

CARROLL COUNTY
APPLICATION FOR FINANCIAL ASSISTANCE

AGENCY CONTACT INFORMATION

Applicant Agency: Starting Point: Services for Victims of Domestic and Sexual Violence

Contact Person: Deb Weinstein

Phone: (603) 901-2227 **Fax: (603) 676-7073** **E-mail: deb@startingpointnh.org**

Agency Mailing Address: PO Box 1972

City: Conway **State: NH** **ZIP Code: 03818**

Agency Physical Address: 30 Pleasant St, Conway, NH 03818

Agency's Total Operating Budget: Starting Point's fiscal year runs July 1, 2024-June 30, 2025.

Prior Year: 2023 - 998,909.97	Current Year: 2024 - 1,037,520.50	Proposed Year: 2025 - 1,056,067.00
--------------------------------------	--	---

Amount of Funding Requested from Carroll County for 2025: \$50,000

DESCRIPTION OF FEE STRUCTURE, IF APPLICABLE:

Services are free and confidential to all residents and visitors of Carroll County, NH.

Starting Point provides services to victims/survivors of domestic and sexual violence, stalking, and human trafficking regardless of gender identity/expression; age; health status; physical, mental, or emotional ability; sexual orientation; socioeconomic status; race; national origin; immigration status; or religious or political affiliation.

FUNDING SOURCES- FY25 IS STARTING POINT'S CURRENT BUDGET YEAR

Category	Source, Title, Act	Actual Prior FY: 2023	Budget Current FY:2024	Request FY: 2025
Fees	n/a	-	-	-
Federal		467,508	431,153	464,901
State		210,039	193,257	215,599
County		-	-	50,000
Municipal		83,309	96,242	96,000
Fund Raising	Individual and business donations, event fundraising	256,679	112,867	160,000
Grants	Corporate and private	85,500	104,000	140,000
Other	Interest and misc. income	427	101	775

AGENCY OPERATING BUDGET- FULL PROFIT & LOSS AND APPROVED BUDGET FOR FY25 IS ATTACHED

	Actual Prior FY: 2023	Budget Current FY: 2024	Request FY: 2025
Personnel	556,439	583,132	593,517.00
Fringe Benefits	89,132	109,555	121,100
Consultants & Subcontracts			
Utilities: Electric, Phone, Heat, etc.	36,391	40,933	42,000
Rent	15,054	16,905	10,500
Office Supplies, Printing, Advertising, etc.	10,922	11,887	12,000
Education & Training	8,250	3,604	5,000
Travel, Lodging	7,820	8,318	9,000
Other	274,902	263,187	262,950
TOTALS:	998,910	1,037,521	1,056,067

DEFINE UNIT OF SERVICE FOR THIS PROGRAM:

Starting Point advocates provide a myriad of services including, but not limited to, safety planning, emergency shelter, 24/7 crisis advocacy, support groups, transitional housing services, emergency financial assistance, accompaniment to court, police, or hospitals, referrals to and personal advocacy with community partners such as Tri-County CAP, town Welfare departments, legal aid, DCYF, and DHHS, as well as transportation, childcare, and material goods assistance.

	<u>Actual Prior FY: 2023</u>	<u>Budget FY: 2024</u>	<u>Request FY: 2025</u>
Total number of units of service in Carroll County	13,195	17,269	18,996
Unit of Service Cost	Services are free and confidential	and are available to all residents and	visitors of Carroll County, NH
Total number of individuals served in Carroll County (count each person only once)	492	596	656

Explain Method of Formula used to determine amount of Carroll County funding requested:

Based on US Census data from 2020, the population of Carroll County is 50,107. The request from Starting Point is 61.5 cents per person to provide emergency assistance to victims of domestic and sexual violence, stalking, and human trafficking. Starting Point services are available 24/7/365 and are not restricted to residents. Tourists and other visitors to Carroll County who experience interpersonal relationship violence are also eligible for services at no cost. The statistics estimate for FY25 are based on a conservative 10% increase from FY24. The increase from FY23 to FY24 in clients served was 21%.

SERVICE AND FINANCIAL DATA

Service and Cost Distribution (estimated) for:

<u>Municipality</u>	<u>Individuals Served</u>	<u>Units of Service</u>
Albany	9	307
Bartlett	33	601
Brookfield	2	32
Chatham	5	348
Conway	183	4650
Eaton	5	22
Effingham	20	370
Freedom	8	52
Hale's Location	Would be included in Conway's #s	Would be included in Conway's #s
Hart's Location	0	0
Jackson	9	53
Madison	24	356
Moultonborough	29	1888
Ossipee	119	4432
Sandwich	8	117
Tamworth	28	520
Tuftonboro	20	478
Wakefield	42	1939
Wolfeboro	52	1104
TOTALS	596	17269

Board of Directors: On a separate page, please provide the name of each member of your agency's board of directors and a detail of what, if any, compensation each Director receives.

Starting Point's Board of Directors are volunteers and unpaid.

Additional Documentation: Please provide a copy of the organization's most recent annual financial statement, bylaws, certificate of incorporation, and proof of non-profit status.

Provide a brief narrative description of the program(s) for which you are requesting funding.

Within the narrative:

- a. **Describe the problem which the program will address.**
- b. **Describe the services to be provided and/or the activities to be engaged in.**
- c. **Describe the target population as succinctly as possible, including the geographical coverage, age group and/or other special characteristics.**
- d. **Mission Statement**

The mission of Starting Point is to provide services and support for victims of domestic and sexual violence, human trafficking, and stalking as well as their families in all of Carroll County. It is one of only 11 domestic violence agencies in the state and the only emergency shelter in the county. The goal of Starting Point is to address and ultimately end the cycle of violence in the home while supporting victims with dignity and compassion.

Starting Point's current services include but are not limited to a 24-hour support line; temporary refuge at its emergency shelter, transitional housing support for those who are homeless due to domestic or sexual violence, advocacy for children, in-school healthy relationship education curriculum, community education, and training, legal and medical advocacy, transportation assistance, agency referrals, and support groups. Starting Point partners with more than 100 local and regional agencies, including DCYF, the Child Advocacy Centers, school districts, police departments, county courts, colleges, hospitals, and mental health professionals.

Funding from Carroll County will be used to secure safe emergency shelter and safe, stable permanent housing; emergency financial assistance for clients, to provide for essential needs like clothing, food, cell phones, and school supplies; and support renovations to Starting Point's emergency shelter to increase the accessibility, safety, and comfort for families fleeing imminent danger.

Starting Point received 610 calls this past fiscal year on its 24/7/365 support hotline and provided 71 clients with a total of 3175 nights of emergency shelter, including 117 nights at a hotel/ motel because Starting Point's shelter was full. We provide direct support to an average of 600 clients each year, and services are free and confidential. Without Starting Point's support, many of our clients might need to turn to local welfare departments for assistance.

Starting Point hosts Carroll County's only homeless shelter and is its only domestic and sexual violence crisis agency. 38% of women who experience domestic violence will become homeless within their lifetime, and 90% of homeless women have experienced severe physical or sexual abuse at some point in their lives.

Starting Point provides services to victims/survivors of domestic and sexual violence, stalking, and human trafficking regardless of gender identity/expression; age; health status; physical, mental, or emotional ability; sexual orientation; socioeconomic status; race; national origin; immigration status; or religious or political affiliation.

CERTIFICATION BY AUTHORIZED REPRESENTATIVES

The undersigned hereby certifies and represents that:

1. The information contained in this application and attached appendices is, to the best of my knowledge, accurate and complete;
2. The undersigned is authorized to act on behalf of the organization in submitting this application.

SIGNATURES

Elizabeth Stillman, Business & Grants Manager

Executive Director/CEO/Administrator Printed Name

Preparer's Printed Name & Title

Signature

As Wts

Signature

Elizabeth Stillman

Date

9/25/24

Date 9/25/2024

Starting Point Services for Victims of Domestic & Sexual Violence
Budget vs. Actuals: FY24 Final Approved Budget and FY25 Final Approved Budget

	Total						FY25 Approved Budget	
	Actual	FY 24 Approved Budget		over Budget	% of Budget			
		FY 24 Approved Budget	over Budget					
Revenue								
Boots 'N Bling Special Event					0.00			
Boots 'N Bling Event PY	-425.43				-425.43			
Boots 'N Bling Expenses	-9,815.39	-30,000.00		20,184.61		32.72%	-20,800.00	
Boots 'N Bling Revenues	39,539.80	92,500.00		-52,960.20		42.75%	52,900.00	
Boots N Bling CC & Bank Fees	-382.57	-2,500.00		2,117.43		15.30%	-2,100.00	
Total Boots 'N Bling Special Event	\$ 28,916.41	\$ 60,000.00	-\$	31,083.59		48.19%	\$ 30,000.00	
Make it Your Business								
Make it Your Business PY					0.00			
Make it Your Business Expenses					0.00		-10,000.00	
Make it Your Business Revenues					0.00		40,000.00	
MIYB CC & Bank Fees					0.00			
Total Make it Your Business	\$ 0.00	\$ 0.00	\$ 0.00			\$ 30,000.00		
Contributions								
Contributions-Individuals	55,685.27	75,000.00		-19,314.73		74.25%	75,000.00	
Contributions-Municipal	96,242.00	96,000.00		242.00		100.25%	96,000.00	
Contributions-Organizations	13,634.98	40,000.00		-26,365.02		34.09%	15,000.00	
Total Contributions	\$ 165,562.25	\$ 211,000.00	-\$	45,437.75		78.47%	\$ 186,000.00	
Golf Tournament								
Golf Tournament Expense		-39.85			-39.85			
Golf Tournament Revenue		0.00			0.00			
Total Golf Tournament	-\$ 39.85	\$ 0.00	-\$	39.85		\$ 0.00		
Grants								
Corporate/Business Grants		2,000.00	10,000.00		-8,000.00	20.00%	5,000.00	
Federal/State Grants		623,410.00	658,000.00		-34,590.00	94.74%	680,500.00	
Private Foundation/Trust Grants		102,000.00	120,000.00		-18,000.00	85.00%	135,000.00	
Total Grants	\$ 727,410.00	\$ 788,000.00	-\$	60,590.00		92.31%	\$ 820,500.00	
Interest Income								
	81.89	275.00		-193.11		29.78%	275.00	
Misc Fundraising Income								
	15,669.76	29,000.00		-13,330.24		54.03%	10,000.00	
Misc Other Income								
	19.28	500.00		-480.72		3.86%	500.00	
Total Revenue	\$ 937,619.74	\$ 1,088,775.00	-\$	151,155.26		86.12%	\$ 1,077,275.00	
Gross Profit	\$ 937,619.74	\$ 1,088,775.00	-\$	151,155.26		86.12%	\$ 1,077,275.00	
Expenditures								
Advertising		36.00	500.00		-464.00	7.20%	500.00	
Background Checks		518.97	600.00		-81.03	86.50%	600.00	
Board of Directors Expense		226.97	1,000.00		-773.03	22.70%	1,000.00	
Building Maintenance		71,024.79	60,000.00		11,024.79	118.37%	50,000.00	
Client Database			0.00		0.00		0.00	

Client Special Needs	45,110.41	35,000.00	10,110.41	128.89%	45,000.00
Client Special Needs - TH	16,006.22	35,000.00	-18,993.78	45.73%	20,000.00
Credit Card Fees - Fundraising	473.43	500.00	-26.57	94.69%	500.00
Crisis Line Expenses	5,960.93	5,000.00	960.93	119.22%	6,000.00
CSN- Emergency Shelter	13,070.68	32,000.00	-18,929.32	40.85%	15,000.00
Donor Development Expenses	3,548.85	4,500.00	-951.15	78.86%	12,000.00
Dues & Memberships	2,124.00	2,000.00	124.00	106.20%	2,500.00
Employee Benefits - Health	92,497.09	101,000.00	-8,502.91	91.58%	97,200.00
Employee Benefits - IRA Match	11,247.99	18,310.83	-7,062.84	61.43%	17,800.00
Employee Benefits - Misc	5,809.71	4,800.00	1,009.71	121.04%	6,100.00
Insurance	9,045.37	12,000.00	-2,954.63	75.38%	9,500.00
Misc Fundraising Expense	110.00	100.00	10.00	110.00%	100.00
Miscellaneous Expense		100.00	-100.00	0.00%	100.00
Newsletter/Annual Appeal	2,601.19	2,500.00	101.19	104.05%	6,350.00
Office & Postage Expense	11,886.85	11,000.00	886.85	108.06%	12,000.00
Outreach Expenses	6,081.79	5,250.00	831.79	115.84%	5,000.00
Payroll Fees	3,581.00	3,600.00	-19.00	99.47%	3,900.00
Payroll Taxes	44,151.48	46,692.62	-2,541.14	94.56%	45,400.00
Prevention/ Community Education	805.81	1,500.00	-694.19	53.72%	1,500.00
Professional Fees			0.00		
Audit	19,182.82	18,000.00	1,182.82	106.57%	10,000.00
Development Grant Writer		0.00	0.00		0.00
Legal Expenses		5,000.00	-5,000.00	0.00%	5,000.00
Outsourced Accounting Services	2,386.25	2,700.00	-313.75	88.38%	2,500.00
Total Professional Fees	\$ 21,569.07	\$ 25,700.00	-\$ 4,130.93	83.93%	\$ 17,500.00
Rent - Wolfeboro Office	7,200.00	7,200.00	0.00	100.00%	7,200.00
Rent- Conway Office	9,705.00	7,900.00	1,805.00	122.85%	3,300.00
Salary & Wages	583,031.65	610,361.00	-27,329.35	95.52%	593,517.00
Staff Development	3,603.50	4,500.00	-896.50	80.08%	5,000.00
Technology Fee	5,344.74	6,500.00	-1,155.26	82.23%	6,600.00
Telecommunications Expense	16,095.69	10,500.00	5,595.69	153.29%	15,200.00
Travel Expense	8,317.63	8,000.00	317.63	103.97%	9,000.00
Utilities Expense	24,837.26	25,000.00	-162.74	99.35%	26,800.00
Volunteer Program	1,670.86	1,000.00	670.86	167.09%	2,000.00
Website Expense	2,489.54	2,500.00	-10.46	99.58%	2,900.00
Workers Comp Expense	7,736.03	7,562.37	173.66	102.30%	9,000.00
Total Expenditures	\$ 1,037,520.50	\$ 1,099,676.82	-\$ 62,156.32	94.35%	\$ 1,056,067.00
Net Operating Revenue	-\$ 99,900.76	-\$ 10,901.82	-\$ 88,998.94	916.37%	\$ 21,208.00
Other Expenditures					
Bad Debt		1,500.00	-1,500.00	0.00%	1,500.00
Bank Service Charges		50.00	50.00		
Depreciation		19,500.00	-19,500.00	0.00%	19,500.00
Total Other Expenditures	\$ 50.00	\$ 21,000.00	-\$ 20,950.00	0.24%	\$ 21,000.00
Net Other Revenue	-\$ 50.00	-\$ 21,000.00	\$ 20,950.00	0.24%	-\$ 21,000.00
Net Revenue	-\$ 99,950.76	-\$ 31,901.82	-\$ 68,048.94	313.31%	\$ 208.00

Starting Point: Services for Victims of Domestic & Sexual Violence
Board of Directors FY 2023-2024
(Updated: 06.30.2024)

Kerri Richards
16 Pleasant Street
Fryeburg, ME 03037
Email: kerri@thecblife.com
Preferred Phone: (603) 447-2117 x314
Company Affiliation: Coldwell Banker
Term: 2nd Term Expires: 2/27
President 2023-2024
Secretary 2021-2023

Kate Richardson
151 Odell Hill Rd
Conway, NH 03818
Email: kt_mac32@yahoo.com
Preferred Phone: (603) 986-2341
Company Affiliation: Bergeron Technical Services
Term: 2nd Term Expires 4/27
Vice President: 2022-2024

Jennifer Moore
525 Stark Road
Conway, NH 03818
Email: jmoore5154@gmail.com
Preferred Phone: (207) 446-6399
Company Affiliation: Cranmore Mountain Resort
Term: 2nd Term Expires 2026
Treasurer- 2021-2024
Secretary 2020-2021

Michaela Brotherton
7 Meadow Street
Bridgeton, ME 04009
Email: mich239@gmail.com
Preferred Phone: (603) 986-7246
Company Affiliation:
Term: 1st Term Expires 7/25
Secretary 2023-2024

Amanda Beegle
22 Oak Creek Drive
Royersford, PA 19468
Email: amanda@my-cpa.com
Preferred Phone: 717-309-3568
Company Affiliation: Gamwell, Caputo, Kelsch & Co., PLLC
Term: 3rd Term Expires: 4/25
Treasurer 2018-2021

Ellen Caputo
59 White Tail Lane
Silver Lake, NH 03875
Email: evcaputo@yahoo.com
Preferred Phone: (603) 731-1009
Company Affiliation: Madison Elementary School
Term: 1st Term Expires 3/26

Nicole Lucy
1790 Eaton Road
Conway, NH 03813
Email: veilleux.nicole@gmail.com
Preferred Phone: (603) 986-1043
Company Affiliation: Memorial Hospital
Term: 2nd Expires 1/27

Celine Tinkham
PO Box 30
Jackson, NH 03846
Email: celine.tinkham@mainehealth.org
Preferred Phone: (603) 520-5468
Company Affiliation: Memorial Hospital
Term: 1st Expires 9/27

Staff:
Starting Point
PO Box 1972
Conway, NH 03818
Deborah Weinstein
Executive Director
Email: deb@startingpointnh.org
Cell Phone: (347) 225-6460
Work Mobile: (603) 901-2227

**AMENDED BYLAWS OF STARTING POINT, SERVICES FOR VICTIMS
OF DOMESTIC & SEXUAL VIOLENCE**

PURSUANT TO Article XIII of the By Laws of Starting Point: Services for Victims of Domestic & Sexual Violence, by an affirmative vote of two-thirds of the Directors present at a duly noticed meeting of the Board of Directors, the By Laws are amended in their entirety as follows:

ARTICLE I: Name. The name of the organization shall be Starting Point: Services for Victims of Domestic & Sexual Violence (hereinafter referred to as "Starting Point").

ARTICLE II: Purpose and Object. The purpose and object of Starting Point is to promote the welfare and safety of female and male citizens of Carroll County exposed to acts of domestic violence, sexual assault and/or stalking.

Board of Directors.

ARTICLE III: The government of Starting Point shall be vested in a Board of Directors.

- A. The Board of Directors shall consist of at least eight (8) but no more than Fifteen (15) Directors, including the Officers. An effort shall be made to include at least one qualified current volunteer who provides services to victims of domestic and sexual violence to serve on the board of directors.
- B. Directors. Elected Directors shall serve staggered three (3) year terms and shall serve no more than three (3) successive terms. Directors may serve more than three (3) terms provided at least three (3) years lapse between terms.
- C. Officers. The Officers shall serve staggered three (3) year terms and shall serve no more than three (3) successive terms. Directors may serve more than three (3) terms provided at least three (3) years lapse between terms.
- D. Election of Officers. Officers shall be elected by ballot each year at Starting Point's annual meeting. Each Officer shall hold office for a term of one (1) year, or until their successors is chosen. An officer shall serve no more than four (4) one year consecutive terms in the same position. Officers may serve more than six (6) one year terms provided at least three years lapse between them.

1. Vacancies. All vacancies on the Board of Directors or Officers may be filled by majority vote of the Board of Directors.

ARTICLE IV: Nomination of New Directors.

- A. Election of Members. At any regularly scheduled meeting of the Board of Directors in which a quorum is present, any Director may submit a nomination for a new Director. A quorum is defined to be 50% of the voting members of the board.
- B. Nomination Criteria. Nominations shall be based on the potential of the nominated Director to meet the following criteria: attendance at Board meetings, participation in standing committees, participation in Starting Point events, participation in special fundraising activities, and interest in the stated pursuits of Starting Point.
- C. Nomination Process. All nominees shall be vetted through a procedure established and adopted by the Board of Directors. See attached flowchart.

ARTICLE V: Board of Directors.

- A. **Duties.**
 - 1. To elect Officers and to nominate and elect members to the Board of Directors, and to participate in standing committees;
 - 2. To hire the Executive Director and to hire other such employees as may be required, or delegate this authority to the Executive Director.
 - 3. To supervise and manage the Executive Director through the creation and implementation of an executive performance management and compensation plan.
 - 4. To approve and implement policies and procedures and to create staff positions as may be recommended from time to time by the Executive Director and standing committees;
 - 5. To establish professional standards for personnel, development, financial management and care and

1. To provide leadership, direction and oversight for the organization;

2. To hire and fire the Executive Director;

3. To establish the mission, vision, values and strategic plan for Starting Point;

4. To establish the organizational structure, including the Board of Directors, Executive Director, and staff;

5. To establish the policies and procedures for the organization;

6. To solicit funds on behalf of Starting Point;

7. To approve the annual budget and unbudgeted projects and/or unbudgeted expenditures in excess of \$1,000.00;

8. To represent Starting Point before municipal, state and federal regulatory agencies and governmental entities;

9. To implement a short-term and long-term strategic plan for Starting Point;

10. To expel a board member(s) if necessary based upon their inability to meet basic governance requirements.

B. Conflicts.

1. Any transaction exceeding five hundred dollars (\$500.00), but less than five thousand dollars (\$5,000.00) in a fiscal year which involves a Director or Officer of Starting Point, shall require approval by two-thirds (2/3) of the entire Board of Directors. Any transaction exceeding five thousand dollars (\$5,000.00) in a fiscal year which involves a Director or Officer of Starting Point shall require approval by two-thirds (2/3) of the entire Board of Directors, and shall also require publication of legal notice in a local newspaper, approved by the Board, accompanied by written notice to the Director of Charitable Trust, c/o the Attorney General's Office. The board shall develop a conflict of interest management policy that defines who members of the organization shall disclose, address, and manage actual and perceived conflicts of interest.
2. The minutes of the meeting shall reflect that a proper disclosure was made by the Board member, and that the interested member and all other Board members who carried out a pecuniary transaction with Starting Point during the current fiscal year, if any, were absent during both deliberation and the actual vote.
3. All members of the Board of Directors shall be advised of the aforementioned procedure upon becoming a Director, and shall sign a statement acknowledging understanding of and agreement to the procedure.
4. Members of the Board of Directors shall comply with all requirements of New Hampshire Laws regarding pecuniary benefit transactions (RSA 7:19 and RSA 292:6-1) and all such laws are incorporated into and

made a part of this policy statement. These requirements include, but are not limited to (i) absolute prohibition of any loans to any Director or Officer of Starting Point; and (ii) prohibition of any sale or lease (for a term greater than five (5) years) or conveyance of real estate from any Director or Officer of Starting Point without the approval of the probate court. These requirements extend to both direct and indirect financial interests, as defined in the above-referenced statutes.

C. Meetings.

1. Annual Meeting. The annual meeting shall be held on such a date as called by the President of the Board of Directors annually after the close of the fiscal year. The required business shall be to elect Directors and Officers; to hear and approve annual reports from the Officers, the Executive Director and standing committees; to hear such other matters specified in the notice of meeting as established by the Board of Directors or by petition signed by three (3) or more members received by the Board of Directors at least sixty (60) days prior to the annual meeting.
2. Regular Meetings. The Board of Directors shall meet not less than quarterly. Any member of the Board absent from three (3) consecutive regular meetings or five meetings per year, without cause acceptable to the Board, shall be deemed to voluntarily resign from the board.
3. A quorum will be deemed to be 50% of the voting members of the board of directors, and this quorum will be required to convene a meeting.
4. In the case of bad weather or other circumstances, the board chair may opt to hold a conference call in lieu of a regular meeting.
5. The board may allow a board member to participate in board meetings via conference call, Skype, or other internet conferencing methodology when they are unable to attend in person.

ARTICLE VI: Officers. The duties of the Officers shall be as follows:

A. President: The President shall preside at all meetings of the Board of Directors and Executive Committee and shall perform such other duties as may be prescribed in the by-laws or as assigned to that office by the Board of Directors; shall appoint all standing committees of the Board and

designate their chairperson; shall prepare the agenda in cooperation with the Executive Director for the annual meeting of Starting Point, and regular monthly meetings and special meetings of the Board of Directors; shall be an ex-officio member of both standing and special committees.

B. Vice-President. Shall preside at all meetings and perform all duties of the President in his/her absence; shall undertake such other duties as may be delegated from time to time by the President; shall be an ex-officio member of all standing and special committees.

C. Treasurer: Shall be the fiscal officer of Starting Point; shall have access to all fiscal records as necessary to perform the duties of that office; shall be responsible for the preparation of the annual operating budget and regular monthly financial reports to the Board of Directors (balance sheet, statement of operations, variance reports); shall chair the Finance Committee; shall prepare or have prepared a financial statement for submission at the annual meeting of Starting Point.

D. Secretary: Shall record and be responsible for distributing in advance to all Directors the minutes of all actions taken by Starting Point and the Board of Directors at regular and Special Meetings; shall maintain the permanent and continuous file of recorded minutes; shall maintain a file of names of Directors, Officers and volunteers of Starting Point; shall keep a record of names of chairpersons and members of the standing committees and copies of the reports of these committees; shall assume duties as may be delegated to the office.

ARTICLE VII: Executive Director: The Board of Directors shall hire an Executive Director who shall have general management, supervision and control of the care, maintenance and operation of Starting Point property and affairs under the advisement of the Board of Directors; shall be responsible for maintaining Starting Point within its budget; shall have the authority to hire new authorized employees and generally to make all employment decisions in collaboration with the board; shall be responsible for fundraising in partnership with the Board of Directors; shall represent Starting Point in the communities it serves and before various municipal and other regulatory agencies; shall attend meetings of the Board and its committees as requested and shall be accountable to the Board of Directors and Officers; shall be the point of contact during any event or crisis affecting any community served by Starting Point; shall be responsible for disseminating information to the public on behalf of Starting Point in collaboration with the board.

ARTICLE IX: Amendments. These By Laws of Starting Point shall be adopted and from time to time amended by at least a 50% vote of the Board of Directors at any meeting of Starting Point at which a quorum is present and thirty days written notice has been and thirty days written notice has been provided to all board members.

IRS Department of the Treasury
Internal Revenue Service
P.O. Box 2508
Cincinnati OH 45201

In reply refer to: 0248156166
Oct. 03, 2012 LTR 4168C EO
02-0365780 000000 00
00018147
BODC: TE

**STARTING POINT SERVICES FOR VICTIMS
OF DOMESTIC AND SEXUAL VIOLENCE
PO BOX 1972
CONWAY NH 03818-1972**



013235

Employer Identification Number: 02-0365780
Person to Contact: MR. GALLUPPI
Toll Free Telephone Number: 1-877-829-5500

Dear TAXPAYER:

This is in response to your Sep. 24, 2012, request for information regarding your tax-exempt status.

Our records indicate that you were recognized as exempt under section 501(c)(3) of the Internal Revenue Code in a determination letter issued in OCTOBER 1988.

Our records also indicate that you are not a private foundation within the meaning of section 509(a) of the Code because you are described in section(s) 509(a)(1) and 170(b)(1)(A)(vi).

Donors may deduct contributions to you as provided in section 170 of the Code. Bequests, legacies, devises, transfers, or gifts to you or for your use are deductible for Federal estate and gift tax purposes if they meet the applicable provisions of sections 2055, 2106, and 2522 of the Code.

Please refer to our website www.irs.gov/eo for information regarding filing requirements. Specifically, section 6033(j) of the Code provides that failure to file an annual information return for three consecutive years results in revocation of tax-exempt status as of the filing due date of the third return for organizations required to file. We will publish a list of organizations whose tax-exempt status was revoked under section 6033(j) of the Code on our website beginning in early 2011.

State of New Hampshire

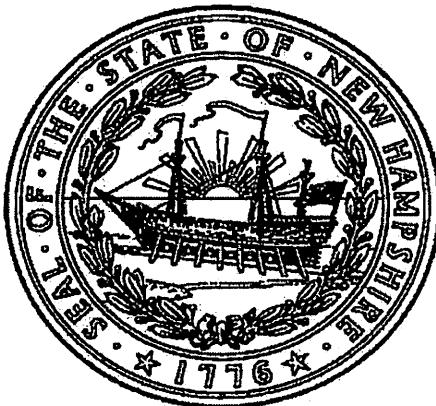
Department of State

CERTIFICATE

I, David M. Scanlan, Secretary of State of the State of New Hampshire, do hereby certify that STARTING POINT: SERVICES FOR VICTIMS OF DOMESTIC & SEXUAL VIOLENCE is a New Hampshire Nonprofit Corporation registered to transact business in New Hampshire on November 23, 1981. I further certify that all fees and documents required by the Secretary of State's office have been received and is in good standing as far as this office is concerned.

Business ID: **62157**

Certificate Number: **0006663487**



IN TESTIMONY WHEREOF,
I hereto set my hand and cause to be affixed
the Seal of the State of New Hampshire,
this 9th day of April A.D. 2024.

A handwritten signature of David M. Scanlan is placed over the text.

David M. Scanlan
Secretary of State