

Celebrating



Years of Circle



CIRCLE
PROGRAM

2023 Annual Report

*Empower, transform, and enrich girls' lives through
community, connection, camp, and mentorship.*

A MESSAGE FROM THE BOARD OF DIRECTORS

Board of Directors 2024

Talesha Saint-Marc
President

Dawn Beers
Vice President

Christina Bradbury
Treasurer

Mark Seymour
Secretary

Leslie Craigen
Jennifer M. Crane
Nate Dutile
Ryan McFarland
Jennifer Rothman
Kierstan Schultz
Kayla Turner
Tracy White

Trustees Emeriti

Vincent Broderick
Priscilla W. Gemmill
Martha Macomber
Seton Lindsay O'Reilly
Carol M. Southall

VISION

Self reliant young
women, confidently
engaged in their
community and living
to their full potential.

VALUES

Support
Personal Accountability
Mentorship
Integrity
Acceptance

Dear Circle Program Family:

At Circle Program, there are many important lessons and concepts that we strive to teach Circle girls and teens. One of these important concepts is gratitude – the quality of being thankful. One way we teach gratitude is through our gratitude stone tradition. At the end of each night of camp, the campers and counselors stand in a circle and are given a gratitude stone. Then, each person reflects on something they were grateful for that day and shares it with the group. Often, our campers are grateful for a new friendship, or a new fun camp memory, or for the kindness of another. The gratitude stone tradition is a meaningful way for campers and staff to cap off a fun-filled day of new experiences, adventure, and friendship.

At our annual retreat this year, the Board replicated the gratitude stone tradition. As a Board, we have so much to be grateful for – like being part of the Circle family, seeing the everyday impact that Circle Program has on New Hampshire girls and teens, and celebrating Circle’s 30th Anniversary. As we reflect on another successful year, a few thank yous are in order.

Thank you to our wonderful staff, led by their fearless leader, Executive Director Beth Dever. We are proud that at the heart of Circle, we have a smart, creative, passionate, and collaborative staff. Over the year, our staff skillfully managed many challenges, including the rise of mental health matters concerning Circle girls and teens, a common issue that many youth-based organizations are navigating. Despite the challenges, our staff ensured that each girl and teen was adequately supported and that our camp session was successful. Additionally, our staff served as effective Circle ambassadors, strengthening Circle Program’s community relationships. Our Board recognizes the importance of organizational stability to Circle’s continued achievement, and we are dedicated to providing our staff with fair compensation and appropriate professional growth opportunities.

Thank you to our dedicated mentors. Although camp is an important component of the Circle experience, what makes Circle Program so impactful are the strong community leaders that graciously donate their time to mentor Circle girls and teens. Our mentors are caring, generous, and adventurous, and they help Circle girls and teens develop confidence, integrity, and a positive self-image. As a Board, we value our mentors and are committed to supporting successful mentor relationships.

Thank you to our Circle supporters. Last year, Circle celebrated its 30th Anniversary. What began as a “pilot program” with twenty-two girls has now blossomed into a robust program that annually impacts the lives of over eighty New Hampshire girls and teens! Circle’s success is attributable to all the generous supporters who believe in Circle’s mission and vision. We are beyond grateful for your continued financial support. As we look to the future – camp facility updates and program growth – our Board will continue to be good stewards of Circle’s finances, so Circle Program’s legacy of success and impact will endure.

There are so many things for which we are grateful! We are proud to be part of the Circle family. We are proud to serve on Circle’s Board and be ambassadors of Circle Program. But mostly, we are proud to contribute to the development of confident and strong girls and teens!

~ The Circle Program Board of Directors

A NOTE FROM THE EXECUTIVE DIRECTOR

2023 Marked 30 years of Circle!

In 1993, a few dedicated Camp Onaway Trustees set out to create a camp for young girls 9–11 years old in rural New Hampshire. They envisioned a place of welcome and acceptance; a place where friendships were formed, opportunities were provided, and young girls learned a little bit more about themselves and others.

Now, thirty years later, Circle’s vision is stronger than ever – it has widened its reach for girls 9–18 years of age and offers opportunities outside the summer camp experience. This year marked a period of tremendous growth, learning and continuous improvement within Circle Program’s vision, as we continued to further our mission of supporting girls/youth & teens in New Hampshire.

Your support helped create greater connections for our youth. Eighty-three girls & teens joined us for summer camp, hands-on learning, 1:1 and group mentoring, and year round programming that sparked VOICE, CHOICE, and VALUE in everything we did.

We grew intentionally in all Circle Program areas; providing more opportunities for engagement, resources and support for all of our participants.

Every January, Circle’s board and staff come together for an annual retreat. Last year was no different. Time was spent reflecting on the organization’s current strategic plan, up for renewal this Spring. Additionally, with the help of a foundation grant, a formal evaluation of Circle’s summer camp and mentor programs was conducted over the past two seasons. Feedback from this evaluation will serve as a basis for setting goals for the next iteration of the strategic plan. A highlight of some of the evaluation data and our 2021-2024 Strategic Plan can be found on page 5.

It is thanks to you that we were able to reach our goals. Philanthropy is a shared journey. Together, we’re making an impact on the issues that matter most to our New Hampshire rural girls/youth and teens!

I am honored to lead Circle Program and excited to do more...together!

Beth

Beth Dever
Executive Director



Full-Time Staff



Robyn Boisvert
Director of
Programs and Camps



Olivia Conway
Director of
Development & Marketing



Elana Midura
Assistant Director of
Programs and Outreach

Part-Time Staff



Liz Grace
Office Manager



Lisa Grant
Mentor Support Specialist



Fox Smith
Program Support Specialist



Mike Vittum
Maintenance Supervisor

2023 HIGHLIGHTS



January

The annual mentor appreciation celebration takes place in honor of National Mentoring Month.

February

OLIVIA CONWAY becomes a member of LAKES REGION ROTARY CLUB


March

Robyn Boisvert is hired as Director of Programs & Camps



April

The Circle Office staff hosted an OPEN HOUSE for board members, community members, and Circle supporters to see office improvements, meet the staff, and connect with one another.



May

Annual camp cleanup weekend
.....
Tabling for mentor recruitment:


- Vintage Market on Squam
- New England Coffee Festival




June

.....

CIRCLE RAISED \$13,179 DURING NH GIVES



First year campers and their families gather at Circle Camp for



NEW CAMPER ORIENTATION



OFFICE STAFF TRAININGS

- Quickbooks Online
- Planned Giving 101
- GLOW Girls Curriculum
- Darkness to Light: Child Abuse Prevention
- Office Safety Training: The Lawson Group
- Youth Mental Health Certification: Center for Evidence Based Mentoring
- New Camp Director Certification: American Camp Association
- New England Leadership Training Seminar
- Virtual Mentor Summit: MENTOR

CAMP STAFF TRAININGS

- Project Safezone: supporting LGBTQ+ youth
- Connor's Climb: suicide prevention
- Project Adventure: low ropes course training
- CPR & First Aid Certification
- Wilderness First Aid Certification
- Red Cross Lifeguard Certification



CIRCLE CELEBRATES

30 YEARS

July



Teens visit Rye State Beach

August

The Circle Camp property is open to **CAMP BERA**
..... and
GIRL SCOUTS OF THE GREEN AND WHITE MOUNTAINS



October

TRACTOR FOR CAMP donated by
CIRCLE SUPPORTERS



December

Circle families received gifts from the Angel Tree Project through Plymouth State University's Office of Community Impact.
.....
Staff attended their annual retreat at Camp Onaway.



1993

The Circle Camp was inaugurated in August 1993 when Camp Onaway became home to 22 NH girls, ages 9-11 years old for two weeks after its regular season.

September

Camp Director and Assistant Director attended American Camp Association New England's camp tours in VT.

Brown Ledge Camp
Camp Kiniya
YWCA Camp Hochelaga
Songadeewin
Keewaydin Dunmore Farm & Wilderness:
Timberlake & Firefly Song





Circle Program volunteered at the New Hampshire Marathon.

November

annual **BOARD MEETING**
.....and.....
BUDGET APPROVAL



Circle staff volunteered at the Lakes Region Children's Auction phone booths.



1994 - 1998

- 1:1 mentorships begin
- Circle Program Logo designed
- Circle Camp uses Camp Pasquaney
- First Mayhew fall sleepover for Circle participants



1999 - 2005

- Circle Camp uses Camp Mowglis
- Circle Program announces capital campaign
- Circle Camp Spectacle Pond Ribbon cutting
- 1st Session at Circle Camp




2006 - 2011

- Girls camp goes to 3 weeks
- First "Graduate Camp" (teen) session
- First session with new camp lodge
- First Annual Circle Triathlon



2012 - 2017

- Teen Adventure Program (TAP - 15-18 year olds) begins
- First women's wellness retreat held at Circle Camp
- Circle Program named 2015 Champion of Action







2018 - 2023

- 3 year strategic plan written
- Program Logic Model completed
- The Pandemic
- TAP Redesigned
- Updates and renovations start at Circle Camp

CIRCLE'S CONTINUOUS IMPROVEMENT

2023 Formal Evaluation & Strategic Plan Highlights



MENTOR/MENTEE

-  78% of Circle mentors agree Circle Program has provided training that helps them be a better mentor.
-  88% of Circle mentors agree there is a Circle staff member who knows how their relationship is going with their mentee.
-  93% of Circle girls/teens feel it is true that they do activities that are really fun with their mentor.
-  99% of Circle girls/teens feels it is true that their mentor is a good match for them.

Recommendations

- Begin the mentor-mentee relationship before the first session of camp.
- Develop a plan to improve the mentor experience by implementing regular check-ins with mentors and use multi-communication techniques for all mentors.
- Ensure Circle Program staff provide additional training support for the mentors when concerns arise.
- Increase mentor involvement at camp.

SUMMER CAMP

-  Circle campers increased in problem solving confidence, perceived competence, and interest in exploration between 60 - 70%.
-  53% of Circle campers demonstrated a significant increase in overall resilience between the first day of camp to the last.
-  90% of the girls/teens reported feeling free and enjoying the freedom of being outside and away from pressures of the outside world.
-  41% of campers at the end of camp had improved in "When I have a problem I think of different ideas and combine some to make the best decision."

Recommendations

- Add activities that are intentional in examining the natural environment by using additional educational materials.
- Increase intentional relational building activities between and among girls and examine how relational aggression impacts girls.
- Look at adding a leadership curriculum like Lean in Girls, Girls Leadership or Fearlessly Girls.
- Develop a strategic plan to support the mental health of the summer camp staff.

WRAPPING UP CIRCLE PROGRAM'S APRIL 2021 - MARCH 2024 STRATEGIC PLAN

- | | | | |
|---|---|---|---|
| 1 Sustainable mentor program that reflects great communication, equitable, and valuable experience for participants and volunteers.
95% COMPLETE | 2 Increase our non-grant-driven revenue
80% COMPLETE | 3 Identify, build, and sustain relationships with the local community, communities we serve, major donors, and other key stakeholders.
100% COMPLETE | 4 Build, cultivate, & maintain a staffing structure that is responsive to program and operational needs, has clearly defined roles, and promotes organizational stability.
100% COMPLETE |
|---|---|---|---|

Strategic goals not at 100% complete will be part of Circle Program's new 3 year strategic plan.

Continuous Improvement Goals for 2024

- Circle's new three year strategic plan
- Roll out Circle's updated Program Logic Model
- Circle's 2024 Continuous Improvement Plan
- DEIB (Diversity, Equity, Inclusion, Belonging) Plan
- Board of Director's Development & Training plan
- Event Fundraising Plan

MEET OUR BOARD OF DIRECTORS



Talesha Saint-Marc
President

Circle's mission is important to Talesha because "Every kid deserves a chance to explore their strengths and grow in a safe setting. Circle provides that, while also providing kids with another supportive adult in their lives." She loves baking with her kids which can get messy since her youngest is under 2!



Dawn Beers
Vice President

Dawn is the Public Affairs Manager/Marketing Communications Lead at the Concord Hospital Health System. She supports Circle because, "I feel strongly that young girls from less fortunate circumstances should have access to mentoring opportunities and camp experiences, so they can evolve into confident adults." During the winter, Dawn enjoys skiing with her family!



Christina Bradbury
Treasurer

Christina is a Professor/Program Coordinator at PSU. Christina believes in Circle's mission because "Circle is about empowering young people and opening one's eyes to what is possible. I consider myself blessed to be a part of such a powerful and inspiring mission." In her downtime, she enjoys playing Mario video games with her son and the occasional TJ's & HomeGoods trip with her daughter.



Mark Seymour
Secretary

Mark is an Attorney/Administrative Law Judge for the State of NH. Mark believes "It is important for every child/teen to have the opportunity to spend time in nature and to have role models and mentors such as Circle offers." Mark has two adult sons (in NYC and CO) and lives with his wife and their giant black lab Remi.



Leslie Craigen

Leslie is the Chief Financial Officer at the Community Action Partnership of Strafford County. Circle's mission is important to her because "I believe it is everyone's responsibility to make sure our youth have equal access and opportunities in life to thrive." Leslie loves traveling, the outdoors (hiking, skiing, swimming, paddle boarding) and spending time with her family.



Jennifer Crane

Jennifer is the Development Director at Mayhew Program. She believes in the mission because, "Many girls face challenges and barriers that can hinder their personal growth and development. I believe Circle is a crucially needed program that builds a safe, supportive community for the girls while providing transformative experiences." Living near the lakes and mountains means lots of opportunities to get out with her black lab, Mack.



Nate Dutille

Nate is the Founder of Kohv Eyewear. "Circle's mission to provide camp and mentoring resonates with me because I know it's capable of causing great change in the lives of girls. I also have twin daughters who are eleven, so being an advocate for girls is something I am passionate about." Nate loves everything outdoors - hiking, biking, running, surfing and snowboarding!



Ryan McFarland

Ryan is the Chief Hearings Examiner at the NH Department of Safety. "Circle's mission is important because every child in NH should be given the tools and support to succeed. The mentoring and camp programs provide that to children that might otherwise go without positive role models." One of his family's favorite hobbies is to find new ice cream places to try when they visit a new city or town!



Jennifer Rothman

Jen spent her career in marketing, sales and management consulting working on performance initiatives with multi-national companies. "Every word in Circle's mission is personally important to me. I am passionate about having young women connect with their own greatness, and that best happens through opportunity, community and mentorship." Jen and her family lived in Shanghai for seven years!



Kierstan Schultz

Kierstan is a Counsel/Litigator for Nixon Peabody LLP. Kierstan supports Circle's Mission because, "Camps and outdoor adventures were among the most memorable of all my formative experiences as a youth, and helped me develop perspective and skills I frequently draw upon as an adult." She has two family pets: an Australian Shepherd named Waylon, and a Maine Coon Cat named Princess Crystal!



Kayla Turner

Kayla is a Staff Attorney at Disability Rights Center - NH. Kayla says Circle's mission is important to her because "I firmly believe that positive relationships, such as those that are built within the mentoring program, are life changing! A fun fact about her is that she has been to 16 countries and counting!



Tracy White

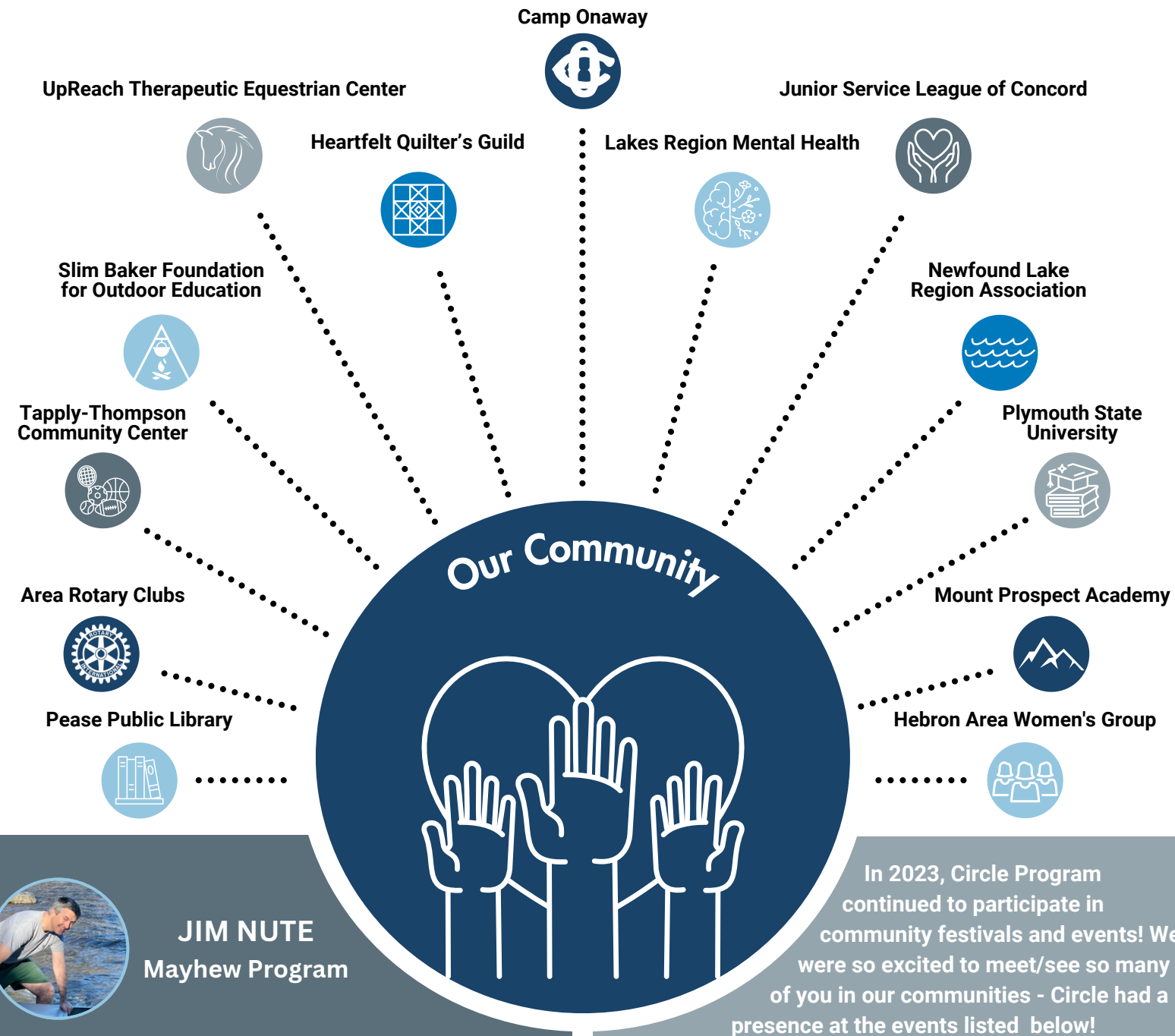
Tracy is the Director of Development at The White Mountain School. Tracy believes in Circle's mission because, "Children who have a supportive community and encouragement to reach for their dreams develop self confidence and a belief that they do have the ability to chart their own journey." Tracy says in her spare time she is a compulsive knitter!

THE CORNERSTONE OF OUR SUCCESS

Thank you to our 2023 Community Partners

"Outreach is necessary to shape the engagement of the community, to create positive change. It is a result of conscious effort and requires in-depth dialogue, decision-making and action. With this, organizations must collaborate for the greater good. Community engagement is harnessing care and passion and coordinating people to take action on behalf of the cause."

~ Cambria Bowman



JIM NUTE
Mayhew Program

We are going to deeply miss Jim! Circle staff and board members throughout our 30 year history are extremely grateful for his tremendous motivation and encouragement given to Circle through his 30 years at Mayhew Program.

We know he will continue to inspire and push us to excellence for many years to come.

- New England Coffee Festival
- NH Pumpkin Festival
- Granite Outdoor Alliance
- Vintage Market on Squam Lake
- Concord Young Professionals' Nonprofit Night
- 2023 Community Challenge Sweepstakes Social Event

TAP Camp Schedule

A Week in the Life of a Camper

SUNDAY

- Arrive at Circle Camp, pack cars, prepare dinner, swim, and evening campfire

Each morning while in Lake George, our TAP Campers were up by 8:00 AM to work together to prepare, cook, and cleanup breakfast. Then they packed bagged lunches for their adventures that day.

Once they returned to the campsite after their activity they planned their evening activity and then cooked dinner. All of the campers had a journal and were encouraged to write about the experiences each day!

MONDAY

- Leave camp in the morning to head to NY
- Stop for lunch at Quechee Gorge in VT
- Arrive at the campground in Lake George, NY and set up camp
- Campers prepare dinner
- Evening campfire

TUESDAY ACTIVITY

- Zipline Tour and Lazy River Tubing

WEDNESDAY ACTIVITY

- Shelving Rock Falls Hike - 4 miles

THURSDAY ACTIVITY

- Six Flags Great Escape and Water Park

FRIDAY

- Pack up campsite to drive back to NH
- Arrive at Circle Camp around 2:00 PM, unpack and put all gear away
- Prepare for mentor night - campers cook a meal and share photos of their trip
- Short ceremony to honor the two seniors
- Get ready for one last night sleeping at Circle Camp

SATURDAY

- Cook the last breakfast, cleanup, and discussion about where the next trip location would be
- Goodbyes for the summer

TAP Goals for 2024

- Move TAP from August to the last week of June to assist in teen summer employment schedules
- Add an evidence-based leadership curriculum
- Add a fundraising component for TAP camp sponsorships



Teen Adventure Program

For the first time, the Teen Adventure Program (TAP) campers were given the opportunity to plan and attend an "Eastward Bound" trip. The group of 14 campers met throughout the school year to research, vote, plan, and prepare for their 2023 summer camp experience.

The first meeting of the year included researching a location for the trip. Each camper was tasked with finding a destination (within 4 hours of Plymouth). They then presented their ideas to one another. Before the meeting wrapped up, a vote was held and a final destination was chosen for the first ever TAP "Eastward Bound" Travel Camp session - Lake George, NY!

By the end of their second meeting, the campers had worked together to create the summer camp daily itinerary, what items they needed to bring, began planning their daily menu and shopping lists, and designed a t-shirt, hat and sweatshirt logo while traveling from New Hampshire to New York.

The final meeting was held at camp in mid-June to organize all the equipment needed and go over clothing and food needs. Each camper was given a journal to write in during the trip. They added their personal touch by decorating their front cover.

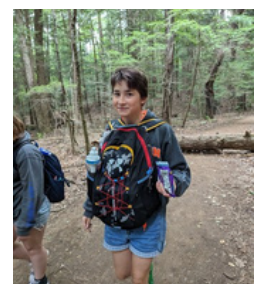
On July 31, our campers and TAP counselors began their trip to Lake George, NY for the FIRST Circle Program "Eastward Bound" trip!

"I think it's important to have opportunities to be able to travel outside of New Hampshire because some people never get the chance to go other places and experience and see new things. It was so cool to go to Lake George because even though it's not far from where we live, I had never even heard of it before planning the trip!"

~ Ash (7th year in the program)



Participation in Circle's TAP 2023 camp increased by **75%**



100% of TAP campers spent 448 combined hours planning their summer camp session

Daily Camp Schedule

A Day in the Life of a Camper

AM

7:00 - Time to wake

Cabin Cleanup or Showers

8:15 - Morning Circle

Sun Salutations and Affirmations

8:30 - Breakfast Time

9:15 - Activity Block One

Art, Swimming, STEM, Nature, Drama

10:45 - Activity Swap and Snack On-The-Go

11:00 - Activity Block Two

Art, Swimming, STEM, Nature, Drama

PM

12:30 - Lunch Time

1:30 - Choice Activity Block One

Choice of Four Activities

2:30 - Activity Swap and Snack On-The-Go

2:45 - Choice Activity Block Two

Choice of Four Activities

4:00 - Cabin Clean Up or Showers

5:15 - Dinner Time

6:30 - Evening Program

Campfire or Guest Presentation/Activity

7:45 - Closing Circle and Gratitude Stones

8:15 - Cabin Cool Down

Winding Down and Re-Capping the Day

9:00 - Quiet Time

Read Quietly

9:45 - Lights Out



Circle Camp 2023

All of our campers explored **Voice, Choice, and Value** while at Circle Camp. This year Circle camp implemented various opportunities each day for campers to allow their voices to be heard. Each afternoon activity block was a “Choice Activity”. During breakfast time, campers were given a choice of four different activities and could choose two activities to participate in during the afternoon. These choices helped our campers feel empowered in their decision making and helped them expand beyond their comfort zones while engaging deeper into topics they were passionate about.

Girls Camp

Girls Camp in 2023 was a 3 week session for our youngest campers aged 9-11. For many of them, this was their first time away from home. The focus for this session revolves around Social Development. In addition to the “Choice Activity” blocks, one favorite past time for this age group was Circle’s evening cabin ritual called - Flashlight Time. Flashlight Time was a time for campers to engage quietly with each other individually, in small groups, or entire cabin groups. Some campers chose to read, others sat on the floor and colored on a giant wall poster, some listened to their counselors as they told silly stories, some talked about the day and items they worried about, while others wrote letters home. This time allowed our campers to choose the best way to wind down after a long day of camp.

Teen Camp

Teen Camp is a 2-week session for ages 12 - 14. The majority of these campers have experienced at least one year of Circle Camp and look forward to seeing their camp friends again. The focus for these campers is Identity. This year we strongly encouraged our teens to advocate for themselves. The teens loved having “Choice Activities” but voiced to camp staff that they wanted not only to have choices but to also be able to help plan what activities would be offered, ensuring the activities were options of their interest. Wanting to make our teens feel valued in expressing their voices, we asked them to dive deeper into what activities they enjoyed most and what types of new activities they would like to try. Although we allowed teens to have their voices heard and valued, camp staff still encouraged all teens to try each activity once to continue challenging them.

TOP 4 ACTIVITIES

Swimming

Art



Field Trips

Low-Ropes Course



Camp Goals for 2024

- Teen Session is moving to the first 2 weeks of summer
- Girls Session is going from one, 3-week session to two, 2-week sessions - helping with mental health issues and allowing us to increase our Girls Session numbers
- Girls Session will be the last four weeks of Circle’s summer camp season

2,022 Gratitude Stones Shared



Alexis-Rae was a second year Circle Program camper in 2023. She is 13 years old and her nickname is “A-Rae”.

How has camp helped you grow as a person?

Before I started going to Circle I was more focused on the drama at my school, what was happening between my school friends, and mostly thought about other people’s lives more than my own. I was that girl who was afraid to be judged by others and had that one best friend that I felt was the only one I could be myself around.

To be honest, when I joined Circle Program I was scared and very nervous. I was worried about not being with my friend who I could always talk to. The most surprising thing about camp was the amount of girls that were there who supported me. It was absolutely AMAZING! I felt like I had a separate friend group that I could be myself around. I ended up feeling more comfortable around my new Circle friends who I had just met at camp than many of the kids I had been around for six years at my school. Camp changed the way I felt around others, the way I treated others, and how I was brave enough to feel myself around people I had only known for a few weeks during the summer months.

What was the best part about moving up to teen camp this year?

I started Circle camp a year later than most girls and only had 1 year of the younger girl camp session before moving up to their teen camp for my second year. This was a bit nerve-racking because I had gotten used to all the girls in my camp session. I was worried about going into the teen age group. I thought there would be more judgmental campers, sassy ones, and even thought I would have no one to go into that second year knowing. What I found before going to camp was some of the other girls were moving up with me. I felt more confident to go to the first day of summer teen camp knowing I wasn’t going to have to make all new friends. I was still nervous, but it wasn’t as scary as I thought it was going to be. All the returning teen campers gave us the nicest welcome and to my surprise I even met a lot of new girls who I chat with throughout the school year. I am so happy I made so many new friends. If I had turned down the chance to go to Circle’s summer camp and programs I would have never experienced these changes in myself and would never have made so many new friends.

What was your favorite choice activity at camp this year?

There are so many fun things to do at camp and I can’t choose between arts and crafts, swimming, or the talent show practice. I love the daily arts and crafts block because there are so many things to do such as bracelet making, card making, painting, collages, and so much more! We are able to do so many things in the art room. I love going down to the beach for swimming. Some of my favorite waterfront activities are free swim, jumping off the raft, and diving into the water. SWIMMING UNDER THE WATER IS SO MUCH FUN! I also love that our counselor lifeguards teach us swim lessons and how to be safe when we are in the water. The annual Talent Show practice is fun and exciting if you don’t have stage fright- SCOFF “totally not me!” 😊 For me it is an excuse to watch others sing and perform special acts on stage. I love watching people sing because everyone’s voice is so beautiful. Because I can’t choose from one of these three activities I choose all three!

What is your favorite memory with your friends at camp?

Boy oh Boy – that is a hard one to answer. Oh! I have one.... One time we were doing a lip-synch battle between the cabin groups. Everyone had songs they had to memorize! My cabin picked the duck song because our cabin counselor LOVED ducks so much we decided to surprise her and did the song for her. Although, I didn’t have the main singing part, I didn’t really mind because it was still so fun to do in my cabin group and for our counselor. I was still able to act out the song, sing and dance around with the other cabin girls. It was so funny to watch my friends lip-sync the songs they picked. We all were laughing so hard.



Hours spent texting,
posting on social media,
surfing the internet,
watching TV:

0



- Camp sessions will have 48 hours between sessions to give counselors a mental health break before starting a new session
- Affinity to Nature and Leadership evidence-based curricula will be added to all camp sessions
- Circle will provide instructors with training and tools to recognize, prevent, and address relational aggression to create an emotionally safe space for girls’ relationship building.



45% OF YEAR ROUND PROGRAMMING IN 2023 ENCOURAGED PHYSICAL ACTIVITY



PARTICIPATION IN SCHOOL YEAR PROGRAMMING INCREASED BY 55%



2023 School Year Programming: Girls & Teens

JANUARY

CPR/First Aid Certification
Snowshoe Sleepover at camp Mayhew Basehouse
Activity with Holderness School "STEMinists"

SKILLS
Confidence and Leadership
Community Connection, Voice & Choice
Representing women in STEM, Community Connection

Since 2008 Circle Program has been using the Camp Mayhew Basehouse for our annual TAP sleepover.

APRIL

Col Trail Cleanup and Hike

SKILLS
Community Service and Physical Activity

Col Trail is Circle Program's adopted trail Col Trail that we maintain each year with the guidance of an AmericaCorps member from Squam Lakes Association.

SEPTEMBER

Archery and Sunflower Harvest
Community Clay Center Ceramics Workshop

SKILLS
Confidence, Introduction to Gardening
Creativity

An archery instructor from Girl Scouts of the Green and White Mountains donated time to teach our teens the basics of archery.

DECEMBER

Card and Cookie Decoration
Hometown Holiday Parade

SKILLS
Creativity, Community Service
Community Connection

Each holiday season, Circle girls decorate Christmas cookies and design Christmas cards to donate to the Belknap County Nursing Home. Meanwhile, Circle teens decorate a float to represent Circle in the Hometown Holiday Parade. Both age groups, staff, and mentors walk in the parade together.

FEBRUARY

Swimming at PSU Pool

SKILLS
Confidence and Physical Activity

Plymouth State University donates their space each winter to allow us to offer this program. Swimming is a fun opportunity to get our bodies moving during the colder months.

MAY

Camp Cleanup

SKILLS
Community Service

Camp cleanup is an annual tradition where campers, families, mentors, and community members come together to help Circle staff members with opening tasks, cleaning, and maintenance projects to prepare for that years camp season.

OCTOBER

Pumpkin Carving and Costume Party

SKILLS
Creativity, Self Expression

Circle girls carved their pumpkins at Pease Public Library while teens carved theirs at the Tapply Thompson Community Center.

MARCH

Arts and Crafts Workshop with PSU
Community Clay Center Ceramics Workshop

SKILLS
Introduction to Higher Education
Creativity

Circle has partnered with Plymouth State University's Art Education department. In exchange for required teaching hours, students offer art programming.

JUNE

New Camper and Family Orientation

SKILLS
Community Connection

Before camp starts, first year campers and their families have the chance to attend an orientation where they have the opportunity to tour the camp property and meet Circle staff and other campers.

NOVEMBER

Ice Skating

SKILLS
Confidence, Physical Activity

Circle gathered at Merrill Fay Arena in Laconia for a group skate.

Towns our Girls and Teens Come From



MENTOR VOICES

Why is mentoring important to you?



“First and foremost, I hope I can make a difference in the life of a youth. In the past one and a half years, I’ve also found a lot of other reasons mentoring has been valuable to me. I have learned more about myself, for example what ways am I more comfortable as a role model than others”
– Jada



“I am a firm believer in ‘it takes a village to raise a child’. I love the idea of being a part of something that helps to create a loving safe space for our youth. If only all of us acted as if all children are ours to raise.”
– Ali H.

“The opportunity to make a ripple effect in a positive way, is immeasurable.”
– Brandi



“Mentoring is important to me simply because I could have benefitted from having a mentor from age 11/12 and beyond. I am now a confident, well-adjusted adult and am more than happy to give back to the young girls of this community. I know the difference one person can make in a girl’s life. I still remember the few women who made a point to check in on me when I was a child.”
– Abby

“Mentoring is important to me because I hope to be the person in my mentee’s life that I needed through adolescence. There are so many challenges that girls and women face (mental health, sexism, sexual assault, etc.) as well as the socioeconomic disadvantages that Circle girls go through.”
– Alison



“I had my share of difficulties while growing up. I found some older women who were my ‘touchstones’. As an adult, I feel I have had a fortunate life and I want to give back by volunteering as a mentor.”
– Liz

Mentors traveled over
4,000
miles to participate in activities with their mentees in 2023.



Towns our Mentors Come From

Alexandria	Lincoln
Andover	Loudon
Ashland	Moultonborough
Barrington	New Hampton
Bridgewater	Pembroke
Bristol	Penacook
Campton	Plymouth
Concord	Sandwich
Danbury	St. Johnsbury, VT
Durham	Thornton
Hebron	Wentworth
Laconia	Woodstock

Mentor Trainings Offered in 2023



Connor’s Climb Foundation
The Connor’s Climb Foundation provides a suicide prevention training focused on raising awareness, reducing stigma, and equipping youth, educators, and the community at large with tools and resources focused on 10-24 year-olds.



KNOW & TELL
KNOW & TELL® is a professional development program to educate all adults to know the signs of abuse and tell responsible authorities when a child needs help.



NAMI (National Alliance on Mental Health)
NAMI provides advocacy, education, support and public awareness so that all individuals and families affected by mental illness can build better lives.



Onboarding for New Mentors
Mentors view a short video created by staff about mentoring & the program, read the mentor handbook, and take the “Know and Tell” online training. Then they are matched with a girl or teen and start to meet!



Safe Zone
Safe Zone trainings are opportunities to learn about LGBTQ+ identities, gender and sexuality, and examine prejudice, assumptions, and privilege.



Trevor Project
The Trevor Project is the leading suicide prevention and crisis intervention nonprofit organization for LGBTQ young people.

Online Mentor Portal - The Mentor Portal was created so mentors could easily access information. Training recordings are posted, copies of the handbook are available, as well as community resources. This portal is continually updated!



Mentor Appreciation Night

Each January we celebrate Mentor Appreciation Month by hosting an event for all of our mentors to enjoy time together and be celebrated for all they do for Circle Program. In 2023, we welcomed our mentors to attend an evening celebration at the Homestead Restaurant in Bristol, NH. Circle Board and Staff members also attended to show our appreciation. Small gifts were also given to each mentor. It was a great evening for our mentors to be together and share their mentoring experiences with one another.



Mentor Nights at Camp

Mentors were welcomed to Circle Camp during each of the three camp sessions to enjoy an evening program with their mentees. During the **Girls Camp** session, mentors and campers shared a meal and danced and sang to music performed by local artist, Sam Tracy. Our **Teen Camp** campers ate dinner with their mentors then had a blast tie-dyeing and exploring camp. The **Teen Adventure Program** mentors were treated to a dinner planned and cooked by their very own mentees! They also enjoyed hearing about Circle’s first “Eastward Bound” trip.

Thank You to our 2023 Mentors!

- Hannah Ackerman
- Danielle Allwein
- Lucynda Anderson
- Tammy Bishop
- Robyn Boisvert
- Eliza Boswell
- Susan Murray-Campbell
- Karen Cloutier
- Lindsey Collins
- Caitlin Cummings
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Mentoring Goals for 2024

- Begin mentor-mentee connections earlier so they can meet their mentor during their camp session
- Will provide additional support to the mentors while they build their relationships with their mentees. Especially as the mentor-mentee relationship grows as the mentee gets older

- Circle staff will increase mentor opportunities at Circle’s summer camp
- Continue a pre and post evaluation process for mentors and mentees each year
- Continue to build the mentor training portal which is user friendly
- Provide more small mentor group get togethers to help with mentor questions

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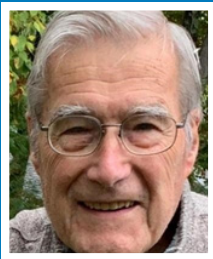
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Peter Millham passed away on July 1, 2023 he served on Circle's Board and had a term as Chairman. In lieu of flowers, his loving family requested donations be made to Circle Program. Thank you to those who chose to honor Peter in this way, we are so grateful.



Peter Millham

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LEGACY CIRCLE Circle Program's Legacy members share the common bond of philanthropy and belief in Circle's mission.

We would like to thank, honor, and remember
Daniel Paradis and George Carr
for sharing their legacy with us. Your impact on Circle is immeasurable.

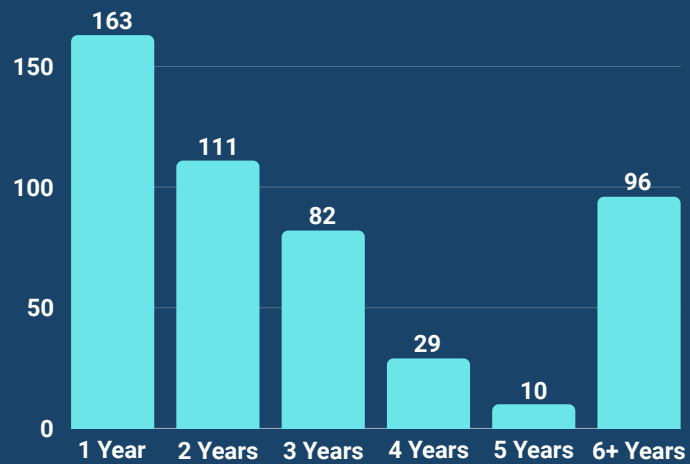
#ImpactfulYear2023

#PowerOfParticipation

"This past summer was my first session at Circle camp. I struggle with anger and temper issues and was almost sent home the first week. My cabin counselor and Robyn, Circle's camp director helped me find different ways to calm myself down. These included large wall coloring posters in the different buildings and in my cabin, chanting positive affirmations during morning yoga, and allowing me to walk with a camp counselor to the 'yelling tree' to release my negative energy and get back to the camp activity. I was able to make friends, stay in camp and I was proud of myself for finding better ways to express my emotions." ~ P., First Year Teen Camper

Circle Donors New & Old THANK YOU!

How many years have you supported Circle?



87%

mentors and mentees say that their mentoring relationships make them feel empowered and assist them to develop a more prominent sense of confidence in themselves. (women-ahead.org)

90%

of high school girls ages 13 - 17 feel pressured by media to be thinner. (Viewpoint Center)

42%

of children in foster care with history of physical and/or emotional abuse are more likely to develop PTSD. (Tuft Edu)



100

Hours of Camp Staff Training
19



30

Special Events & Programming



4,445

Volunteer Hours to Circle



600

Hours of Community Service

\$50

pays for one mentor /mentee monthly activity



\$250

pays for one year-round monthly program for mentees & mentors



\$500

pays for one activity for TEEN ADVENTURE Camp

Ways you can "JOIN OUR CIRCLE"

Volunteer at Circle

MENTORS

Camp Clean-Up Days

Evening Camp Program Leaders

Business Speakers - Career Readiness Skills

In-Kind Camp Maintenance Projects

Financial Support Opportunities

Spring Appeal - April

NH Gives - June

Annual Appeal - Nov

Giving Tuesday - Dec

Special Financial Project - throughout the year

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Wish List Items

Walmart Gift Cards

Hannaford Gift Cards

Hygiene Camp Items

Winter Clothing Drive

Shoe & Boot Drive

COME CELEBRATE WITH US



May 18 & 19: Annual Camp Clean-Up Day

Looking for volunteers to help open camp. Call the Circle office (603)536-4244 or email liz@circleprogram.org to sign up



May 21: Debbie Holiday Concert

A Tina Turner Tribute with a 10 piece band at The Palace Theater in Manchester NH. Concert to benefit Circle Program and Seacoast Outright.



Tuesdays & Thursdays in July: Invitation to visit Circle Camp

Call the office at (603)536-4244 or email liz@circleprogram.org to register your visit.



Summer Camp Female Empowering Community Nights @ Circle Camp

Teen Adventure Camp: June 28, Teen Session Camp June 29, Girls Session 1: July 13 Girls Session 2: July 27. Call the office for more information or to register.



October 5: NH Marathon

Marathon, Half-Marathon, and 10K to support Circle, Mayhew and TTCC. For more information please visit www.nhmarathon.com.



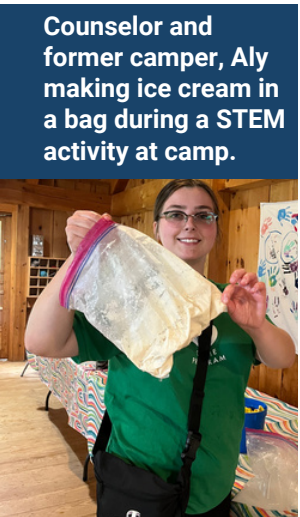
October 26: WE CARE CONCERT

Temple B'nai Israel is partnering with Circle Program to host the annual concert at Inter-Lakes Theater. For more information contact olivia@circleprogram.org.





The Circle Staff's candy station at Main Street Trick or Treat.



Counselor and former camper, Aly making ice cream in a bag during a STEM activity at camp.



Circle Teen, Abby having a blast at the Community Clay Center.



First session camper, Hannah at UpReach Therapeutic Equestrian Center.



Mentor-mentee pair LeeLee and Kiera at the summit of Col Trail, Circle Program's adopted trail.



Circle Teen, Jack at Mount Prospect Academy's ropes course.



First year camper, Cali with her quilt from Heartfelt Quilter's Guild.



Fox, Circle's Program Support Specialist and Olivia, Circle's Director of Development and Marketing at the annual staff retreat.



Teen Adventure Program's first Eastward Bound trip to Lake George, NY.



Zoey and Maelin at an activity with the Holderness School "STEMinists."



Circle Teen, Charlie, and her mentor, Jen at Circle Camp's community night.

2023 TREASURER'S REPORT

Thank you for your continued support of Circle Program. Your financial generosity ensures that NH girls served by Circle have mentorship and summer camp experiences to help Circle's youth reach their full potential. We are also sincerely grateful for the support provided by our volunteer mentors who provide many volunteer hours throughout the year.

The financial position of the Circle Program remains strong with cash on hand and investments totaling \$2.3M at year end 2023. Financial market performance supported a rebound of our investment portfolio from that of the challenges faced in the prior year. Moreover, Circle qualified for the Employee Retention Tax Credit in 2023, providing for \$154K. Programmatic needs have necessitated resiliency and adaptability this past year on the part of staffing and its leadership team. Operating expenses have been meritoriously managed.

With ongoing initiatives underway to help Circle Program meet the needs of NH's girls/youth in the challenging environment they are facing, your continued support makes all the difference. Please continue to consider Circle Program in your charitable giving in the coming year.

Sincerely,

Christina Bradbury

Christina Bradbury, Circle Program Treasurer

DECEMBER 31ST VALUES FOR CIRCLE'S TUITION ENDOWMENTS

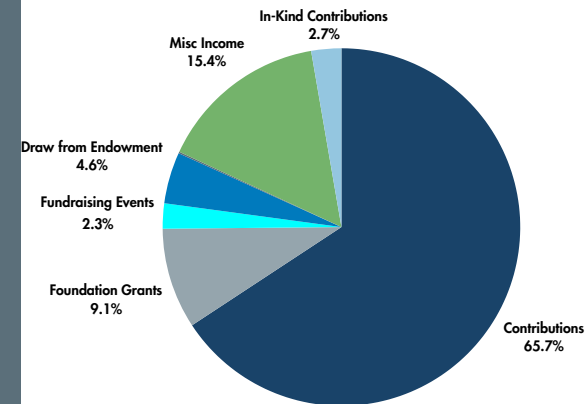
Firetower Children's Fund Tuition Endowment	\$ 238,980
Hagerman-Sander Memorial Tuition Fund	\$ 121,517
The George W. Hagerman Tuition Fund	\$ 328,615
Nancy Lindsay Memorial Fund	\$ 240,657
Davies Opportunity Fund	\$ 145,290
Cole Property Endowment Fund	\$ 6,717
General Endowment Permanently Restricted	\$ 152,701
General Endowment Unrestricted	\$ 163,889
Total Combined Balance	\$ 1,398,366

TUITION ENDOWMENTS

Over the years, individuals and family members have created named endowment funds in support of annual tuition to cover the cost for girls/youth and teens to attend Circle Program. Those enrolled in Circle Program receive full subsidies for the expense of their participation. It costs approximately \$8,100 to support a girl or teen engaged in Circle Program for a full year – for their time at camp, all organized group activities throughout the school year, and Circle's 1:1 and small group mentoring program. This figure includes activity fees, camp supplies, food, travel, staffing, insurance, mentor training, reimbursements, professional development for our staff, and much more. We are grateful to those who generously contributed to these funds in 2023. The December 31st values for these endowment funds are listed above.

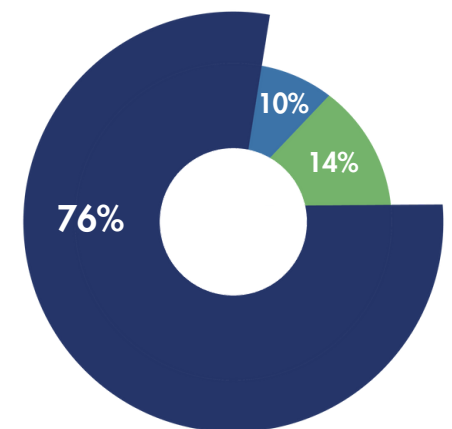
The accounting firm of Mason & Rich is in the process of examining Circle Program's financial records. These numbers are preliminary. Please contact the office at 603-536-4244 to obtain a copy of their report once it is completed.

2023 FINANCIAL SUMMARY



2023 Income Ratio

Contributions	\$ 659,729
Foundation Grants	\$ 91,413
Fundraising Events	\$ 22,880
Draw from Endowment	\$ 46,600
Camp Rental	\$ 1,425
Misc Income (ERC)	\$154,182
In-Kind Contributions	\$27,270
TOTAL	\$1,003,499



2023 Expense Ratio

Program Services	\$521,292
Fundraising	\$96,980
Management & General	\$68,591
TOTAL	\$685,911

WISHLIST

2 NEW and Locking File Cabinets

2 NEW Dell laptops

Soccer/Sports Goals for Camp

Rolling Medical Cart that Locks

Rolling Kitchen Cart

Individuals to lead a one night
summer camp program!

*Do you have a hobby to share, do you like to tell stories
around a campfire, are you a leader in your profession
and want to share you professional experience with
teens?*

For more information/details on these items, go to:
circleprogram.org/wishlist

If you plan to donate any of these items, please email
olivia@circleprogram.org or call the office at
603-536-4244

STAFF

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Mike Vittum, Camp Maintenance Supervisor

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Follow us on Facebook
and Instagram for updates!
[@circleprogramnh](https://www.instagram.com/circleprogramnh)



Scan the code to help
Empower NH girls!

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