

PURPOSE



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NEW HAMPSHIRE CHARITABLE FOUNDATION

SPRING/SUMMER 2017

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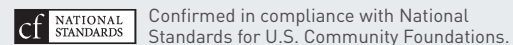
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Cover: Aziza Ali from Ethiopia (left) and Zinah Alshukri from Iraq (right) get to know members of their community at Welcoming New Hampshire's Conversation Café in Manchester.

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THE NEW HAMPSHIRE CHARITABLE FOUNDATION is New Hampshire's statewide community foundation, founded in 1962 by and for the people of New Hampshire. We manage a growing collection of 1,800 funds created by generous individuals, families and businesses, and award nearly \$40 million in grants and scholarships every year. We work with generous and visionary citizens to maximize the power of their giving, support great work happening in our communities and lead and collaborate on high-impact initiatives. Learn more at www.nhcf.org or call 800-464-6641.

FINDING COMMON GROUND FOR OUR KIDS

By Richard Ober, president and CEO

A harsh light is cast these days on what divides us. But Americans fundamentally agree on many things.

Perhaps first and foremost: that all of our kids deserve a shot at achieving the American Dream.

Two organizations not known for shared ideology — the conservative American Enterprise Institute and the progressive Brookings Institution — recently laid out a blueprint for action to make sure that the opportunity to succeed is not just a dream for some but a reality for all.

It's called "Opportunity, Responsibility and Security: A Consensus Plan for Reducing Poverty and Restoring the American Dream."

One of the most crucial words in that title might also be the easiest to overlook: consensus.

"We don't accept the defeatist conclusion that polarization must preclude cooperation between conservatives and progressives," the authors wrote.

Those words are like a cool drink of water.

"We discovered that the key to our cooperation," they continued, "was to recognize that policy is often infused with moral values, and we identified three that we believe all Americans share: opportunity,

responsibility and security."

Opportunity — and equal access to it — are the foundation of the American Dream. Responsibility is central to the workings of a free society and a democracy: we each have to "work hard and play by the rules." And we all have a right to basic economic security.

Once you arrive at that kind of agreement about values, it gets easier to start solving problems.

A similarly diverse group in New Hampshire is backing a comprehensive plan of action based on the same principles. We, too, have found common ground rooted in shared values.

The New Hampshire Charitable Foundation is working with donors, nonprofit partners, businesses and state leaders on "New Hampshire Tomorrow," an initiative to increase youth opportunity. Our goal is for all kids to have the chance to thrive, and to become the adults who will sustain our communities and economy in the future.

Our 27-member New Hampshire Tomorrow Leadership Council does not always agree on all issues, or solutions. But we are united in the belief that the gap in opportunity is harming our kids, our economy and our communities.



And that we can, and we should, do something about it. (See page 9 for a wonderful piece from Leadership Council member Rob Hirschfeld, bishop of the Episcopal Diocese of New Hampshire.)

Philanthropy, the nonprofit sector and faith communities have a role in doing something about it. Families and individuals have a fundamental role, of course. And the public sector has a critical role.

New Hampshire, happily, is less polarized than much of the rest of the country. As Leadership Council member and Republican National Committee member Steve Duprey has said, New Hampshire "is small enough that I think we can tackle and solve any problem in this state the old-fashioned way: you sit down and you talk it out and you find common ground on solutions."

When it comes to our kids, when it comes to basic values of opportunity, responsibility and security, most Americans really can agree.

That dims the glare on what divides us, and illuminates what unites us. ■

Dick



The Workforce Accelerator will help create more “career pathways” like the program at Portsmouth High School where students are learning computer programming and earning college credits.

FOUNDATION, BIA LAUNCH WORKFORCE ACCELERATOR

The New Hampshire Charitable Foundation has joined forces with the Business and Industry Association of New Hampshire to help more New Hampshire students get the credentials they need to get good jobs in New Hampshire and to help build a skilled workforce for New Hampshire employers.

The initiative, called Workforce Accelerator 2025, is creating and supporting school-to-career pathways between New Hampshire’s schools and businesses, and leading efforts with the state’s public, private and educational sectors to ensure that 65 percent of New Hampshire adults have degrees and high-value credentials by 2025.

“Right now, the top challenge facing employers of all sizes, in every corner of the state, is finding people with the right skills to fill existing job vacancies. Demographic

changes to our state’s population mean this challenge will persist for years,” said BIA President Jim Roche. “Workforce Accelerator 2025 is a robust response by the Foundation and BIA to address this challenge.”

The initiative will help schools and colleges connect more closely with New Hampshire employers to create “career pathways” where high school students gain workforce skills and engage in hands-on learning for credit, and college students benefit from expanded opportunities for internships. Workforce Accelerator 2025 will work with businesses and educators to expose students to occupational possibilities and to encourage them to build careers in New Hampshire.

The Workforce Accelerator will build on the work of the Foundation’s New Hampshire Tomorrow 10-year plan to increase youth opportunity. ■

IMPROVING NEWS COVERAGE NORTH OF THE NOTCHES

InDepthNH.org, a nonprofit news outlet, is expanding its North Country coverage with help from a \$50,000 grant from the Foundation’s Neil and Louise Tillotson Fund. The site, run by longtime New Hampshire Union Leader reporter Nancy West, focuses on investigative reporting and issues critical to the state. The grant supports the work of veteran North Country reporter Chris Jensen, and has allowed InDepth to produce more articles on issues of importance to communities north of the notches. ■



Courtesy Photo

AN ASPIRING DOCTOR SAYS ‘THANK YOU’



The Foundation awards about \$5.5 million each year in scholarships. Meredith Peck of Plymouth wrote recently to let us know how she is doing. We love hearing from scholarship recipients!

Dear New Hampshire Charitable Foundation,

I am writing to give you an update on my time in medical school. Along with a full load of challenging but exciting classes, I have had the privilege to participate in a number of other activities. I have volunteered at two health fairs providing basic care to the underserved community in Harlem. It was rewarding to make the people living by our school feel cared for. In early November, I attended the annual Physicians for Human Rights conference at Dartmouth, which was both an inspiring event and a much needed break from city life. After a slew of difficult final exams, I travelled to Lake Placid to complete a Wilderness First Responder Certification course. It was an incredibly interesting program where I was able to apply my newly acquired medical knowledge to high-risk situations.

Thank you for all of your support. I would not have been able to learn and discover the things I have this past semester without the extra financial help from your Foundation.

Appreciatively, Meredith Peck ■

REDUCING STIGMA: SPEAK UP NH CAMPAIGN LAUNCHED

The Partnership for a Drug-Free New Hampshire has launched a new campaign to reduce the stigma of drug addiction in New Hampshire.

The Speak Up NH campaign, launched with support from Gov. Chris Sununu and advocates

from the prevention, treatment and recovery community, includes advertisements in radio, print, television and social media and features powerful testimony from Granite Staters who are in recovery.

Funding for the campaign was provided by the Charitable Foundation and the Endowment for Health.

TO LEARN MORE VISIT WWW.SPEAKUPNH.ORG. ■



Courtesy Photo

KUDOS



Clarks honored for their philanthropy and service

Longtime Foundation donors Martha Fuller Clark and Geoffrey Clark were presented with the 2017 Eileen Foley Award at the annual Friends Forever dinner and roast in March.



Dianne Mercier is Manchester’s Citizen of the Year

The Greater Manchester Chamber of Commerce named People’s United Bank President and New Hampshire Tomorrow Leadership Council member Dianne Mercier its 2016 Citizen of the Year.



Mary Jo Brown celebrated for board leadership

The New Hampshire Center for Nonprofits honored Foundation Board Member Mary Jo Brown with its Board Impact Award in April.



'THIS IS OPPORTUNITY COUNTRY'

Initiative to welcome New Americans aims to boost the entire state.

Hong Mei Zhai, of Derry, facing center, says the Pledge of Allegiance with others during a citizenship ceremony held at St. Anselm's Institute of Politics.

Mohammed Mustak has a lot to offer. Mustak studied chemistry in his native Myanmar. He speaks four languages. He has a passion for community organizing. He works three jobs: as a medical interpreter, as a recruiter for a staffing agency and as a community health worker. He participates in Nashua's "City Academy," and is a leader among the ethnic Rohingya people who have been settled in Nashua by the U.S. State Department. He was recently appointed to the Nashua Board of Aldermen's Cultural Connections Committee.

Mustak also volunteers with One Greater Nashua, a broad-based initiative to integrate New Americans into the city's civic, social and economic fabric. One Greater Nashua is part of the Endowment for Health's Immigrant Integration Initiative to make meaningful connections between newcomers and longtime New Hampshire residents, and help communities become more inclusive. Residents are working together to create vibrant, welcoming communities through activities to advance civic engagement and community leadership, increase

economic opportunity and address anti-immigrant bias.

"They are welcoming me," Mustak said. "We never got that chance in our country. I am working with the city, with everybody. Whoever is living in Nashua is my community."

When people are more connected to their communities, they are healthier and better able to realize their full potential — and those communities are healthier and more economically vibrant.

"We really feel strongly that the future of New Hampshire and northern New England really depends on us

creating vibrant communities rooted in welcoming," said Kelly Laflamme, program director at the Endowment for Health.

The Immigrant Integration Initiative has efforts underway in Laconia, Nashua, Manchester and Concord. Together, the Endowment and the Foundation have made grants to fund work in each of the communities and to the nonprofit Welcoming New Hampshire to lead efforts at the state level.

"Welcoming new immigrants is fundamental to America's core values and our state's economic and social

"Whoever is living in Nashua is my community."

-Mohammed Mustak

vitality," said Richard Ober, president and CEO of the New Hampshire Charitable Foundation. "It is in everyone's best interest for our newest neighbors to reach their full potential here, and that starts with feeling welcomed."

Like the rest of northern New England, New Hampshire is in the midst of an unprecedented demographic shift, as a large portion of the workforce nears retirement age.

Immigrants to the state tend to be younger than New Hampshire's native population — 67 percent of the foreign-born population is of working age, compared with less than 54 percent of native-born residents.

"We are a country founded by immigrants," said Tracy Hatch, president of the Greater Nashua Chamber of Commerce. "From an economic perspective, we can't succeed as a state if we don't welcome and embrace and help newcomers to the community thrive."

On average, foreign-born immigrants to New Hampshire have higher levels of education than U.S.-born residents. Forty percent of foreign-born residents 25 and older have a bachelor's degree or higher, compared with 34 percent of those born in the United States.

"New immigrants contribute to the economy of any region, and the second generation, meaning the children of immigrants ... tend to do really well and generate a lot of economic activity," said Nashua Mayor Jim Donchess. "If we want to thrive as

a state and as a community, we want new immigrants."

Kyle Schneck is vice president of commercial lending at Merrimack Country Savings Bank. He sees New Americans as having great potential to help New Hampshire businesses grow and thrive.

His bank has customers across the high-tech, manufacturing, trades and health care industries.

"I have been hearing from them that what is impeding them from growth is access to a skilled workforce, dependable labor," Schneck said. "There is an available workforce, here mainly from the immigrant population, that is really underutilized."

The four communities that are part of the initiative are all working to bridge the gap between employers and immigrant communities.

One Greater Nashua, coordinated by the United Way of Greater Nashua, is working with the mayor's office, chamber of commerce, schools, businesses, the city library, Leadership Greater Nashua and others. Community "navigators" help New Americans learn the ropes, leadership programs cultivate new community talent, citizenship and English-language classes and job-seeking help are offered.

New Hampshire has a long history of immigration. "Many French-Canadian people came to New Hampshire in the 19th century, but so did many other groups: Lithuanian, Polish, Irish, Greek," Mayor Donchess points out. "And we benefitted from

(Continued, p. 8)


WELCOMING
MAKES SENSE

**\$3.2
BILLION**

Earned by immigrant-led households
in New Hampshire (2014)


**\$81.3
MILLION**


Business income generated by
immigrant-owned businesses in
New Hampshire (2014)


21,000

People employed by immigrant-owned
firms in New Hampshire (2007)


40%

New Hampshire's foreign-born
residents age 25 and older have
bachelor's degree or higher compared to
34% of those born in United States


67%

New Hampshire's foreign-born
population of working age compared to
54% of native-born residents

Sources: "The contributions of New Americans in
New Hampshire" by New American Economy
(August 2016); and Brian Gottlob, PolEcon Research

"If we want to thrive as a state and as a
community, we want new immigrants."

-Nashua Mayor Jim Donchess

these past waves of immigration. Now we have a newer group of immigrants and it is part of our tradition to welcome and include these New Americans into our communities."

He said that his city is already seeing benefits as New Americans feel more welcome. He points out that parts of the state would have seen a net population decline in recent years if not for foreign-born residents. And the millennial generation — which New Hampshire's communities and economy need — seeks out diversity when choosing communities and jobs.

Concord, Manchester and Laconia have also established a variety of programs: From workforce development efforts to a civics academy that helps new arrivals understand how government works and micro-lending that helps entrepreneurial startups to a "coffee and conversation" series where new neighbors meet (including French-speaking immigrants from Congo who chat with French speakers whose families emigrated from Québec) to a New American Welcome Center in Laconia that helps new arrivals navigate the community. Concord, Nashua and Manchester have all passed "Welcoming Resolutions," officially proclaiming those cities' intent to embrace newcomers.

To the Mustak family, the concept of being welcomed is new.

Mustak's people, the Rohingya,

are stateless. Mustak and his family were denied citizenship in their native Myanmar. He was allowed to go to school — to a point. When he went to take the final exam to graduate from college so that he could go on to medical school, he said, officials demanded proof of his ethnicity. He was not allowed to graduate, and was jailed for traveling the short distance to school. When he got out of jail, he fled to Malaysia, where the Rohingya are also not granted citizenship or allowed to attend public schools.

He applied for refugee status and, after an extensive process, was accepted to come to the United States. He wants his children to be able to reach their full potential, and to become contributing adults in their American community.

"I wish their success and dignity and good hearts," he said.

His son Rabiul, now in fifth grade, gets good grades, and "he has good relationships with his teachers. He has good character." Rabiul wants to be a doctor.

Mustak's daughter Alisha, born here two years ago, is the first official citizen — of any country — in the Mustak family. Because these children will grow up connected to their community, they will have greater opportunity to thrive.

"Here, we are welcome to learn," Mustak said. "If you want to be, you will become that doctor, or police officer."

"This is opportunity country." ■



OUR KIDS — THERE REALLY IS NO HIGHER CALLING

By Bishop Rob Hirschfeld, Episcopal Diocese of New Hampshire

The word "bishop" comes from Greek roots meaning "above" and "looking" which means that a bishop literally "sees over" the landscape. I see over an educational landscape that includes vast disparities in opportunity for children: the Episcopal Church founded what are now considered prestigious schools — Holderness, St. Paul's and White Mountain. But within the Diocese of New Hampshire are also public schools with crumbling buildings where more than 50 percent of students qualify for free and reduced-price lunch.

Two years ago, the New Hampshire Charitable Foundation invited me to read Dr. Robert Putnam's "Our Kids: The American Dream in Crisis" and to attend his presentations about the growing opportunity gaps that leave many of our youth behind. I learned that so many children in our state do not have access to mentoring, high-quality early childhood education, enrichment activities, interactions and social networks that can help them succeed. I sensed the Spirit calling our Church to help close the disparities that hinder so many children from flourishing.

Our parishes are working toward that

end, and they are working with children who come from any faith tradition, or none. Here is what we are up to:

- Grace Church, in East Concord, established a "Take a Tote" program that provides nourishment during weekends for children who rely on schools to feed them during the week.
- St. John's, in Walpole, developed an afterschool arts program that engages adults and more than 40 kids from the local elementary school.
- St. John's, in Portsmouth, offers a choir school and after-school tutoring.
- St. Thomas, in Hanover, offers "Bots and Tea," a chance for kids to explore robotics.
- St. James', in Keene, working with the Franklin Elementary School, has established an afterschool tutoring and mentoring program.
- Union Church, in West Claremont, hosts a community music school.
- St. Paul's, in Lancaster, and St. Mark's, in Groveton, provide a summer camp that makes it possible for kids to have

healthy, wholesome experiences when school is not in session. I treasure a thank-you note I got from a child in the North Country who visited the ocean for the first time as part of that camp experience.

Those are just a few of the ways the Episcopal Church of New Hampshire seeks to narrow the opportunity gap. I'm so proud of our congregations that are striving to bring healthy, caring, stable relationships of support to children, so that they may learn to flourish and to love whatever is just and true and good. Yes, we have those prestigious schools in our oversight, but I get so much more delight seeing how our churches are fulfilling the role that the Episcopal Church had in the early days of our Republic — of being strong advocates for public education and for the welfare of all children.

It was the invitation of the Foundation that lit a holy fire under my seat, for which I am so grateful. Since then I've been deeply honored to be a part of the New Hampshire Tomorrow Leadership Council. We are addressing one of the most urgent crises facing our society. There really is no higher calling. ■

A VERY GENEROUS CROWD

The term “crowdfunding” may be new to the lexicon, but crowdfunding has always been an essential part of what community foundations do. Community foundations are comprised of hundreds — even thousands — of philanthropic funds that, pooled together and applied strategically, do a great deal of good for a great many people. The New Hampshire Charitable Foundation is a hub where donors can learn about community needs and combine charitable resources to meet them. The 5,000 grants and scholarships made from the Foundation each year are all the result of the combined generosity of hundreds of people. In other words, they are funded by a very generous crowd. Here are a just a few recent examples.



KIDS WENT TO SUMMER CAMP. Kids from Manchester got to go to 10 weeks of summer camp at the Boys & Girls Club of Manchester’s Camp Foster thanks to generous grants from the Joseph G. and Jean E. Sawtelle, MacMillan and Flatirons donor-advised funds. So instead of staying home in the city during summer vacation, 7- to 13-year-olds were hiking, boating and swimming in New Hampshire’s lakes and mountains.

Courtesy photo

THOUSANDS OF PEOPLE GOT ACCESS TO HEALTH CARE. About a dozen donors came together through the Foundation to support advocacy for expanding the state’s Medicaid program. The Rogers Family Trusts, Thomas W. Haas Fund, Pilot Fund, Josephine A. Lamprey Fund, Silent “E” Fund, Geoffrey E. Clark and Martha Fuller Clark Fund and Semolina Fund all supported advocacy efforts that were instrumental in extending health care coverage, including coverage for substance use disorders, to about 50,000 Granite Staters.



HOMELESS VETERANS GOT TRANSPORTATION. The Linda and Marshall Audin and Rosebud donor-advised funds combined resources to provide transportation to veterans transitioning from homelessness at Liberty House in Manchester. Now those vets can get to doctors’ appointments, job interviews and work.

Courtesy photo

A COVERED BRIDGE WAS PRESERVED AND PUT TO USE. A bridge that was built by a master New Hampshire craftsman needed a new home after Heritage New Hampshire closed, and Kennett High School needed a bridge to improve access to athletic fields. The bridge was donated, and a generous crowd chipped in to pay for it to be moved and repaired. The donor-advised Marshall Family Fund and Bob and Jean Murphy Fund put in a combined \$6,000, a Foundation historic preservation fund added \$7,000 and that money boosted local fundraising efforts.



Photo: DragonFly Aerials, LLC



Courtesy photo

A LOCAL LAND TRUST GOT A FULL-TIME DIRECTOR. Three donors chipped in to help the Five Rivers Conservation Trust hire a full-time director, greatly expanding that organization’s capacity and effectiveness in protecting natural resources in the Concord area.



Photo: Jon Gilbert Fox

FAMILIES IN THE UPPER VALLEY GOT DENTAL AND HEALTH CARE. A group of donor-advised and unrestricted fund holders combined resources to send \$20,000 in critical operating support to the Good Neighbor Health Clinic. The Fraxinus Fund, Freeman-Martin Family Fund, Charles B. McLane Family Fund, Fergus Fund, Page Hill Fund and Almy Family Fund together helped people in need get critical care.



Courtesy photo

YOUNG PEOPLE GAINED SKILLS AND EXPERIENCE WHILE BUILDING TRAILS. The Freeman-Martin Family Fund, the Fraxinus Fund and two anonymous funds supported the Upper Valley Trails Alliance in giving great team-building skills and work experience to 50 high school students who spent five weeks building and improving trails through the Trail Corps Program.

INVESTING IN THE EARLY YEARS

The Foundation is improving the quality of — and access to — early childhood education centers as part of its 10-year New Hampshire Tomorrow initiative.

Students of the Barrington Village Enrichment Center discover the magic of bubbles.

At first, Donna Massucci did not really believe what she was reading.

The email from Southern New Hampshire Services said that early childhood education centers, like the one Massucci runs in Barrington, were being offered help — free help — to improve the quality of the services they provide. Through the SNHS Quality Investment Initiative, her staff would get additional training and she would get technical help with the application to improve the center's licensing status to "licensed-plus." The center would become eligible to be reimbursed at a

higher rate for children on state child care scholarships and all kids and families would get better services.

"I jumped right on that," she said. "This is the answer to everyone's prayer."

The Barrington Village Enrichment Center is one of 33 early childhood centers — in the southern part of the state, Seacoast and North Country — that Southern New Hampshire Services' program is helping to move up the quality ladder.

"The overarching goal is to help ensure that all families have equal access to quality child care

experiences," said Tracy Pond, program manager of Child Care Aware of New Hampshire, a program of Southern New Hampshire Services. Centers that take part in the program must accept children on scholarship, with the goal of increasing the number of scholarship students enrolled at each center.

The New Hampshire Charitable Foundation made a \$90,000 grant to Southern New Hampshire Services to improve the quality of early childhood education centers as part of its 10-year, \$100 million New Hampshire Tomorrow initiative to

increase youth opportunity.

"Learning in the early years lays the foundation for everything that comes after," said Christina Lachance, Foundation director of early childhood and family initiatives. "Investment in our youngest children pays huge dividends, because those children go on to have increased success in school and in careers, and become adults who contribute to their communities."

The Barrington center received its "licensed-plus" rating in February. And teachers are applying what they learned — about child development,

"Investment in our youngest children pays huge dividends, because those children go on to have increased success in school and in careers, and become adults who contribute to their communities."

-Christina Lachance, Foundation director of early childhood and family initiatives

about curricula and about family services — in every corner of this space.

"It was unbelievable, what we brought back to our center," Massucci said. "It's become a really true educational system that is working for the families."

Lyn Lupien, lead teacher for the 18-month to 3-year-old classroom, recently worked with her students to create their own books. Then their parents were invited in for an "editors' breakfast" where children displayed their efforts. She is keeping portfolios for each child with goals and accomplishments, and has new strategies for teaching kids how to feel competent and confident in helping one another. (As she mentions this, a tot notices a friend in need of a tissue and jumps up: "I can reach it for you!")

SNHS provided the additional training to the teachers here in three, six-hour blocks on Saturdays, and in conjunction with staff from other centers — so teachers had the opportunity to swap lesson ideas and establish professional relationships.

"We've become a community to help each other," Massucci said.

Without the program, Massucci

said, her teachers would have had to find and attend trainings on their own, during nighttime after-work hours, and pay for them out-of-pocket — at a cost of up to \$900.

"In our profession, come on, \$900? That's hard," Massucci said. (Nationwide, the median annual wage for preschool teachers is \$28,570.)

And Massucci would have been on her own through the intensive application process for her center to achieve the next step in licensing. Instead, she did that with other center directors and with technical help from SNHS.

The Barrington center is now proceeding toward the next big step on the quality ladder — achieving national accreditation.

Massucci knows that the value of the work of early childhood educators extends way beyond the classroom. Improving early childhood education helps kids reach their potential, which helps them do well in school, which helps them grow up to "prosper right here," she said — building stronger New Hampshire communities as they do. ■

Co-owners Don Welch, Gef Freese and Rob Freese on the factory floor.

IF THE COMMUNITY IS HEALTHY, WE'RE HEALTHY

Globe Manufacturing establishes \$1 million donor-advised fund to support the community that has hosted its business since 1901.

At 11 a.m. on September 13, 2001, Rob Freese answered the phone at Globe Manufacturing Company in Pittsfield. Rescue workers at the Pentagon needed 300 more protective suits for firefighters engaged in rescue efforts following the September 11 attack. And they needed delivery by 6 p.m.

Freese, a company owner, gathered the entire team on the factory floor. The team took stock of every available suit, redeployed them all for the firefighters at the Pentagon, and packaged them for shipping. A FedEx "mercy flight" was secured — commercial flights were still grounded — and Freese got on board with the pilot in Manchester. A local distributor met them at the airport in Virginia with a truck.

They pulled into the Pentagon

parking lot at 6:05 p.m.

It was a remarkable communal effort on a very dark day. And one that says a lot about this company.

Globe is a civic-minded operation that has been run by four generations of the Freese family in Pittsfield since 1901. It employs 425 people at three locations (the Pittsfield headquarters is the largest, with 320) and is a consistent and generous contributor to community near and far. When the local day care needed a new heating and cooling system, Globe made it happen. A fire protection system for Canterbury Shaker Village? Globe helped with that, too. Local fire departments, the Red Cross, Pittsfield Players, 4-H, Cub Scouts, Little League — all have received support from Globe. The company supports services

for burn victims and has outfitted Mercy Ships with firefighting gear. They rarely make a public statement about any of it. It's just what they do.

Now, Globe has opened a \$1 million donor-advised fund at the New Hampshire Charitable Foundation to support community causes in Pittsfield and bordering communities. (Globe also established a fund at the Foundation in 2008 to support music and the arts in Pittsfield schools.) About \$40,000 will be granted from the new fund each year, and the fund is set up to serve the region in perpetuity.

"We thought, long-term, it would be nice to have some money set aside so that we can help fund some additional activities," said Globe President and Co-owner Don Welch (who is also a family member). "We've been in

"There's a lot of good folks and a lot of good things happening in our community. This is our part to spur that along."

-Rob Freese, co-owner of Globe Manufacturing

Pittsfield for 116 years, and this is a way to say 'thank you.'"

Courtland F.H. Freese bought the Globe Manufacturing Company in 1901 and moved it into rooms above a harness shop in Pittsfield. The company made, among other things, leather coats for firemen.

Now, Globe specializes in turnout gear for firefighters, supplying fire departments from Pittsfield to Anchorage, Alaska, and in 82 countries. It makes everything in the United States, and sources all material possible from the United States. Everything is made custom, and to order, so every firefighter gets gear specifically designed to meet their needs.

The factory floor in Pittsfield is a blur of activity. Precision machines cut high-tech fabric. Stitches attach sleeves and collars to coats. Seams are run through a machine that seals them with waterproofing tape. A lab stands ready to test for heat and flame resistance and other requirements. Orders are inspected and packed for shipping.

When Rob Freese talks about Globe's mission, he does not talk about it in terms of making pants and coats.

"These men and women are putting their lives on the line literally every day," he says, of the nation's firefighters. "It's our job to bring them home."

Rob Freese has been a volunteer firefighter in Pittsfield for more than half his life. He is senior vice president for marketing at the company, but has done everything from washing floors to shipping orders. His brother, Gef Freese,

who started out doing odd jobs and maintenance, is now co-owner and senior vice president for manufacturing.

The Globe Community Fund is one more expression of the culture of a business where community matters.

As Welch makes his way around the factory floor, he greets every single person by name.

Theresa Perkins is a stitcher who has worked at Globe for 29 years. "It is a good place to work and they care about their people," she said. "They do so much for the community."

A team of Globe employees will review requests for the new donor-advised fund. The Foundation will work with the team, providing expertise about the nonprofit sector and best practices for reviewing proposals. Globe set up the fund as an "individually managed fund" meaning that Globe's investment advisors at Citizens Bank will continue to manage the asset. Globe's grant team will recommend grants to be made. The Foundation ensures that the intended recipients are qualified agencies and distributes the grants.

"There's a lot of good folks and a lot of good things happening in our community," Rob Freese said.

"This is our part to spur that along. If the community is healthy, we're healthy." ■

Inquiries about funding through the Globe Community Fund may be made to GlobeCommunityFund@globefiresuits.com.

BUILD A CULTURE OF GIVING IN YOUR BUSINESS

The Foundation helps businesses maximize the impact of their giving in many ways:

- **Corporate donor-advised funds** are a great way to support good works in your community while engaging staff and board members in your company's culture of philanthropy.
- **A scholarship fund** in your company's name will help the young people in your community, and/or the children of your employees, get the education they need to thrive.
- **The Entrepreneurs Fund of New Hampshire** engages more than 100 dedicated, high-energy entrepreneurs working with the Foundation to create their own model for high-impact philanthropy.
- **Planning for philanthropy before the sale of a business**, to maximize giving impact and tax benefits.

In addition to helping businesses craft corporate giving plans that work for them, the Foundation brings business leaders together to collaborate on critical issues — from increasing opportunities for New Hampshire's kids to training tomorrow's workforce.


For more information, please contact Laura Rauscher, director of philanthropy, at 800-464-6641 ext. 274; ljr@nhcf.org.



NEW HAMPSHIRE
CHARITABLE FOUNDATION

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Welcoming new neighbors. It's what Eva Castillo is up to.

UP TO THE PROMISE

Eva Castillo arrived in the United States as a member of a privileged minority — part of Venezuela's upper class, a college-bound private-school graduate. Here, people saw her as a member of an underprivileged minority. Her English was flawless. But all people heard was her accent.

Forty-one years later, people still make assumptions about her accent. Castillo brushes it off. As executive director of the New Hampshire Alliance of Immigrants and Refugees and as a director of Welcoming New Hampshire, Castillo helps immigrants and refugees

integrate in New Hampshire — helping them learn English, find jobs that match their skills, contribute to civic life.

She was awarded the annual Martin Luther King Award for her work. And was presented with an Americanism Medal by the Daughters of the American Revolution for “outstanding contributions to the nation.”

“I want to see the day when people are accepted without tags. That you are just a person. Period. A resident of New Hampshire,” she said. “But I realize we are still pretty far away from that.” ■