treatment plan, etc.
- Compiled data and statistical outcomes to create supplementary materials, handouts, and fact sheets
- Provided training and clinical support to team members, including information around early childhood programming and services in local area
- Formulated treatment plans with collaboration of clients
- Attended treatment team and wraparound meetings, participated in collateral contact calls, and court hearings

EDUCATION

Master of Social Work Magna Cum Laude, 2019

Simmons College, *Boston, MA*

with clinical focus around early childhood trauma and substance use disorders

B.A. Magna Cum Laude, 2011

Southern New Hampshire University, *Manchester, NH*

Psychology with Concentration in Child & Adolescent Development

Honors and Distinctions:

- **President's List** - School of Arts and Sciences
Fall 2008 * Spring 2009 * Fall 2009 * Spring 2010 * Fall 2010 * Spring 2011
- **Alpha Sigma Lambda Honors Society**

LICENSES AND CERTIFICATIONS

LICSW, state of NH #2776

LCSW, state of ME #LC21822

Circle of Security Parenting – Certified group facilitator

TF-CBT – Certificate completed

CPP (Child-Parent Psychotherapy) – nationally rostered provider

DC-05 Provider

CONTINUING EDUCATION

- Early childhood and adolescent trauma**
- Addiction and recovery**

COMPUTER AND RELATED SKILLS

Proficient in: Microsoft Office Suite; Adobe Reader; Outlook; LinkedIn; electronic health records; Social Media

RHONDA L. HALLER, M.ED., COMS

10 Longwood Lane, Danvers, New Hampshire 03824

Phone: (603) 751-1234
Email: rhonda.haller@coms.edu

EXPERIENCE

Future in Sight

CERTIFIED ORIENTATION & MOBILITY SPECIALIST

2022-PRESENT

- Engage in a comprehensive approach of assessment and instruction which meets the diverse needs and abilities of each client and empowers them to achieve their immediate and lifelong goals.
- Teach independent travel, orientation, and related skills for safe mobility in the home, community, educational, and vocational environments including, as appropriate, the use of low vision devices, adaptive equipment, and other techniques.
- Apply guided exploration and a problem-solving approach that is customized to the goals and skills of each client.
- Teach methods and strategies including the use of non-visual techniques (auditory and tactual) and visual techniques including the optimization of reliable remaining vision with the goal of developing independence and self-confidence when traveling.
- Cooperates and consults with other vision rehabilitation professionals, family members, other parties, and agencies as appropriate, to implement and facilitate the service plan.
- Prepares, maintains, and submits accurate and timely records and reports as they relate to the provision of O&M services and planning.
- Provides consultations, public education, and in-service training as required.

Future in Sight

ORIENTATION & MOBILITY SPECIALIST INTERN

2021-2022

Pinkerton Academy

SPED PARAPROFESSIONAL

2016-2020

- Provided students with one-to-one assistance.
- Assisted teachers in implementing modified assignments and assessments as needed.
- Assisted in implementing student's IEP goals.
- Assisted students with visual and physical impairments to safely navigate large, multi-building high school campus as well as classrooms.
- Collaborated with teachers, case coordinators, and specialists as applicable.
- Participated in trainings to earn credit and maintain NH paraprofessional certification.

Washington Inventory Services International

TEAM LEAD

2014-2016

EDUCATION

- Master of Education in Special Education with a specialization in Orientation and Mobility, University of Massachusetts, Boston, 2022.
- Bachelor of Arts in English Communication, Emmanuel College, Boston, 1993.

CERTIFICATION

- Orientation and Mobility Certification 2022.

SUMMARY

RESUME

I have worked for Future In Sight in numerous capacities since 2007, which have provided me the opportunity to build upon my professional growth, knowledge of aspects of Future In Sight development as well as direct services. Public presentations and committee work are just some of the ways in which I have served, in continuing to build awareness, create strong community relationships, fund raise, and advance the mission and purpose of the organization. In the area of direct services, I have coordinated volunteers, who are matched with clients; provided one on one assistive technology evaluations and training; develop and instruct technology workshops; and provide youth and adult activities on a regular basis. My vast experience with Future In Sight combined with my previous work and ongoing volunteer activities have led me to a place of understanding and supporting an organization with its overall purpose, as well as the nuances and services provided on a day to day basis. I am able to work both independently and in a group successfully to achieve desired outcomes, while maintaining a positive outlook and encouraging others.

SKILLS and STRENGTHS

- Assistive Technology Specialist – Perkins School for the Blind; Carroll Center for the Blind
- Technology Evaluations
- Technology trainer
- Public speaking
- Communications; including written and verbal
- Social media; including Facebook, Twitter
- iOS and Android smart phones and tablets
- Assistive technology including Voiceover TalkBack and Jaws
- Wearable AT, such as Aira and Sunu band
- Smart Home technology, such as lighting, thermostats, and doorbells
- Amazon Alexa and Google Home
- Community engagement

WORK HISTORY

Future In Sight

25 Walker St.
Concord, NH 03301
Assistive Technology Specialist
2020-present
Community Relations Coordinator 2013-2020
Coordinator of Volunteer Services
2007-2013

BJ Hickman Magic Show Engagements
Dover, NH
bj@bjhickman.com
603-742-4010
Lead generator/sales/scheduler
2004-2006

Stephanie Hurd, AT Specialist

Blue Heron Dr., Portsmouth, NH 03801

Home: 603-433-8727 Cell: 603-380-3540

stephanic.hurd@comcast.net

EDUCATION AND TRAINING

United Way of the Greater Seacoast
Pease International Tradeport
112 Corporate Dr. Unit 3
Portsmouth, NH 03801
Certificate in Volunteer Coordination- 2008

University of Southern Maine
39 School St.
Gorham, ME 04038
Undergrad studies 1983-1988

Nashua Adult Education
Lake St.
Nashua, NH 03060
Certificate in Medical Transcription- 1994

York High School
1 Robert Stevens Dr.
York, ME 03909
College prep-
Graduated in 1983

ACTIVITIES AND HONORS

Portsmouth Lions Club (past president, publicity chair, Lion of the year award)

National Federation of the Blind member

Middle St. Baptist Church (current worship band musician, member of the Christian Education board, past Sunday school teacher for 8 years, and past publicity committee member)

NH Association of Volunteer Administrators (received new coordinator of volunteer services award)

Named one of NH Top 10 Women of the Year

INTERESTS

Music, writing, technology, waterskiing, and travel

G = Good Standing; X = Not in Good Standing; S = Suspended

Reg. No.	Charity Name	Address	City	State	Zip	Status	Report Due
14821	NH Association for Infant Mental Health	PO Box 1421	Concord	NH	03301	G	5/15/2026
12054	NH Association for Supervision and Curriculum Development	PO Box 286	Stratham	NH	02856	G	1/15/2026
1877	NH Association for the Blind	25 Walker Street	Concord	NH	03301	G	1/15/2026
15157	NH Association of Campus Law Enforcement Administrators	88 Monica Drive	Nashua	NH	03862	G	5/15/2026
1646	NH Association of Chiefs of Police, Inc.	1 Municipal Drive	Derry	NH	03038	G	5/15/2026
1286	NH Association of Conservation Commissions	54 Portsmouth Street	Concord	NH	03301	G	5/15/2026
6241	NH Association of Conservation Districts	75 South Main Street, Unit 7 PMB293	Concord	NH	03301	G	11/15/2026
30067	NH Association of Professional Service Coordinators	PO Box 4115	Manchester	NH	03108	G	5/15/2026
4337	NH Association of Senior Centers	254 North State Street #1	Concord	NH	03301	X	2/15/2020
15362	NH Association of Special Education Administrators, Inc	25 Triangle Park Drive, #103	Concord	NH	03301	G	11/15/2025
19166	NH Association of Student Financial Aid Administrators	40 University Drive	Rindge	NH	03461	G	5/15/2025
1985	NH Association of the Deaf, Inc.	PO Box 6201	Manchester	NH	03108	G	2/15/2026
10719	NH Automotive Education Foundation, Inc.	507 South Street	Bow	NH	03304	G	9/15/2025
14458	NH Aviation Historical Society	27 Navigator Road	Londonderry	NH	03053	G	11/15/2025
19770	NH B.A.S.S. Federation Nation, Inc.	380 Lafayette Road, Building 11-269	Seabrook	NH	03874	X	5/15/2024
2657	NH Ball Bearings Foundation	175 Jaffrey Road	Peterborough	nH	03458	G	5/15/2026
1369	NH Bar Foundation	2 Pillsbury Street, Suite 300	Concord	NH	03301-3502	G	4/15/2026
30312	NH Baseball League	203 Center Road	Pembroke	NH	03275	X	5/15/2020
16227	NH Basketball Coaches Organization	36 CEDAR STNEWMARKET, NH 03857-1118	NEWMARKET	NH	03857-1118	G	2/14/2027
17334	NH Battle Flags Preservation Committee	40 Lake Road	Brentwood	NH	03833	X	5/15/2019
1651	NH Bible Society	PO Box 1087	Concord	NH	03302	X	5/15/2024
19271	NH Black Women Health Project	PO Box 5932	Manchester	NH	03108	G	5/15/2026
6061	NH Boat Museum	130 Whittier Highway Moultonboro, NH 03254	Moultonboro	NH	03254	G	11/15/2025
13684	NH Branch of the International Dyslexia Association	PO Box 3724	Concord	NH	03302-3724	G	5/15/2026
4859	NH Breast Cancer Coalition	142 Lowell Road, Unit 17-200	Hudson	NH	03051-4938	G	11/15/2025
11446	NH Breastfeeding Task Force	124 Aaron Drive	Manchester	NH	03109	X	5/15/2022
4170	NH Business Committee for the Arts	155 Dow Street Suite 402	Manchester	NH	03101	G	9/15/2026
15544	NH Businesses for Social Responsibility	PO Box 3562	Concord	NH	03302-3562	G	11/15/2025
18043	NH Campus Consortium Against Sexual & Interpersonal Violence	541 Main Street	New London	NH	03257	G	11/15/2026
13709	NH Canine Troopers Association, Inc.	107 North State Street	Concord	NH	03301	X	5/15/2021
17370	NH Capital Region Habitat for Humanity	PO Box 546 Warner, NH 03278	Warner	NH	03278	G	11/15/2026
19078	NH Catholic Community Radio	C/O 180 Loudon Road	Concord	NH	03301	G	5/15/2026