

Hypertherm



# HAPPENINGS

ANNUAL REPORT • JULY 1, 2020–JUNE 30, 2021

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Gratitude for Barbara Couch

Gary Gaudette Exemplary  
Service Award

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Strategic highlight –  
Early Childhood



*Associates work at Grafton Pond training as pond monitors. This training is hosted by the Society for Protection of New Hampshire Forests annually in May.*

# LETTER FROM THE PRESIDENT

## Dear HOPE Friends,

The most significant happening within HOPE this year was the retirement of our founder and president, Barbara Couch, from her formal role leading our philanthropic mission and Foundation. Barbara and her husband Dick Couch established Hypertherm's Associate Stock Ownership Plan in 2003. Barbara felt that the Company, now owned by its Associates, should also have all the philanthropic and community decisions be made by Associates. The first "Philanthropy Team" was formed and evolved into the HOPE Foundation.

Barbara's audacious, visionary leadership has guided HOPE ever since. We already miss her compassion, generosity, faith in those around her, and impatience for positive impact and change. However, great leaders inspire and empower their team to accomplish great things, even when they have moved on, and Barbara established the standard. I am humbled to be the new President of HOPE, to be the one to share with you the latest work of the compassionate Associates within the Foundation and the committed partners across our communities during this challenging year.

The HOPE Team deployed generous donations made to the COVID relief fund totaling \$151,761 to our nonprofit partners. These partners have relentlessly continued to address

the increasingly acute needs across our communities. Our Associates were able to reconnect in our communities serving with necessary safety protocols in place. While in the fiscal year 2020, which for the HOPE Foundation ends in June, we served 27,757 hours, despite several months of no volunteering capability, in 2021 we served a remarkable 22,416 hours.

During 2020, the HOPE Foundation joined the chorus of voices committing to address racial inequities and injustices and released a statement pledging our commitments. Words are easy and potentially hollow; acting and creating a positive impact is challenging yet most meaningful. In the last year, the HOPE Foundation has worked to do just that. In 2020, we:

- Requested and participated in a workshop on understanding and managing Implicit Bias
- Sponsored and attended a statewide 21-day workplace racial equity learning challenge through New Hampshire Businesses for Social Responsibility
- Partnered with PEAK Grantmaking, a nonprofit partner committed to transforming philanthropy by advancing equitable, effective grantmaking practices. Their CEO and leader educated us on Inclusive Grantmaking principles at our annual team retreat. Our team created and prioritized action items which we have since been implementing. We deepened our learning and refined our action

items through a second workshop on Reducing Bias in Grantmaking

- Conducted an audit of our grant application process for perpetuating bias and inequity and simplified, shifted, and changed our approach.

I look forward to sharing the impacts of the changes we make in next year's report. Our work to address racial inequities and injustices also feeds the strategic planning our Foundation is doing when it comes to general community grants, global philanthropy work, and each of our strategic focus areas – STEM, Substance Use Disorders, and Early Childhood.

This last year has been a tremendous test of our collective principles and commitments. I am proud to have seen us stay true, and in fact deepen our commitments, to our guiding principles listed here on this same page. Indeed, another proof of the insights Barbara had eighteen years ago: empowered, collaborative, inclusive, and diverse Associates truly are the catalysts for sustainable positive change.

With hope, humility, and gratitude,  
Jenny

## 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.

## Mission

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

## Vision

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



# THE COUCH CIRCLE

## HONORING CURRENT AND RETIRING ASSOCIATES DONATING TO THE HOPE FOUNDATION

The Couch Circle was created for Hypertherm Associates who want to give back to the community while working at Hypertherm and upon their retirement. Many seek to continue to be connected to the legacy of Barbara and Dick Couch and their overwhelming generosity to Hypertherm Associates and to the Community.



Dick and Barbara Couch



**The Couch Circle welcomes and honors the following donations from Associates, current and retired**

- **Retired Associates:** One-time donations of any amount are meaningful and welcome from all. Donors will be a member of the Couch Circle the year of and the year following their donation. Retirees donating \$1,000 or more at any time will designate the retiree as a Lifetime member of the Couch Circle.
- **Current Associates** who donate any amount for three consecutive years will be a member of the Couch Circle in the third year. Donating \$1,000 or greater will designate the current Associate at the Leadership Level that year and the year following their donation.

**Members of the Couch Circle are invited to:**

- An annual Donor Appreciation lunch
- All funding roundtables of the HOPE Team
- Join any HOPE Team subcommittee
- Be honored in our Foundation annual report
- Opt in or out of Community Service Time opportunity emails
- Be connected to nonprofits looking for Committee and/or Board participation
- Join Hypertherm teams for community events, such as the Prouty team, CHaD Hero team, and others
- Receive a digital or physical copy of our Foundation annual report and any HOPE Foundation newsletters

# 2021 APPRECIATION EVENTS

## Donor appreciation

In late May, the HOPE Foundation celebrated its donors at its annual appreciation event, held virtually this year because of the ongoing pandemic. HOPE Foundation President, Jenny Levy, continued the tradition, started by founder Barbara Couch, of honoring donors who helped the HOPE Foundation retain its public charity status. Jenny remarked on “the compassion and generosity of Associates who put community first, doing what is needed to help.” In response to last year’s crisis, donations of \$151,761 were collected and distributed quickly to alleviate unexpected expenses for local nonprofits. Associates found creative ways to continue volunteering despite social distancing restrictions and stay-at-home orders. When the community experienced a shortage of personal protective equipment, our Associates rallied, making thousands of items, and quickly distributing them in our communities. In addition, our virtual event included the annual presentation of the Gary Gaudette Exemplary Service Award and a panel discussion with

leaders representing four nonprofits, who regularly receive funding and volunteer support from HOPE. The event helped attendees understand the organizational capabilities of these nonprofits and raise awareness of the needs within the communities. After sharing how their organizations pivoted to the evolving needs, these nonprofit leaders explained how each of their organizations is embedding inclusion, diversity, and equity into their work.

Leaders who spoke are:

- Amy Brooks from Early Care and Education Association
- Cameron Ford from Headrest, celebrating its 50th anniversary
- Michael Redmond from the Upper Valley Haven, celebrating its 40th anniversary
- Peggy O’Neil from WISE, celebrating its 50th anniversary



## Celebrating our gratitude for Barbara

On January 25, 2021, the HOPE Foundation Board of Trustees formally marked and celebrated the close of Barbara Couch’s incredible tenure as president of the HOPE Foundation. During an online gratitude event, we honored Barbara’s work and years of service with an appreciation video of remembrances and wishes. At the same time, we announced the creation of the Barbara J. Couch Opportunity Fund, a fund within the HOPE Foundation intended to support breakthrough strategic funding opportunities. We also gathered a collection of personal notes and letters for Barbara, let her



know about several generous donations made to HOPE in Barbara’s honor, and presented commendations from the Governor of New Hampshire Chris Sununu and the NH State Legislatures.

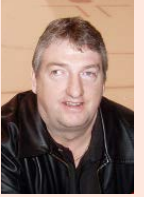


# 2021 GARY GAUDETTE EXEMPLARY SERVICE AWARD

The HOPE Foundation proudly presented the 2021 Gary Gaudette Exemplary Service Award to Barbara and Dick Couch during our Donor Appreciation event on May 25. Jenny Levy highlighted the lifelong work of Barbara and Dick Couch to model what it means to serve in the community.

Jack Lee, last year's recipient, announced Barbara and Dick as the winners:

Gary Gaudette was a long-time Hypertherm Associate who passed away in 2018 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 to recognize exemplary service within the HOPE Foundation.



*"Because of their vision for our communities and for HOPE, Gary had a place to shine. The shared legacy of this award could not continue without recognizing you both for your inspiring shared commitments and generosity."*



# SO GRATEFUL TO OUR DONORS

We are grateful to all our Donors who made a financial gift from July 1, 2020–June 30, 2021. Thank you to all Associates who donated the value of their work anniversary milestone gift to the HOPE Foundation to use in the community.

## Couch Circle Members (Retired)

David Agan<sup>3</sup>  
 Bruce Altobelli<sup>1,3</sup>  
 Mary Bihrlé<sup>1,3</sup>  
 Carey and Melissa Chen  
 Endowment<sup>1,3</sup>  
 Dick and Barbara Couch<sup>1,3</sup>  
 Beth Danyluk<sup>3</sup>  
 Jeff Deckrow<sup>3</sup>  
 Russell Edwards<sup>1</sup>  
 Bob Gendron<sup>1,3</sup>  
 Dave LaPrade<sup>1,3</sup>  
 Brad and Cathie Meyer<sup>1,3</sup>  
 Bob Murphy<sup>1,3</sup>  
 Peter Officer<sup>1</sup>  
 Codie Rockwood<sup>1,3</sup>  
 Nick and Gail Sanders<sup>1,3</sup>  
 Sue Shykula<sup>3</sup>  
 Phil and Mae Winslow<sup>1,3</sup>  
 Vict and Jennifer Ying<sup>1</sup>  
 Art and Jeannie Young<sup>1,3</sup>

## \$1,000 to \$9,999

Clay Adams  
 Rhonda Germany  
 Ballintyn  
 Mark Becker  
 Rajeev Bhalla  
 Mary Bihrlé<sup>1,3</sup>  
 Micaela Bulich  
 Children's Hospital at  
 Dartmouth  
 Fred G. Clark Trust  
 Mike and Kelly Foley  
 Bob Gendron<sup>1,3</sup>  
 Gail Gentes  
 Gerald Ghazi  
 John Gleason  
 Sean Healey<sup>2</sup>  
 Craig Humphrey<sup>2,3</sup>  
 Hermit Hill Farm Family  
 Foundation  
 Rich and Darcy Lettieri  
 Jenny Levy<sup>2,3</sup>  
 Brandon Mason<sup>2</sup>  
 Matthew McKenney<sup>2</sup>  
 Nini Meyer  
 Jim Miller<sup>2</sup>  
 Bob Murphy<sup>1,3</sup>  
 Michael Scheller<sup>2</sup>  
 Evan Smith<sup>2,3</sup>  
 Kimberly Smith<sup>2</sup>  
 Steve Ucci<sup>2</sup>  
 John Vogel

## Donations received during Fiscal Year 2021

### Equal to or greater than \$10,000

Dick and Barbara Couch<sup>1,2,3</sup>  
 Shane and Kate Galie  
 Hypertherm Associate  
 Contributions through  
 Annual United Way  
 Campaign  
 Evan Smith<sup>2,3</sup>

"We donate to the HOPE Foundation because we know our entire donation goes directly to community grants and strategic focus areas we strongly believe in. All the money stays in the Upper Valley and we can see it at work every day."

Brandon Mason, HOPE Team member, and his wife Nicole



"My husband John and I found ourselves staring at the sheer amount of stress being experienced by our community and the Upper Valley's many critical social service agency partners as COVID rolled in April of 2020 and we realized this was a chance to step up. A donation to HOPE was our very first act. As a board member for the HOPE Foundation, I have a deep understanding of just how instrumental they are in the lives of so many Upper Valley residents. And when the Foundation moved quickly in the spring of 2020 to distribute critical funds to many of our local agency partners, we wanted to help make that happen with boldness and with speed."



Julia Griffin, HOPE Foundation Board Trustee

## Under \$1,000

David Agan<sup>3</sup>  
 Bruce Altobelli<sup>1,3</sup>  
 Rich Becker  
 Aaron Brandt  
 Erik Brine  
 George Caccavaro  
 Stacey Chiocchio  
 Alex Coombs  
 Kim Cooper  
 Jeff Cornish<sup>3</sup>  
 Beth Danyluk<sup>3</sup>  
 Jeffrey Deckrow<sup>3</sup>  
 Donations via Amazon Smile  
 Elizabeth Donka  
 Gordon Ehret<sup>3</sup>  
 Rain Flanagan  
 Rusty Fowler<sup>3</sup>  
 Brooke Couch Freeland  
 Sean Gorman  
 Julia Griffin  
 Headrest, Inc.  
 John Heald  
 Deb Herndon  
 Dixie Hibner  
 Lori Hibner<sup>3</sup>  
 Hannah Jensen  
 Bethany Johnson  
 Robert Kay<sup>3</sup>  
 Bob Kingman<sup>3</sup>  
 Lisa LaBombard  
 Andrey Ladygin  
 Travis LaHaye  
 Dave and Cheryl LaPrade<sup>1,3</sup>  
 Jack Lee  
 Liepold, Inc.  
 Jim Mason  
 Rob Masson  
 Melanie Matulonis  
 Cathie Meyer<sup>3</sup>  
 Milestone donations  
 from Associates  
 Jane Moss<sup>3</sup>  
 Hanna Neidorf  
 Gordon Rice  
 Chloe Richards  
 Codie Rockwood<sup>1,3</sup>  
 Benjamin Rogers  
 Susan Shykula<sup>3</sup>  
 Eric Smith  
 Ross Smith  
 Sanjeev Srinivasan  
 Nan Stone  
 Sarah Swift  
 Robin Tindall  
 Patrick Tufts  
 Hidde van Hoeven  
 Phil and Mae Winslow<sup>1,3</sup>  
 Art and Jeannie Young<sup>1,3</sup>

<sup>1</sup>Lifetime Member (Retiree giving one time donation of \$1,000 or greater)

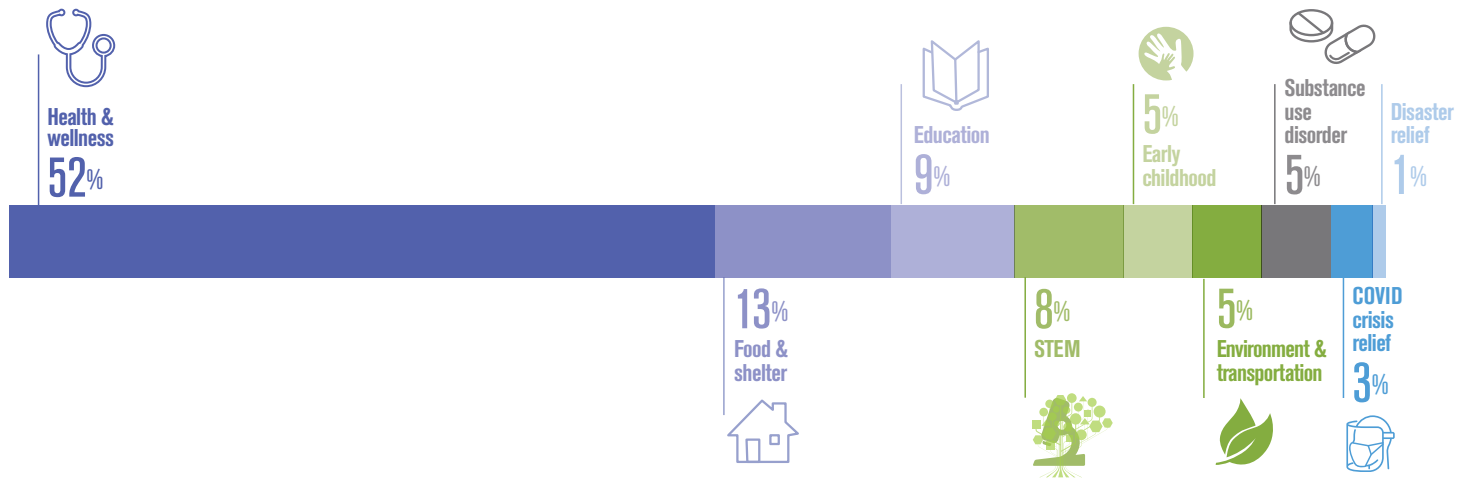
<sup>2</sup>Leadership Level (Current Associate giving gift of \$1000 or more)

<sup>3</sup>Couch Circle Member (Current or retired Associate. See p. 3)

# GRANT HIGHLIGHTS

The HOPE Teams meet monthly to review grant requests from our valued community nonprofits. Last year 134 grants were made to community partners in addition to a match up to \$1,000 of individual Associate donations to the United Way.

## FY2021 Grant allocation by focus area



## Community Service Time (volunteer hours by Associates)



## FY2021 HOPE Foundation revenue

Hypertherm – \$521,000

Public – \$301,586

HOPE Foundation is a public charity and one third of its funding needs to come from outside of Hypertherm, Inc.

# FISCAL YEAR 2021 DONATIONS TO 96 LOCAL ORGANIZATIONS

## Community Relief (COVID-19)

Carter Community Bldg Association  
Early Care & Education Association  
Friends of Veterans  
Magic Mountain Children's Center  
Special Needs Support Center  
UVGEAR

## Disaster Relief

American Red Cross

## Early Childhood

CASA of NH  
Claremont Learning Partnership  
Early Care & Education Association  
Good Beginnings, Inc.  
Prevent Child Abuse Vermont  
TLC Family Resource Center  
Waypoint  
Windsor County Partners Mentors  
for Youth

## Education

Center for the Arts  
Children's Literacy Foundation  
Crossroads Academy  
Daniel Webster Council, BSA  
Enfield Shaker Museum  
Global Campuses Foundation  
High Tech Kids  
JAG Productions  
Lebanon Opera House  
Lebanon Public Libraries  
Literacy NY Buffalo-Niagara, Inc.  
Milestone Adventures  
Pentangle Arts  
Spontaneous Construction  
The Dale Association  
The Howe Library Corporation  
Toddlers Morning Out  
Visiting Nurse & Hospice of VT & NH  
Volunteer NH  
Willing Workers Association  
WISE  
Youth Mentoring Services of  
Niagara County, Inc.  
Zack's Place

## Environment and Transportation

Connecticut River Conservancy  
Society for the Protection of  
New Hampshire Forests  
Squam Lakes Natural Science Center  
Tri-Valley Transit  
Upper Valley Land Trust  
Vital Communities  
Volunteers in Action

## Food and Shelter

City Mission Society, Inc.  
Claremont Soup Kitchen  
COVER Home Repair, Inc.  
Dismas of Vermont, Inc.  
Feeding America  
Feeding Florida  
Hartford Community Coalition  
NH Food Bank  
Twin Pines Housing Trust  
Upper Valley Habitat for Humanity  
Upper Valley Haven, Inc.

## Health and Wellness

BarnArts Center for the Arts  
Children's Hospital at Dartmouth  
Circle Program  
City of Lebanon  
Copper Cannon Camp  
David's House, Inc.  
Easter Seals Vermont  
Finding Our Stride  
Ford K. Sayre Memorial Ski Council  
Friends of Canaan Village, Inc.  
Friends of Norris Cotton Cancer Center  
Friends of the Northern Rail Trail  
Good Neighbor Health Clinic  
Granite United Way  
High Horses Therapeutic  
Riding Program  
Lebanon Project Graduation  
Mayhew  
My Very Own Bed  
Planned Parenthood of NNE  
Roswell Park Alliance Foundation  
Second Growth, Inc.  
TLC Family Resource Center  
Upper Valley Aquatic Center

Upper Valley Snow Sports  
Upper Valley Trails Alliance  
Waypoint  
We R H.O.P.E.  
West Central Behavioral Health  
Whaleback Mountain Club  
Zack's Place

## Science, Technology, Engineering and Math (STEM)

Bradford Teen Center  
Dothan Brook School  
FIRST  
Keene State College  
Montshire Museum of Science  
Vermont Institute of Natural Science

## Substance Use Disorder (SUD)

Connecticut Valley Addiction Recovery  
Headrest, Inc.  
Step Up Parents  
Upper Valley Haven, Inc.



# HOPE FACTS YOU MAY NOT KNOW



HOPE President, Jenny Levy and Viviane Hayashi, Director, Financial Planning & Analysis, volunteer at the Upper Valley Haven during Hypertherm's annual Leadership Strategy Week.

## Who can donate to the HOPE Foundation and how?

- HOPE is a public charity. We welcome donations of any amount from any and everyone. [Visit our site for details.](#)
- Donations can be made in honor or memory of friends and family.
- *Please see the Couch Circle information on page 3 for giving recognition criteria.*

## Why contribute to HOPE?

- The HOPE Teams are well versed in the needs of our communities and are extraordinary stewards of your donations.
- Grantmaking decisions are thoughtfully made by teams of Hypertherm Associates worldwide.
- We bring our business expertise to the table for decision-making and contribute capacity to our nonprofits.
- Nearly 100 percent of your donation is given to the community annually because Hypertherm provides an in-kind donation of Associate time to support the Foundation's activities.
- Hypertherm, Inc. is a vital contributor to the HOPE Foundation, but as a public foundation, one-third of our revenue must come from the public. Donations qualifying as public come from Associates, retirees, and grateful members of our communities.
- Your donation may be eligible for a tax deduction.

## Where do HOPE Foundation funds go?

- Nonprofits in the communities where our Associates live, and work are recipients of HOPE funding.
- Our funding areas consist of general community grants, disaster relief, and strategic funding areas of STEM, Substance Use Disorder, and Early Childhood.



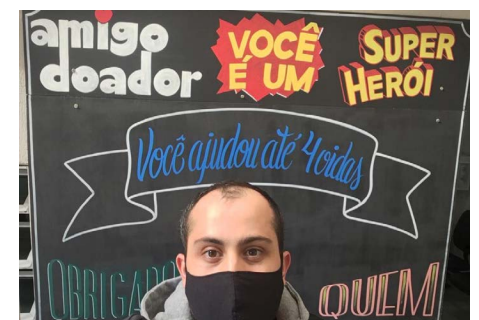
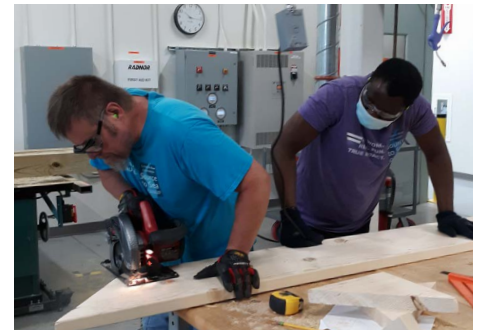
Thirty Associates, representing a cross section of areas within Hypertherm, comprise the HOPE Teams that make all grant allocation decisions on behalf of the Foundation.

Thank you on behalf of the HOPE Teams and Foundation Board for considering a donation to the HOPE Foundation!



# VOLUNTEER SPOTLIGHTS

This past year was undoubtedly one that called for creativity and flexibility. We are incredibly proud to report that our Associates worldwide were up for the challenge. Despite experiencing a worldwide pandemic, we remained committed to our core value of community leadership. While some Associates participated in virtual volunteering, the majority of our 22,416 hours of volunteering were conducted in person. On went the masks, and out in the community we went. Associates pictured below repaired homes, painted rooms, cleaned up trails, distributed food, made blankets, donated blood and so much more.



# STRATEGIC SPOTLIGHT – EARLY CHILDHOOD

The HOPE Foundation added early childhood support as a focus area in 2020. We began by identifying current gaps and developing strategies to address those gaps. This work helped us reach two conclusions: (1) parents and caregivers struggle to access safe, affordable, and convenient childcare; and (2) the first four years of a child's life are critical to determining future outcomes. This led to the creation of the following three pillars.



## Early Childhood

### Parental confidence

The HOPE Foundation plans to support programs that help new parents build the skills and confidence needed to be the best parents they can be. This includes helping parents build a peer support network.

### Youth resilience

The foundation wants to fund programs that provide kids with the skills needed to overcome and adapt to life's challenges.

### Childcare center quality

HOPE aspires to improve the quality of our childcare centers so all parents can access high quality care for their children. We will accomplish this in part by funding programs that provide training and certification to childcare educators.



Early actions include:

- Hosting a virtual roundtable with several nonprofit organizations including Early Care Education Association Upper Valley, The Family Place, Good Beginnings, TLC Family Resource Center, and Waypoint.
- Developing a scoring rubric to evaluate early childhood grant requests.
- Continuing to research ways to best support young children.
- Curating and distributing new parent resources to Associates.
- Distributing youth bike helmets and safety gear to Associates with young children.





## 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](http://www.hyperthermHOPEfoundation.org)

### 2021 HOPE Foundation Board Trustees

Clay Adams  
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Dick Couch  
Gail Gentes  
Julia Griffin  
Lori Hibner  
Jack Lee, Treasurer  
Jenny Levy, President  
Nini Meyer  
Nan Stone  
John Vogel, Secretary

### 2021 HOPE Teams

#### Upper Valley

Jeff Cornish  
Lori Hibner  
Jennifer Johnson  
Johnnie Jones  
Lisa LaBombard  
Travis LaHaye  
Jenny Levy  
Brandon Mason  
Jeff Ortakales  
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Dom Paradis  
Mike Pollack\*  
Kenny Pulliam

#### Waterjet

Caroline Lassche\*  
William Fox  
Steve Voerding

#### Contributors

Stacey Chiocchio  
Kim Cooper

\*Chair

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Hypertherm Hope  
Foundation.**

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Amazon donates.

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

**amazonsmile**

**Donate to the HOPE Foundation via Paypal**

**Donate**