

Hypertherm



HAPPENINGS

ANNUAL REPORT • JULY 1, 2018–JUNE 30, 2019

Speakers at the Donor Appreciation Lunch shared their stories as beneficiaries of organizations supported by HOPE (see story, page 4).

Inside this issue:

Annual Donor Appreciation Lunch

Grant Highlights

Strategic Funding Areas

Nonprofit Workshops

Gary Gaudette Exemplary Service Award



LETTER FROM THE PRESIDENT

Dear HOPE Supporter,

We are excited to share with you *HOPE Happenings*, our annual report for the fiscal year that culminated on June 30. As someone who has provided generous support through time and dollars to the HOPE Foundation, we wanted to highlight some of the important ways your support is making a positive difference in the lives of many. Thank you for this opportunity.

The HOPE Foundation is built around strong beliefs that guide our work. We believe in helping to make stronger the communities Hypertherm Associates call home. We believe in helping students get excited about career pathways so someday they can reach for their dream. We believe in destigmatizing substance use disorders. We believe in caring for the most frail and vulnerable among us, so they too can live with dignity and joy. These are a few of the deep beliefs that fuel our commitment to our work.

Generous contributions from Hypertherm and its extended family of Associates, retirees and board members, as well as grateful community members, enabled the HOPE Foundation to make grants to 112 nonprofit organizations during the fiscal year covered in this report. We are proud to support and volunteer alongside these people who are strengthening our communities every day. In this issue of *HOPE Happenings* you will find stories on how our gifts of time and treasure are making a difference in the communities we call home.

We are excited to share our new mission, vision and guiding principles. We first developed our mission and vision seven years ago and a lot has changed since that time. When reflecting on the work of the HOPE Foundation today, we found our current mission statement fell short of all HOPE has come to be. The final document, following many

weeks of tweaking and refining, proudly reflects the fingerprints of all members of HOPE. The guiding principles so accurately define the behaviors of the people standing behind them. We will continue to bring these words to life in the years ahead as we work together to achieve the mission and vision we set for ourselves.

We hope you enjoy this annual report and we welcome your feedback.

Gratefully yours,
Barbara Couch
President, HOPE Foundation

Mission

Enriching our Associate-owner communities as a catalyst for collaboration and compassion, inspiring solutions for sustainable positive change.

Guiding principles

- We ground everything we do in our mission and values
- We strive to generate measurable and sustainable positive change
- We believe in telling our stories, leading by example and inspiring others
- We empower Associate-owners
- We work with compassion, pride and joy
- We treat our community partners with respect. Always
- We harness the power and responsibility of the funds entrusted to us. Every dollar matters
- We explore and seek innovation through continuous improvement. We imagine possibilities
- We respect teamwork and collaboration, embracing equity, diversity, and inclusion
- We multiply our impact by combining time and treasure

Vision

Everyone can thrive in a community where our Associate-owners live and work.

THE COUCH CIRCLE

HONORING RETIRED ASSOCIATES DONATING TO THE HYPERTHERM HOPE FOUNDATION



Dick and Barbara Couch



The Couch Circle was created for Hypertherm Associates who want to give back to the community upon their retirement. Many Associates want to continue to be connected to the legacy of Barbara and Dick Couch and their generosity to Hypertherm Associates and the Community. The Couch Circle embraces retired Associates choosing to donate to the HOPE Foundation.

We welcome and are grateful for any support from retiring Associates. One hundred percent of your donation will be granted out to the community and is tax deductible. All donations will be directed to the Foundation's general fund and designated by the Associates on the HOPE Team.

One-time donations of any amount are meaningful and welcome; all donors will be members of the Couch Circle. For donations at or above \$1,000, one becomes a Sustaining member of the Couch Circle in perpetuity. Members of the Couch Circle will be recognized publicly and invited to participate in a variety of annual events, with the intent of maintaining friendships while celebrating philanthropy.

"One of my proudest accomplishments during my long tenure at Hypertherm was to join Barbara and a small group of Associates to create and establish the role of the Philanthropy Team, which was the precursor to the HOPE Foundation. At that time there were not many companies who shared earnings with local nonprofits or encouraged their employees to use paid time and volunteer to help others in their communities. One of our initial goals was to set up a model for philanthropic endeavors that was sustainable and other businesses could emulate, thus further enhancing the quality of life in our communities. To that end we succeeded, and I am grateful to be able to give back to the HOPE Foundation so that they will continue to be able to help those in need."



Art Young, 2018 Community Hero Award Winner, HOPE Foundation Donor

SUSTAINING MEMBERS OF THE COUCH CIRCLE INCLUDE

- | | |
|-----------------|----------------|
| Bruce Altobelli | Codie Rockwood |
| Carey Chen | Nick Sanders |
| Russ Edwards | Phil Winslow |
| Dave LaPrade | Vict Ying |
| Brad Meyer | Art Young |
| Pete Officer | |

WE THANK THREE TRUSTEES WHOSE TERMS EXPIRED IN JUNE

This past June the HOPE Foundation said goodbye to three of our valued trustees who generously served out their full terms. We asked them each to reflect on their years of service as we extended our deepest gratitude.



"In 2009, Barbara Couch requested some research on forming a formal nonprofit organization as a vehicle for our philanthropic endeavors. A company-

wide contest was held to determine the name of the new organization. The idea that I conceptualized was the "Hypertherm Owners' Philanthropic Endeavors Foundation", which conveniently abbreviated to the H.O.P.E. Foundation. The name was selected, and the rest is history.

During the summer of 2009, we enlisted the pro-bono assistance of Sean Gorman from Sheehan, Phinney, Bass + Green PA to help us apply for 501c3 tax-exempt status with the IRS (Internal Revenue Service). Sean warned that earning 501c3 status is challenging and may take several iterative attempts. Fortunately, our first application was thorough and the HOPE (HOPE) Foundation was granted 501c3 status on October 25, 2009!

As an original co-founder, my first role was Treasurer from 2009 to 2012. It was important to pass the baton on to an individual that cared deeply about the HOPE Foundation and could also handle the financial responsibilities. The selection of Jack Lee was an easy choice given his volunteer history and the fact that he is also a CPA (Certified Public Accountant).

I have served as a Board Trustee ever since. In early 2015, when I departed Hypertherm, my wife Melissa and I established an endowment within the HOPE Foundation, with a focus on early childhood education within the Upper Valley. We opted to establish an endowment vehicle to make our gift sustainable – both the underlying corpus and annual gifts will grow in perpetuity.

It is hard to believe that ten years have lapsed since we began the HOPE Foundation journey – it has been an honor to serve!"

Carey Chen



"I've truly valued my time on the HOPE Board. I was grateful for the opportunity to contribute to the growth of the HOPE Foundation from a vision to a

dedicated and impactful public charity.

With every meeting, I was more impressed with the dedication and compassion of the HOPE Team. Over the last nine years, I've witnessed the HOPE Team find their voice as thoughtful stewards of the HOPE Foundation. I am especially impressed with the time and effort they put into the Foundation work as well as their commitment to and knowledge about the needs in their community. Through this growth in confidence and determination, the HOPE Foundation – integrating CST, grant-making, board service and community leadership – has made a significant impact on the communities where Hypertherm Associates live and work.

At each meeting I would look forward to "Show and Tell" – when an Associate would present on their recent CST activity. The Associates were so humble, yet their services and help were significant and deeply valued by the recipients. Most of all, it was profoundly moving to see the impact that their volunteer efforts had on them. Witnessing that deep commitment to service grow and flourish within the HOPE Team and the whole Hypertherm community will continue to inspire and motivate me."

Brooke Couch Freeland



"I am very proud to have been around at the beginning of the Hypertherm HOPE Foundation, and even prouder to have played a small part in its growth and

success. I have served on many nonprofit boards over the past 35 years. Not one has come close to the HOPE Foundation in the thoughtfulness of its deliberations or the rigorousness of its approach to philanthropy.

The Foundation is impressive both for what it does and for what it is. What it does is help harness the talents and generosity of Hypertherm Associates. That talent and that generosity measurably improve the lives of the communities of which Hypertherm is an integral part.

The Foundation is an example, and in a commendable way, a challenge. It's an example of how to do philanthropy well – by inquiring constantly about what is needed and what works, by working closely with partners, studying best practices, and always being open to new ideas. The Foundation serves as a challenge to others by modeling active community engagement and thoughtful philanthropy – raising the game of all who come in contact with it.

It's been a great honor to be part of the HOPE Foundation, and I am confident that its most important and lasting work is still ahead of it."

Sean Gorman

WE WELCOME TWO NEW TRUSTEES TO THE HOPE FOUNDATION BOARD



Nan Stone is a Clinical Professor of Management at the Tuck School of Business at Dartmouth and an affiliated faculty member of the Center for Business, Government and Society. Nan also taught at Columbia University's School of International and Public Affairs, since retiring from the nonprofit consulting firm, The Bridgespan Group, where she is a founding partner. Before joining Bridgespan, Nan spent nearly two decades at the Harvard Business Review, the last five as its editor. During that time, she acquired and edited articles across a broad range of managerial topics and functions, but the management of social-purpose organizations was – and remains – a particular interest.

A long-time resident of Cambridge, Massachusetts, she has served on multiple nonprofit, civic and professional boards and committees, including the Cambridge Community Foundation and the city's Human Services Advisory Commission. Nan and her husband, Bill, divide their time between Cambridge and Canaan, New Hampshire, where they have had a home for more than 35 years. Their daughter, Katie, is a Dartmouth graduate, as is her husband. Nan is a graduate of Smith College and has a PhD in the History of American Civilization from Harvard University.

Clayton (Clay) Adams became President and CEO of Mascoma Bank in January 2017. Prior to becoming President, Clay was a member of the Bank's Board of Directors for five years. He is also past Chair of the Mascoma Bank Foundation.

Before joining Mascoma Bank, Clay spent ten years leading Resource Systems Group (RSG) as COO and then CEO. RSG specializes in transportation, environmental and market research. This firm grew to more than 100 professionals and opened offices around the country under his leadership. Clay was also the CEO of Simon Pearce, the manufacturer and retailer of hand-crafted glass and pottery.

Clay began his career in the consulting industry, first working for Putnam Hayes and Bartlett, a Washington, DC based economic consulting firm and later for Mercer Management Consulting, a Boston based firm that helps Fortune 500 companies remain strategically relevant.

Currently Clay is a Director of the Montshire Museum of Science, Alice Peck Day Hospital, Ford K. Sayre Memorial Ski Council, and Vital Communities Corporate Council.

Clay graduated from Dartmouth College with a B.A. in Government and received his MBA from the Tuck School of Business at Dartmouth College.



2019 DONOR APPRECIATION LUNCH

The annual Donor Appreciation Luncheon celebrates the contributions and generous gifts of time, dollars, and mind-share to the HOPE Foundation. This year we were excited to invite more than 100 people whose support has made a positive difference in the lives of others. There were two special highlights at the luncheon event. First, we invited people who received services from organizations funded by HOPE to share their personal stories. Each story told was authentic and moving and provided a wonderful window into the organizations represented.



David's House is a home away from home for families whose children are being treated at the Children's Hospital at Dartmouth.

Speaker: Jessica Goodine

Jessica had an uncomplicated triplet pregnancy that soon became very complicated. After moving to Vermont to get help from her parents and care at DHMC along with bed rest, Silas, Cooper, and Owen were born prematurely at 24 weeks. Two days later Jessica and her husband Matthew accepted the offer of a room at David's House. The proximity of David's House was critical as the newborns had serious health issues. It was with deep sadness their sons Silas and Cooper died in the days that followed. The extraordinary care and comfort they received from the staff, volunteers, and other guests at David's House was graciously embraced during the days and months ahead. Jessica and Matthew are forever grateful for the 170 days they had at David's House where they received food, shelter, and support during a most difficult time in their lives. They often visit David's House when they come back to CHaD for medical care for their thriving son, Owen.



Global Campuses provides advanced learning opportunities for marginalized adults with differing abilities.

Speaker: Kim Wolk

Kim has been personally touched by two organizations supported by the HOPE Foundation and is also an Associate at Hypertherm. Through Global Campuses, Kim learned how to teach and share her science knowledge with others. This gave her confidence to move to Visions for Creative Housing Solutions, an independent living home for adults with differing abilities. It was there, in the summer of 2017, that she connected with Hypertherm. Several Associates who were volunteering learned from the director that several residents were seeking employment. Kim was a perfect fit. Kim today feels very fortunate that she is working at Hypertherm and now gets to use her community service volunteer time to help at the Sullivan County Humane Society.



The mission of the **Montshire Museum** is to awaken and encourage a lifelong interest in science through exhibits and programming dedicated to hands-on discovery and education.

Speaker: Sara Rose

Sara is a 5th-6th grade science teacher at Rivendell school who has been partnering with the Montshire Museum to enhance her classroom science curriculum. The Montshire Museum has been a strong support system to her in making science ever more engaging and exciting for her students. Sara shared that the museum makes science really interesting for the kids while allowing teachers to do their best teaching. The Montshire Museum has also helped Sara connect with other resources in the community that strengthen her science program.



The **Upper Valley Haven** serves people struggling with poverty by providing food, shelter, education, service coordination, and other support.

Speaker: Alex Annunziata

The Upper Valley Haven has been providing services on and off to Alexander since he was seven years old. As a child and an adult, he has experienced periods of food insecurity, homelessness and substance use disorder. The wrap around services provided by the Haven have been critical to securing housing, employment, food stability, and support in his recovery. Alex tells us he would not have thrived if not for the Upper Valley Haven and their case management support and services which have created a strong foundation for him to continue his journey through life.



West Central Behavioral Health offers specialized services for individuals of every age who are struggling with mental and behavioral disorders.

Speaker: Angela Montano

As an employee of West Central Behavioral Health, a member of their Board of Directors and a past client, Angela shared that she has received mental health services for many years. After early age trauma, Angela spent years struggling with unhealthy relationships, challenges keeping a job, anxiety disorder, bipolar depression, PTSD, and borderline personality disorder – all of which led her to use drugs and alcohol as coping mechanisms. After receiving proper counseling, proper medication therapy, and working with drug and alcohol counselors she is 15 years in recovery and her life is very much improved. Angela is incredibly grateful for having therapists, doctors, and case managers at WCBH who believed in her and who helped her life to steadily improve.



WISE leads the Upper Valley to end gender-based violence through survivor-centered advocacy, prevention and education.

Speaker: Virginia Snyder

As an 8th grade student at Weathersfield Middle School, Virginia was exposed to the WISE program that teaches students how to have healthy and safe relationships. The program has continued to influence Virginia through her junior and senior years at Windsor High School. Before the WISE program there was a lack of discussion about healthy relationships and the heartbreaking reality was that she had close friends in abusive relationship in high school. The WISE program opened discussion and made it feel safe to talk about healthy versus unhealthy relationships. Today there exists an improved open climate in the school and a strong supportive community filled with respect for one another.

2019 GARY GAUDETTE EXEMPLARY SERVICE AWARD

The second highlight of the lunch was the presentation of the Gary Gaudette Exemplary Service Award

Gary Gaudette passed away following a five-year courageous battle with colon cancer. Gary was our hero. Our company and the community at large lost a remarkable human being defined by integrity, kindness, selflessness, intellect and generosity. We chose to honor Gary's legacy by creating the Gary Gaudette Exemplary Service Award.

The inaugural award was presented to Stacey Chiocchio who is a role model for Community Service. As Hypertherm's Corporate Citizenship Manager, she walks the talk and inspires others to join on her journey. In addition to managing all of Hypertherm's community service endeavors, she supports the HOPE Board, its teams and committees. Additionally, Stacey holds leadership positions on the boards of the Upper Valley Haven, Granite United Way and David's House. As if that weren't enough, she also regularly volunteers

with the local wig bank, at Special Olympic events, supports Meals on Wheels, and has received two prestigious Volunteer of the Year

Awards. Finally, at Hypertherm she co-leads our Substance Use Disorder Task force and manages the Shape for STEM program.



Barbara Couch (left) and Gary's widow, Barbara Gaudette, present the first annual Gary Gaudette Exemplary Service Award to Hypertherm Corporate Citizenship Manager Stacey Chiocchio (center).

SO GRATEFUL TO OUR DONORS

We are grateful to all our Donors who made a financial gift from June 1, 2018– June 30, 2019

Donations equal to or greater than \$10,000

Carey and Melissa Chen Endowment
Couch Family Foundation
Hypertherm Associate Contributions to the United Way Campaign
Evan Smith
Rich Lettieri

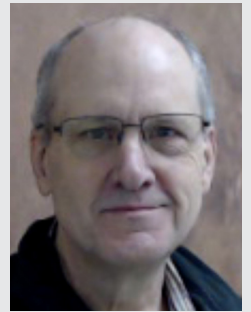
Donations less than \$10,000

David Agan
Bruce Altobelli*
Amazon Smiles
Martha Barron
Robert Beckley
Megan Blood
Aaron Brandt
George Caccavaro
Melissa Carlson
Paul Catalano
Brian Cavanaugh
Stacey Chiocchio
Fred and Thelma Clark
Kim Cooper
Jeffrey Cornish
Mike Daly
Beth Danyluk*
Ted Dawson
Gordon Ehret
Wayne Elliott*
Rain Flanagan
Rusty Fowler
Tyler Frink
Gail Gentes
Nicholas Hamilton
John Heald
Lori Hibner
Craig E Humphrey
Hypertherm Community Garden
Johnnie Jones
Lisa Judd
Stephanie Kadlec
Erin Kay
Rob Kay

Bob Kingman
Dave Knapp
Kronos Corporation
Lisa LaBombard
Travis LaHaye
Dave LaPrade*
Daniel Leavitt
Jennifer Levy
Janis Lucas
Eugene Mallozzi
Carol Marsh*
Brandon Mason
Rob Masson
Melanie Matulonis
Brandi McGuire
Jim Miller
Jane Moss
Hannah Neidorf
Network for Good (Facebook)
Jason Nichols
Peter A. Officer*
Oluwatoyin Oke
Sandra Ordway
Peter Orzechowski
Jeffrey Page
Brian Peront
Kevin Powers
Ryan Ray
Chloe Richards, in Honor of Barbara Couch
Codie Rockwood*
Allen Rogers
Benjamin Rogers
Nancy Sansevere
Shane Selmer
Mike Sportsman
Mike Sundstrom
Richard Sweet
Sarah Swift
Craig Thayer
Robin Tindall
John Vogel
Robert (Bubba) Von Baltzer*
Art Young*

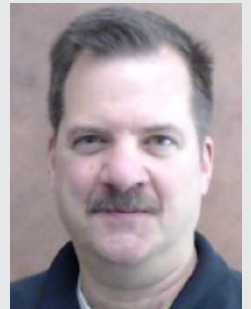
* Couch Circle Members

"I donated to the HOPE foundation during my Hypertherm on-boarding sessions because I was impressed by all of the good work that the Foundation supports and decided then and there that I wanted to make a contribution. I have subsequently donated two days of CST to the Archytas Robotics Corp (FRC Team 6933), who were pleased to receive a HOPE Foundation grant, a day to Habitat for Humanity, and I am looking forward to using my final CST day soon."



Dan Leavitt, Hypertherm Associate

"I donate to the HOPE foundation because I believe in giving back and helping in our local community. HOPE offers me the opportunity to donate and know that 100% of my donation will be used to assist those in need in our local communities. I also like the fact that my donation could help in the Upper Valley or a location around the world where a fellow Associate lives and works."



Pete Officer, Retired Hypertherm Associate

"My dad retired from JP Morgan with over 40 years of service to the company. While working either afternoons or nights, he found time to volunteer and give back to his community through both time and money. When I moved to NH, he said the way to get involved and be happy with where you live is to develop and build community ties. While I have been doing that through CST and other avenues, I was fortunate enough to do that through a gift this year. I value and trust the HOPE foundation and felt like my gift was going to matter to the community."



Nancy Sansevere, Hypertherm Associate

GRANT HIGHLIGHTS

The HOPE Team meets monthly to review grant requests from our valued community nonprofits. Last year 141 grants were made to community partners in addition to a match up to \$1,000 of individual Associate donations to the United Way.

FY2019 Grant allocation by focus area



Health & wellness
53%



Education
12%



STEM
8%



Disaster relief
1%

Total of 141 grants to 112 unique organizations totaling \$712,886

14%
Food & shelter

6%
Environment & transportation

4%
Substance use disorder

Community Service Time (volunteer hours by Associates)



26,086 TOTAL hours
July 1, 2018–July 30, 2019

FY 2019 HOPE Foundation revenue

Hypertherm – \$488,000

Public – \$276,000

FISCAL YEAR 2019 DONATIONS TO 112 LOCAL ORGANIZATIONS

Disaster Relief

American Red Cross NH & VT

Education

AWS Foundation, Inc.

Careers CLiC

Children's Literacy Foundation

Crossroads Academy

Friends Program

Global Campuses Foundation

Good Beginnings, Inc.

Green Mountain Children's Center

Journeys in Education, Inc.

Lebanon Opera House

Lebanon Project Graduation

Newport Montessori School

Newport School District

NH Police Cadet Training Academy

North Country Community Theatre

Northern Stage

Norwich Historical Society

Opera North

Ponytail Posse

Saint-Gaudens Memorial

SkillsUSA Foundation

Special Needs Support Center

The Family Place

The Howe Library Corporation

Toddlers Morning Out

Trumbull Hall Troupe Inc.

Vermont Healthy Soils Coalition
(Soil Carbon Coalition)

Volunteer NH

Windsor Central Supervisory Union

WISE

Workshops for Warriors

Environment and Transportation

Connecticut River Conservancy

Historic Palace Theatre

Lebanon Opera House

Society for the Protection of NH Forests

Sullivan County Humane Society

Twin Pines Housing Trust

Upper Valley Land Trust

Vital Communities

Food and Shelter

Claremont Soup Kitchen

COVER Home Repair, Inc.

Dismas of Vermont Inc.

Friends of Veterans

Habitat for Humanity International

Public Health Council

Spark! Community Center

Twin Pines Housing Trust

Upper Valley Habitat for Humanity

Upper Valley Haven, Inc.

Upper Valley Humane Society

Vermont Foodbank

Willing Hands

Health and Wellness

ALS Association Northern New England
Chapter

Alzheimer's Association, Vermont
Chapter

American Cancer Society

Acutney Volunteer Fire Department
Association

BarnArts Center for the Arts

Canaan Police Benevolent Association

CASA of NH

Children's Fund of the Upper Valley to
benefit Finding our Stride (NHCF)

Children's Hospital at Dartmouth
(CHaD)

Circle of Fleur de Lis Camp

City of Lebanon

David's House, Inc.

Ford K. Sayre Memorial Ski Council

Friends of Norris Cotton Cancer Center

Good Neighbor Health Clinic

Grafton County Senior Citizens
Council, Inc.

Granite United Way

Hanover Conservancy

Hartford high school project grad

Headrest, Inc.

Inclusive Sports and Fitness Inc.

Inheritance of Hope

JDRF Minnesota Chapter

Kaskadenac Nordic

Lebanon Youth Baseball Association

Mascoma Valley Regional High School

Mayhew

National Multiple Sclerosis Society
Colorado-Wyoming Chapter

Newport Senior Center, Inc.

Nighthawks Baseball Foundation

Planned Parenthood of Northern
New England

Rolling Thunder

Roswell Park Alliance Foundation

Saint-Gaudens Memorial

Skating Club at Dartmouth

Southern VT Health and Recreation
Center fiscal agent for the Laura Cody
McNaughton Memorial Fund

Special Olympics New Hampshire

The Mentoring Project of the
Upper Valley

TLC Family Resource Center

Turning Points Network

Upper Valley Snow Sports Foundation

Upper Valley Trails Alliance

Volunteers in Action

Waypoint (formerly Child and
Family Services)

West Central Behavioral Health

Woodstock Basketball Club

Zack's Place

STEM (Science, Technology, Engineering and Math)

Albert Schweitzer Fellowship
NH/ VT Chapter

Archytas Education Corp

Girl Scouts of the Green and
White Mountains

Kearsarge Regional School District

Keene State College

Montshire Museum of Science

Northern Heritage Mills

Rogue Robots of 4H

Thetford Academy

Upper Valley Robotics Team 95

Vermont Institute of Natural Science

Woodstock Elementary School

SUD (Substance Use Disorders)

Headrest, Inc.

NHADACA

Second Growth, Inc.

TLC Family Resource Center

West Central Behavioral Health

HOPE FACTS YOU MAY NOT KNOW



Who can donate to the HOPE Foundation and how?

- Because we are a public charity, anyone can donate to the HOPE Foundation: Associates, retirees, grateful members of the communities where Associates live and work, extended family members of Associates, and more.
- Donations can easily be made anytime [using this link on our site.](#)
- Donations can be made in honor or in memory of friends and family.
- Retirees who make a donation of any dollar amount will provide membership into the Couch Circle of Giving. A \$1,000 gift to the Foundation will provide sustaining membership into the Circle.

Why contribute to HOPE?

- Because YOU can make a difference. The HOPE Team is well versed in the needs of our communities. Members spend days reviewing grants and allocating resources to where the needs are greatest. Your donation to HOPE will make a difference in the lives of others.
- Nearly one hundred percent of donations to the Foundation are allocated to the community and are granted to the community in the year they are given.
- As a public foundation, one-third of the funding must come from the public. That includes Associates and their families, retirees and grateful members of our communities.
- Your donation is tax deductible.

Where do HOPE Foundation funds go?

- The HOPE Foundation funds many nonprofits primarily in the Upper Valley, but it is designed to serve all communities where our Associates live and work. All grants are reviewed and approved by a team of Hypertherm Associates throughout the company.
- We have strategic funding for STEM programs that engage and excite students, and for Substance Use Disorder programs to eliminate stigma and support those in recovery.

Thank you on behalf of the HOPE Team and Foundation Board for your consideration of a donation to the HOPE Foundation!!

VOLUNTEER SPOTLIGHTS

During Cultural Immersion (new hire on-boarding), we bring to life our core value of Community Leadership by including a community service volunteer experience for every new hire. Associates learn early on that philanthropy and volunteerism are a part of our DNA.

Associates pictured below are spending time together helping with projects at the Haven, sorting donations at the Listen Center and preparing meals at David's House.



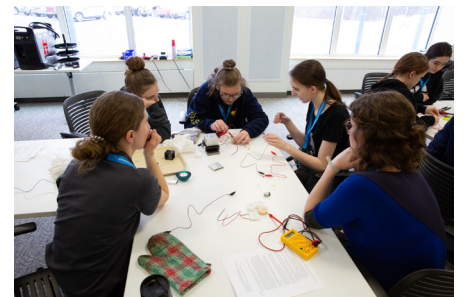
STRATEGIC HIGHLIGHT – STEM



In April, our STEM subcommittee toured the New Hampshire Academy of Science (NHAS) to see the new lab we helped to fund at Crossroads Academy in Lyme, NH. The NHAS staff has trained seven teachers to be part of the NHAS program and 79 students have published abstracts for the American Association for the Advancement of Science (AAAS) in the past five years. Seventeen students from nine schools attended their peer review meeting this year. During this past summer, the NHAS Summer STEM students came to Hypertherm to present their research projects to Associates from throughout the company.



In April, we also hosted Girls Technology Day in collaboration with the NH Department of Education and the NH High Tech Council. The event is focused on inspiring and encouraging New Hampshire's female students to become invested in technical career fields during the ninth and tenth grades. [Watch the video of Robin Tindall](#), our Environmental black belt and team leader, in her welcome speech to the students. Our event included tours of Hypertherm, plasma cutting in our lab and various hands on activity sessions. This year we invited two of our neighboring STEM companies, Create Engineering and Red River, to participate as presenters enabling a broader variety of hands on experiences for the students and the ability to connect with additional technologies.



STRATEGIC HIGHLIGHT – SUBSTANCE USE DISORDERS



The State of New Hampshire designated Hypertherm as an early adopter of the [Recovery Friendly Workplace Initiative \(RFW\)](#). As an RFW, we encourage an environment where Associates and communities can collaborate to create positive change and eliminate barriers for those impacted by addiction. We are grateful to Associates who have stepped forward to act as resources for fellow Associates who are seeking recovery resources and support.

Hypertherm Hosted Workshop

In May, the HOPE Foundation hosted a “Strengthening your Workforce Through Recovery” educational event to encourage 60 attendees to bring Recovery Friendly learnings back to their businesses and nonprofits in order to support employees in recovery throughout our community.

The HOPE Foundation funded “Headrest’s Opportunity to Work” (HOW) program. To learn more about this vocational program through which Headrest staff work shoulder to shoulder with individuals experiencing substance use disorders or who are in recovery, please go to the Headrest [website](#).

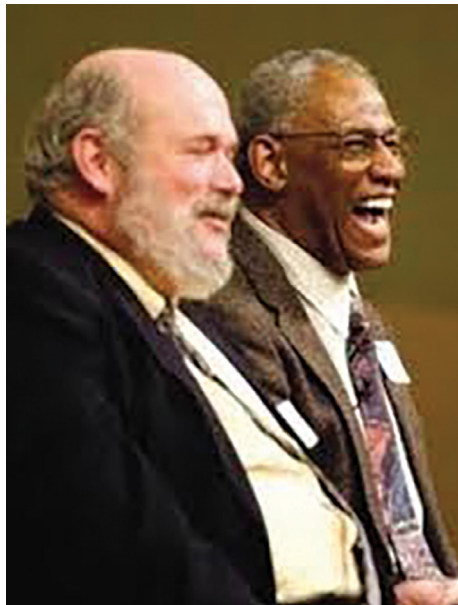
We were very excited in March to learn we were a recipient of a collaborative grant with Headrest through funds received from the Community Development Finance Authority Recovery Friendly Workplace Program. The purpose of this award is to help Headrest expand the HOW program to other employers throughout the state of New Hampshire.



NONPROFIT WORKSHOP

Racism of the Well-Intended: Examining Privilege and Power

On May 20, the HOPE Foundation and the Public Health Council co-hosted a workshop by Arthur Woodward and Jim Wuelfing called Racism of the Well-Intended. This workshop provided an in-depth look at the underlying racial tension that continues to permeate our society today. Racism of the Well-Intended has been used by community groups to serve as a model for changing relationships between people. A group of 100 local nonprofit representatives and multiple Hypertherm Associates attended this all-day workshop. Through lectures and small group exercises participants explored racism and were challenged to understand the impact of white privilege. Understanding power and its impact on relationships as well as honoring diversity in environments with minimal or no racial diversity were topics of great interest.



Jim Wuelfing and Art Woodward



“Racism of the Well-Intended highlighted the everyday acts of unconscious bias that exists within our community. By exploring the experiences both presenters had while navigating the same environments, we were able to see the microaggressions which shape social prejudices. The activities were demonstrative of the isolation people of color experience, and uncomfortable enough to elicit action changing conversation. This training has impacted my day to day processes, personal and professional.”

Jane Wolfe, Program Director, Special Needs Support Center

“Racism of the Well-Intended was an enlightening training where I learned a great deal and was reminded that one person’s intentions do not determine another person’s reality. This was a reminder to be thoughtful of my language and check for understanding when the response to something I say is different than I anticipated.”

Barbara Farnsworth, MS, Manager, Community Health Improvement, DHMC

“Jim and Art presented a human face to the systemic issue of racism. With humor and grace, they shared personal stories that illustrated the manifestations of racism that people of color face far too often. The content of the workshop deepened my understanding of structural racism, power and privilege and how it manifests in my work and life. I left the day inspired to continue the journey towards greater understanding and committed to bringing the lens of racial equity more deeply into my work.”

Nancy Gabriel, Program Director, NH/VT Chapter, Albert Schweitzer Fellowship



THANK YOU

Thank you to all our donors

The HOPE Foundation is a 501c3 public foundation and we welcome your financial support.

To learn more about our work visit www.hyperthermHOPEfoundation.org

Donate to the HOPE Foundation via Paypal

[Donate](#)

Support Hypertherm Hope Foundation.

When you shop at smile.amazon.com,
Amazon donates.

[Go to smile.amazon.com](http://smile.amazon.com)



2019 HOPE Foundation Board Trustees

Carey Chen
Barbara Couch, President
Dick Couch
Brooke Couch Freeland
Gail Gentes
Sean Gorman, Secretary

Julia Griffin
Lori Hibner
Jack Lee, Treasurer
Nini Meyer
John Vogel

2019 HOPE Team Members

Upper Valley HOPE Team

Megan Blood
Jeff Cornish
Barbara Couch
Rain Flanagan
Nick Hamilton
Lori Hibner
Johnnie Jones
Lisa LaBombard
Travis LaHaye, Chair
Brandon Mason
Jeff Ortakales
Sarah Swift
Liz Toppin

CAM Software

Kim Boyle
John Pobedinsky
Nick Rosenberg

North America

Gregg Hinton
Craig Humphrey
Mike Pollack
Ralph Rudnick
Vince Tucker

Waterjet

Billy Fox
Caroline Lassche
Steve Voerding

Contributors

Stacey Chiochio
Kim Cooper
Jenny Levy