Annual Report 2011

A report to stakeholders on activities and progress at Pathway Homes in 2011.

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Staff Leadership

Sylisa Lambert-Woodard, EdD, LCSW, LSATP, MAC
President and Chief Executive Officer

Brenda Brennan
Vice President for Finance

Sherry Meyers, LCSW
Vice President for Clinical Services

Anita Robinson, LCSW
Vice President for Clinical Services

Lauren Fox, LCSW
Vice President for Supported Living

Eleanor Vincent, EdD, CSAC
Vice President for Operations

Consumer Advisory Council

Gwendolyn Davis
President

Vickie Wolfrey
Vice President

Sherril Crawford
Secretary

John Payne
President Emeritus

Merhawit Desta

Kristine Gabster

Harold Graetz

Renee Hollingsworth

Kirsten Helene Kaiser

John Miracle

Chris Palladino

Chris Stich

Randy Thai

Tina Winn
A Message from Pathways’ President & CEO

It was not that long ago that individuals with mental illness and co-occurring disabilities struggled to find hope that recovery is possible. Today, we partner with individuals to achieve their highest quality of life as productive members of the communities in which they live. 2011 was a year of transition, change, and re-dedication to our vision and mission. Our successes continue to provide Pathways with the energy and passion to help more individuals live successfully in the community.

We continue to focus on the strengths of the individuals we serve and today our consumer-directed model of service delivery is setting the pace as an innovative program of empowerment and hope. The key to the success of programs such as this, is that it celebrates and embraces the personal experience of those who have traveled the paths of recovery.

Here at Pathway Homes, we continue to believe that housing is a right, not a privilege. We also believe that the right to housing does not necessarily have to be incumbent on the individual committing to services. Thus, we embrace the housing first model as a foundation for recovery, and use it to partner with those we serve to open doors on their journey towards achieving self-fulfillment, and realizing their dreams. As we continue to build a solid foundation of excellence, we understand that today’s achievements are but pathways for the road that lies ahead. We look to the future with anticipation and hope. We recognize the power of partnership, and we look forward to an abundant and transformative year. We hope that you will be a part of our journey forward.

On behalf of the individuals served, staff and the Board of Directors we would like to express our sincere thanks to you for your continued support throughout our 32 years of growth and continued investment in our community.

Sylisa Lambert-Woodard, EdD, LCSW, LSATP, MAC
President and Chief Executive Officer
Recovery at Pathway Homes

Philosophy
Pathway Homes embodies the spirit of recovery: embracing an attitude of hope, self-determination and partnering with each individual on their personal journey toward achieving self-fulfillment and realizing their dreams.

Guiding Principles
- Recovery from mental illness is possible!
- Pathways promotes individual rights.
- We focus on the whole person.
- We focus on the strengths of individuals.
- Individuals are responsible for the solution, not the problem.
- Pathways strives to eliminate stigma through advocacy, community education and social change.
- We foster hope and self-determination.
- Recovery must occur at the pace and direction of each person.
- We partner with individuals to achieve their highest quality of life.
- Pathways encourages individuals to identify mutual support systems that allow for the sharing of experiences, strengths and hope.
- Pathways recognizes and supports the value of each person’s spirituality in the recovery process.

Recovery in Action: In Their Own Words

“Staff helped me feel as though I will never feel like I would live in a tent again.”
- Welcome Survey

“If it was not for Pathways I would have overdosed on crack cocaine. I have been clean since November.”
- Welcome Survey

“The help I needed was there for me. Thank you very much.”
- 3-Month Follow-Up Survey

“I’m living a life that I like.”
- Annual Satisfaction Survey

“Pathways has helped me to continually move forward in life and to reach goals I have set.”
- Annual Satisfaction Survey

“My rights are well respected by staff.”
- Annual Satisfaction Survey

“I think Pathways has helped me in meeting my goals.”
- Annual Satisfaction Survey
Gratefully acknowledging individuals and businesses who made in-kind donations to Pathway Homes between January 1, 2011 and December 31, 2011.

A
Airworks

B
MG and Mrs. Ron Beckwith
Blockbuster
Mr. and Mrs. Ken and Bonnie Boyer
Ms. Brenda Brennan
Mr. Ray Bridge
Buffets, Inc.

C
Cedar’s Gourmet Catering

D
Ms. Toni Davis
Mrs. Celeste H. Day

E
Ms. Harriet L. Tenney
Teradata
Ms. Jean Thompson
Mr. and Mrs. Myron Tiemens
Ms. Sarah Tisdale
Ms. Theresa Tisdale
Mr. Michael Tobia
Ms. Nicole Tolson
Ms. Kathleen Trepper
Ms. Eliana V. Turina

F
Mr. and Mrs. Andrew F. Westwood
Ms. Det Whedon
Mrs. Ruth C. Wheeler
Whole Foods Market
Ms. Kay H. Wright

G
Mr. and Mrs. Daniel W. Ullrich
United Way of Central Maryland

H
Mr. and Mrs. Neal Kaske
Ms. Cynthia A. Kenny
Mr. Kirby Kerns
Mr. Charlie Kramer
Ms. Mary Jo Krist

I
Mr. and Mrs. Robert Fox
Mr. and Mrs. Richard Downham

J
Ms. Toni Davis
Ms. Jennifer Judelsohn JD, LCSW

K
Ms. Dana Marshall
Ms. Diana Marshall
Mr. William McGuire
Mr. Joel McNair
Ms. Sherry Meyers
Mr. Chris Monger
Ms. Alyssa Ford Morel
Mrs. Pat Murphy

L
Mr. Nick Lanzetta

M
Ms. Dana Marshall
Mr. William McGuire
Mr. Joel McNair
Ms. Sherry Meyers
Mr. Chris Monger
Ms. Alyssa Ford Morel
Mrs. Pat Murphy

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United Way of Central Maryland

V
Mr. and Mrs. Michael F. Verry
Mr. and Mrs. Grady A. Vickers
Ms. Eleanor Vincent

W
Dr. James P. Wade
Mr. David Wernock
Ms. Mary Watt
Mr. and Mrs. Wayne and Janet Webb
Mr. and Mrs. James and Karin Weber
Ms. Susan M. Weiderhold
Ms. Sandra J. Weidman
Mr. and Mrs. Harold Weinstock

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I am a long-time resident of northern Virginia with several degrees from the University of Maryland. I was a successful businessman, who was very affluent and happily married with two children. Then my life disappeared as I knew it.

I became very depressed. I had periods of anxiety leading to actual panic disorders. I had to be hospitalized at the Northern Virginia Mental Health Institute three different times for several months at a time. I lost my job. I lost my family. I had no income and no money. I had no place to go and I ended up in a homeless shelter.

When I had to leave the homeless shelter, my only two options were to live in a cardboard box behind K-Mart or to commit suicide. I chose suicide. I had a plan and it was my intent. Pathway Homes contacted me through the Community Services Board and said they had a home for me. They literally saved my life.

Before I came to Pathway Homes, I felt like I was completely worthless - a waste of oxygen on the planet. They are very supportive; encourage us, they help us with medication management, and in-home counseling - we have a full-time counselor. Without Pathway Homes this would not be possible. My response to people who have been in similar situations is, don’t give up hope, keep trying, reach out. There are people out there in the county that can help you.

Thank you Pathway Homes for saving my life and restoring my hope!

James Stout is Pathways’ 2011 Volunteer Fairfax Service Award Nominee. He has been volunteering at Pathway Homes programs since 2007, teaching individuals basic computer skills. He sees his volunteer work at Pathway Homes as a way of using his education and skills, and giving back to Pathway Homes.

To hear Jim and others served by Pathway Homes tell their stories in their own words, visit Pathways’ YouTube Channel at www.youtube.com/user/PathwayHomesInc.
Philanthropic Support in 2011

Gratefully acknowledging the following individuals and businesses who made monetary contributions to Pathway Homes between January 1, 2011 and December 31, 2011.

A
Mr. Roman P. Abanador
Mr. and Mrs. Charles Adkins
America’s Charities
Arlington/Fairfax BPO Elks 2188
Mr. and Mrs. Jose and Ruth D. Armillar
Mr. and Mrs. Shephen and Erika Arner

B
Ms. Sandra Barksdale
Mr. and Mrs. Walter Barr
Mr. and Mrs. J. Lamar Beasley
Mr. and Mrs. Fred Becchetti
Mr. and Mrs. Frederic E. Beck
Mr. and Mrs. Milton Bellovin
Ms. Annette Billings
Mr. Kenneth Bingham
Ms. Elizabeth Bokney
Mr. Samuel H. Blerier
Ms. Deborah Blyskal
Mr. Edward Boland
Mr. Walter M. Boland
Mr. and Mrs. Rodney and Teresa Bolton
Ms. Brenda Brennon
Brighter Strategies, LLC
Mr. and Mrs. George E. Brousseau
Ms. and Mrs. William F. Brum
Mr. and Mrs. Thomas E. Burns

C
Mr. and Mrs. Stephen J. Canner
Capital One Services, LLC
Mr. Joseph Cappalli
Mr. Brian Carome
Mr. and Mrs. Martin P. Castro
Mrs. Barbara Chelton
Mr. Kumpee Chiuinlin
Mr. and Mrs. Warren L. Cikins
Civitan Club of Tysons, Inc.
Mr. Harvey B. Cohen
Combined Federal Campaign of the National Capital Area
The Community Foundation for the National Capital Region
Ms. Melvina E. Corcoran
Mr. David L Cropper
Ms. Mary Anne Cummins

D
Mr. and Mrs. Thomas Dale
Mr. and Mrs. Brian Darville
Mr. and Mrs. Tom A. and Elizabeth Davidson
Mr. and Mrs. David G. Davies
Mrs. Celeste H. Day
Mr. Wim De Wolf
Ms. Abigail Deenecke
Mr. and Mrs. Edward Deenecke
Ms. Nijisti G. Desta
Ms. Nancy J. Devlin
Mrs. Roberta M. Dizenfeld
Mr. and Mrs. Kim Do
Mr. and Mrs. Peter F. Doherty
Mr. and Mrs. Eugene C. Durman

E
ExxonMobil Corporation

F
Dr. and Mrs. Glenn B. Fatzinger
Ms. Venecia M. Fernandez
Mr. Joe Fisher
Mr. and Mrs. Jim and Dianne Fitzgerald
Mr. John J. Flynn
Ms. Sheila Fontroy
Ms. Michelle Forlini
Mr. and Mrs. Robert and Lauren Fox
Mr. and Mrs. Emil and Hazel Franks
The Freddie Mac Foundation
Mrs. Audrey Free
Dr. Ann Folenwider

G
Ms. Joan A. Gaber
Mr. and Mrs. Anthony Gallagher
Ms. Joan D. Galloway
Ms. Pam Gannon
Mr. Donald J. Gantzer
Mr. and Mrs. Steven and Joyce Gibson
Ms. Mary Jo Gibson
Mr. and Mrs. Robert and Michelle Gluck
Ms. Wanda Goldthush
GoodeSearch
Mr. and Mrs. William D. and Mary Rouvelas Gould
Dr. and Mrs. Philip and Carol Greco
Mr. and Mrs. Clifford R. Green

Our Mission and Vision

OUR MISSION

Pathway Homes embodies the spirit of recovery: embracing an attitude of hope, self-determination and partnering with each individual on their personal journey toward achieving self-fulfillment and realizing their dreams.

We fulfill our mission by making available to individuals with mental illness and co-occurring disabilities a variety of non-time-limited housing and services to enable them to realize their individual potential.

VISION STATEMENT

Our Vision is to create a future in which all individuals with mental illness and co-occurring disabilities are able to lead meaningful, self-directed lives in a home of their choice with the supports and services they need.
Service Capacity by Program

*Total = 374 Individuals*

- Semi Independent, 70, 19%
- SHOP/SPC, 154, 41%
- Stevens Place, 36, 10%
- Audubon, 3, 1%
- SHP, 14, 4%
- Dave’s House, 8, 2%
- Calamo/Terry, 17, 5%
- Supported Living, 72, 19%

Waiting List Status

*Total = 543*

- Supported Living, 13, 2%
- Stevens Place, 52, 10%
- Semi-Independent, 166, 31%
- McNamara, 29, 6%
- Calamo, 45, 8%
- McKinley, 75, 16%
- SHOP, 137, 25%

Service Growth

Number of Consumers Served

Race and Ethnicity of Individuals Served

- Caucasian, 70%
- African American, 20%
- Hispanic, 4%
- Other, 4%
- Asian, 5%
Reznick Group, P.C., a national Certified Public Accounting firm, performed audits as of June 30, 2011, for The Pathway Group, which includes Pathway Homes, Inc., Pathway Living, Inc., Pathway Visions, Inc., Pathway Options, Inc. and Pathway Homes, Inc. HUD. A summary of the Combined Financial Statement for The Pathway Group is presented here.

### Combined Statement of Activities

**SUPPORT AND REVENUE**
- Government Grants and Contracts $8,657,502
- Fees and Rents 1,020,960
- Contributions 147,091
- Interest and Dividends 27,381

**Total Support and Revenue** $9,852,934

**EXPENSES**
- Program Services:  
  - 24 Hour Residential Facilities $2,936,234
  - Supported Residential Facilities 3,844,057
  - Total Program Services $6,780,291
- Management and General $1,891,200
- Fund-raising and Development 18,128

**Total Expenses** $8,689,619

**Change in net assets** $1,163,315

**Net Assets, Beginning of Year** 3,441,062

**Net Assets, End of Year** $4,604,377

A summary from the Audited Financial Statement for fiscal year ending June 30, 2011 as prepared by Reznick Group, P.C.
Pathway Homes tracks its continuous quality improvement activities through the implementation of several plans. The Service Delivery Improvement Plan tracks the agency’s progress in meeting clinically based outcomes that measure effectiveness, efficiency, access to services, and stakeholder satisfaction. The Business Functions Improvement Plan tracks progress in areas including accounting, maintenance issues, human rights complaints, and performance in meeting regulatory and accreditation standards.

SERVICE DELIVERY

The agency served 374 individuals in 2011. Of the people served, 38 were new admissions, and 40 left Pathway Homes. In addition, 10 individuals transitioned within Pathway Homes programs. The 40 individuals who left Pathway Homes during 2011 went to the following destinations:

- Deceased - 6
- Own Apartment - 13
- Assisted Living Facility - 2
- Transitional Housing/24-hour setting - 3
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- 85 percent engaged in a productive daily activity.
- 21 percent employed at least part-time and an additional 9 percent in vocational training.
- 11 percent were hospitalized for psychiatric reasons during the year.
- 98 percent remained stable in permanent housing during the year.
- 86 percent of referral sources reported satisfaction with the intake process.

CONSUMER SATISFACTION

A Satisfaction survey was conducted in 2011 of consumers served by Pathway Homes.

Forty-five percent of consumers responded. Ninety-five percent of those responding reported overall satisfaction with the services they receive from Pathway Homes, and 92 percent reported that their Pathways counselor is helpful to them.

Other areas in which consumers reported a high level of satisfaction include:

- My Pathways counselor is helpful to me: 96 percent
- My Pathways counselor shows interest and concern for me: 95 percent
- I make progress meeting my goals and solving my problems: 95 percent
- My Pathways counselor helps to explain documentation and paperwork related to services I receive: 95 percent
- Pathways staff members are respectful of my cultural, ethnic, or life preferences: 95 percent

BUSINESS FUNCTIONS

- 100 percent of accounting and record-keeping objectives were met or exceeded.
- 100 percent (2 of 2) of informal complaints from individuals served were resolved at the Program Director level.
- 100 percent of program services met all applicable regulatory requirements.
- 95 percent of Consumers responding reported overall satisfaction with the services they receive.
Recreational activities for consumers served by Pathway Homes were held throughout the year, including Valentine’s, Halloween and Holiday Parties, the Annual Cookout, a trip to Rehobeth Beach, and other activities.

Pathway Homes teamed up with Brighter Image Video Productions to complete an educational and marketing video. The 7-minute video features consumers, staff and members of the Board talking about the lived and observed experiences of recovery and the positive changes that the services Pathways provides have made in the lives of countless individuals. The video is currently posted on YouTube and the Pathways website.

Five hundred fifty-eight people walked on behalf of Pathway Homes in the Help the Homeless program in 2011, the 13th year the agency has participated in the program. Pathways coordinated several community Mini-walks, including at local schools and Stevenson Place. 2011 was the last year that Fannie Mae will sponsor the walk on the National Mall; beginning in 2012, the program will expand the program nationally and focus on local mini-walks.

Pathways’ Diversity Committee sponsored “World Food Day,” a celebration of international cuisine. The agency-wide potluck was held at Pathways’ administrative offices in a room decorated with international flags and informative posters. Employees shared their favorite dishes representative of a particular culture with the rest of the agency.

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Pathway Homes celebrated a number of high points and achievements during 2011, including:

- The agency successfully completed the revision of its Strategic Plan and revised its Mission and Vision Statements.

- The agency’s President and COO, Sylisa Lambert-Woodard, EdD, LCSW, LSATP, MAC, transitioned into the President and CEO position when long-time CEO, Joel B. McNair, LPC, LMFT retired and transitioned into a consultant role.

- Pathway Homes significantly redesigned its website in 2011. Revisions will continue in 2012 to include a Consumer Advisory web page and Board of Directors portal. The agency also started work on developing its first electronic newsletter, which was launched in January, 2012 and will be distributed on a quarterly basis.

- Pathways started using volunteers for administrative front desk duties for the first time, and recruited two part-time individuals to fill that role. One of these individuals self-identifies as someone with lived experience of mental illness.

- Pathway Homes submitted applications to renew its SHP, McKinney, and Shelter Plus Care Projects as part of the 2011 HUD Homeless Assistance Funds Competition (continuum of care) and received $2,000,000 in grant funds. The programs for which funding was renewed serve 165 individuals between them.

- Groups and individuals volunteered to work with residents and to provide upkeep to homes throughout the year. Corporations, churches, schools and youth organizations were represented.

- The Department of Housing and Community Development had leftover funds from one of their NSP grant competitions, and Pathways was allowed to apply for and be awarded $133,520 in additional funds to be used to do needed rehabilitation work on some of our older homes, such as Sheldon, Pioneer, Huntington and Mary Williams. These programs that added years to the life of the properties and enhanced the quality of life of the residents who live there.

- Pathways opened Dave’s II at Kincaid, the first ever consumer-directed program in Northern Virginia in June 2011. The program was designed with active consumer participation and choice and is being used as a pattern for the design of future consumer-operated/directed programs in the region.

- Yafet Deferesu joined Pathway Homes in September 2011 as a volunteer administrative receptionist.

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2011 Annual Highlights

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Pathways’ annual Summer Cookout had a superhero theme in 2010. Costumes were encouraged at the photo station.

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- In memory of Karen Free, a long-time resident of Pathway Homes, her family established a new philanthropic fund with a generous donation of $20,000. The Karen Free Art and Recreation recovery Fund honors Karens’ love of art and culture, and will provide opportunities for consumers to explore social and cultural activities, as well as to support their ability to enhance their own creative and artistic interests.

The agency transitioned to our first-ever web-based electronic clinical records system, Credible. At the same time, we transitioned to a web-based accounting system, Sage. With the use of Credible, Pathways was able to start billing Medicaid electronically.

Pathways continued to support and participate in the Annual Mental Illness Awareness Week Conference, a regional event that is held to promote awareness and advocacy about mental health services and funding.

Above, some of Pathways’ staff gather before the Mini-Walk held at Stevenson Place on November 2, 2011. A Pathways resident shared his experiences of being homeless, followed by a 1.2 mile walk around the community to raise awareness.

Wendy Gradison, President and CEO of PRS, Inc. and Joel B. McNair, former CEO for Pathway Homes, were integral in organizing the Mental Illness Awareness Week Conference.
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Combined Statement of Activities

<table>
<thead>
<tr>
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</tr>
<tr>
<td><strong>Total Program Services</strong></td>
<td><strong>$6,780,291</strong></td>
</tr>
<tr>
<td>Management and General</td>
<td>$1,891,200</td>
</tr>
<tr>
<td>Fund-raising and Development</td>
<td>$18,128</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$8,689,619</strong></td>
</tr>
</tbody>
</table>

Change in net assets: $1,163,315

Net Assets, Beginning of Year: $3,441,062
Net Assets, End of Year: $4,604,377

A summary from the Audited Financial Statement for fiscal year ending June 30, 2011 as prepared by Reznick Group, P.C.
Service Capacity by Program
Total = 374 Individuals

- Semi Independent, 70, 19%
- SHOP/SPC, 154, 41%
- Stevens on Place, 36, 10%
- Audubon, 3, 1%
- SHP, 14, 4%
- Dave’s House, 8, 2%
- Calamo/Terry, 17, 5%
- Supported Living, 72, 19%

Waiting List Status
Total = 543

- Supported Living, 13, 2%
- Stevenson Place, 52, 10%
- Semi-Independent, 166, 31%
- McKinney, 75, 14%
- SHOP, 137, 25%
- Calamo, 45, 8%
- Terry, 29, 6%

Support and Revenue
Fiscal Year 2011

- Government Grants and Contracts 88%
- Fees and Rents 10%
- Contributions 1%
- Interest and Dividends <1%

Expenses
Fiscal Year 2011

- Program Services 78%
- Management and General 22%
- Fund-raising and Development <1%
Phanathropic Support in 2011

Gratefully acknowledging the following individuals and businesses who made monetary contributions to Pathway Homes between January 1, 2011 and December 31, 2011:

A
Mr. Roman P. Abanador
Mr. and Mrs. Charles Akinde
America’s Charities
Arlington/Fairfax BPO Elks 2188
Mr. and Mrs. Jose and Ruth D. Armilla
Mr. and Mrs. Stephen and Erika Arner

B
Ms. Sandra Barksdale
Mr. and Mrs. Walter Barr
Mr. and Mrs. J. Lamar Beasley
Mr. and Mrs. Fred Becchetti
Mr. and Mrs. Frederic E. Beck
Mr. and Mrs. Stephen J. Canner
Capital One Services, LLC
- Mr. Joseph Cappelli
- Mr. Brian Carome
- Mr. and Mrs. Martin P. Castro
- Mrs. Barbara Chelton
- Mr. Kumpee Chunklkin
- Mr. and Mrs. Warren E. Cikins
- Civitan Club of Tysons, Inc.
- Mr. Harvey B. Cohen
- Combined Federal Campaign of the National Capital Area
- The Community Foundation for the National Capital Region
- Ms. Melville E. Corcoran
- Mr. David L. Cropper
- Mrs. Mary Anne Cummins

C
Mr. and Mrs. Thomas Dale
Mr. and Mrs. Brian Darville
Mr. and Mrs. Tom A. and Elizabeth Davidson
Mr. and Mrs. David G. Davies
- Mrs. Celeste H. Day
- Mr. Wim De Wolf
- Ms. Abigail Denecke
- Mr. and Mrs. Edward Denecke
- Ms. Nigisti G. Desta
- Ms. Nancy J. Devlin
- Mrs. Roberto M. Dizenfeld
- Mr. and Mrs. Kim Do
- Mr. and Mrs. Peter F. Doherty
- Mr. and Mrs. Eugene C. Durman

D
Mr. and Mrs. Daniel Hacker
Mr. and Mrs. Abbas Haidarabadi
Mr. and Mrs. James R. Hardcastle
Mrs. Dorothy S. Harmon
Mr. and Mrs. Stanley P. and Rose Harris
Mrs. Trudy Harsh
Ms. Harriet M. Hart
Mr. and Mrs. Daniel and Kate Hartman
Ms. Margaret W. Hayn
Charmwell Ho
Ms. Jerilyn B. Hoy
Mr. and Mrs. James A. Huenem
Ms. Leslie Hurdle

E
ExxonMobil Corporation

F
Dr. and Mrs. Glenn B. Fatzinger
Ms. Venecia M. Fernandez
Mr. Joe Fisher
Mr. and Mrs. Jim and Dianne Fitzgerald
Mr. John J. Flynn
Ms. Sheila Fontray
Ms. Michelle Forlini
Mr. and Mrs. Robert and Lauren Fox
Mr. and Mrs. Emil and Hazel Franks
The Freddie Mac Foundation
- Mrs. Audrey Free
- Dr. Ann Fulenwider

G
Ms. Joan A. Gaber
Mr. and Mrs. Anthony Gallagher
Ms. Jean D. Galloway
Ms. Pam Gannon
Mr. Donald J. Gantzer
Mr. and Mrs. Steven and Joyce Gibson
Ms. Mary Jo Gibson
Mr. and Mrs. Robert and Michie Gluck
Ms. Wanda Goldhush
GoodSearch
Mr. and Mrs. William D. and Mary Rouvelas Gould
Dr. and Mrs. Philip and Carol Greco
Mr. and Mrs. Clifford R. Green

H
Mr. and Mrs. Daniel Lichtenstein
Mr. and Mrs. Harry Picciollo
Mr. and Mrs. Dean and Hallie Pollet
Ms. Lauren Pollet

I
Mr. and Mrs. William Swig

J
Mr. and Mrs. Bob Jenkins
Ms. Elizabeth Jenkins
Ms. Jennifer Judelsohn, JD, LSCW

K
Mr. and Mrs. Don and Mary Kane
Mr. and Mrs. Takehiko Kato
Mr. and Mrs. Harry L. Kay
Mr. David Lap Keung Man
Mr. P. Franklyn Klein
Mr. Louis P. Kokonis
Ms. Susan Kousek

L
Mrs. Mary Lou Lacery-Kuehl
Dr. Sylvie Lambert-Woodard
Mr. David Lax
Mr. and Mrs. Joe and Shirley LeFerge
Ms. Jean LeFerge
Mr. and Mrs. Mark and Joan Leonard

M
Ms. Jeanne Mahoney
Mr. Michael Mahoney
Mr. John V. Maraney
Mr. and Mrs. Auran A. Massey
Mr. and Mrs. Harry Matheny
Mr. and Mrs. Harvey R. McConnell
Mrs. Jeanne McGee
Ms. Dotti McKee
Mr. and Mrs. Ken McKenzie
Mr. Joel McNair
Mrs. Eric A. Mcdon
Ms. Sherry Meyers
Ms. Linda Miller
Mr. and Mrs. Herbert Miracle
Ms. Sakin Mire

N
Mr. and Mrs. Timothy Naughton
Ms. Linda Neuhua
Mr. George Nisbet

O
Mr. and Mrs. Mark O’Connell
Ms. Maurell D. Oliver
Dr. and Mrs. Abbas Ali Omais
Mr. and Mrs. Robert and Jean Orben

P
Mrs. Marie E. Poppe
Mr. and Dr. Antonio F. Perez
Mr. and Mrs. Alex and Lynne Phillips
Mr. and Mrs. Gary and Virginia Phillips

Q
Ali Ahmed Qadour

R
Ms. Martha H. Ragaghi
Mrs. Mary Regland
Mr. and Mrs. Ramesh C. Rastogi
Ravensworth Baptist Church
Razoo Foundation
Mr. and Mrs. Dave M. Redman
Ms. Anita Robinson
Mr. and Mrs. Quinn and Pam Rodgers
Ms. Eleanor H. Rogers
Mr. and Mrs. James A. and Miriam Ross
Mr. Ken Rowland
Mr. and Mrs. Anthony A. Rozga
Mr. and Mrs. Richard Rudisill
Mr. and Mrs. Charles and Jeannie Ryan

S
Ms. Elva Salcedo
Cal. and Mrs. William Schneider
Mr. Howard C. Seal
Ms. Jampee Yui Sebera
Ms. Susan Hoffstein Senter
Mr. and Mrs. Larry and Ronna Shusman
Mr. and Mrs. Fred L. and Joan R. Singer
Mr. and Mrs. Peter J. and Lisa M. Smith Soroptimist Int. of Fairfax County
Mr. and Mrs. James and Barbara Starrs
Mr. and Mrs. Andrew and Liesbet Steer
Mr. Loran Stephenson
Mr. George D. Summers

17
18
I am a long-time resident of northern Virginia with several degrees from the University of Maryland. I was a successful businessman, who was very affluent and happily married with two children. Then my life disappeared as I knew it.

I became very depressed. I had periods of anxiety leading to actual panic disorders. I had to be hospitalized at the Northern Virginia Mental Health Institute three different times for several months at a time. I lost my job. I lost my family. I had no income and no money. I had no place to go and I ended up in a homeless shelter.

When I had to leave the homeless shelter, my only two options were to live in a cardboard box behind K-Mart or to commit suicide. I chose suicide. I had a plan and it was my intent. Pathway Homes contacted me through the Community Services Board and said they had a home for me. They literally saved my life.

Before I came to Pathway Homes, I felt like I was completely worthless - a waste of oxygen on the planet. They are very supportive; encourage us, they help us with medication management, and in-home counseling - we have a full-time counselor. Without Pathway Homes this would not be possible. My response to people who have been in similar situations is, don’t give up hope, keep trying, reach out. There are people out there in the county that can help you.

Thank you Pathway Homes for saving my life and restoring my hope!

James Stout is Pathways’ 2011 Volunteer Fairfax Service Award Nominee. He has been volunteering at Pathway Homes programs since 2007, teaching individuals basic computer skills. He sees his volunteer work at Pathway Homes as a way of using his education and skills, and giving back to Pathway Homes.

To hear Jim and others served by Pathway Homes tell their stories in their own words, visit Pathways’ YouTube Channel at www.youtube.com/user/PathwayHomesInc.
Gratefully acknowledging individuals and businesses who made in-kind donations to Pathway Homes between January 1, 2011 and December 31, 2011:

**T**
Ms. Harriet L. Tenney  
Teradata  
Ms. Jean Thompson  
Mr. and Mrs. Myron Tiemens  
Ms. Sarah Tisdale  
Ms. Theresa Tisdale  
Mr. Michael Tobia  
Ms. Nicole Tolson  
Ms. Kathleen Trepper  
Ms. Eliana V. Turina

**V**
Mr. and Mrs. Michael F. Verdu  
Mr. and Mrs. Grady A. Vickers  
Ms. Eleanor Vincent

**W**
Dr. James P Wade  
Mr. David Warnock  
Ms. Mary Watt  
Mr. and Mrs. Wayne and Janet Webb  
Mr. and Mrs. James and Karin Weber  
Ms. Susan M. Weiderhold  
Ms. Sandra J. Weidman  
Mr. and Mrs. Harold Weinstock

**U**
Mr. and Mrs. Daniel W. Ullich  
United Way of Central Maryland

**Y**
Mr. James Yang  
Ms. Lillian H. Young

**Z**
Mr. and Mrs. Gino Zaccardelli  
Jean Schiro-Zavela & Vance Zavela  
Mrs. Nazi Boushehri Zolghadri  
Mr. and Mrs. Michael Zywokarte

**A**
Airworks

**B**
MG and Mrs. Ron Beckwith  
Blockbuster  
Mr. and Mrs. Ken and Bonnie Boyer  
Ms. Brenda Brennan  
Mr. Ray Bridge  
Buffets, Inc.

**C**
Cedar’s Gourmet Catering

**D**
Ms. Toni Davis  
Mrs. Celeste H. Day

**E**
United Way of the National Capital Area

**F**
Dogfish Head Restaurant  
Mr. Richard Downham

**G**
Five Guys, LLC  
Mr. and Mrs. Robert Fox

**H**
Ms. Joan A. Gaber  
Great American Restaurants

**I**
Mr. and Mrs. Andrew F. Westwood  
Ms. Det Whedon  
Mrs. Ruth C. Wheeler  
Whole Foods Market  
Ms. Kay H. Wright

**J**
Ms. Deborah Jacobs  
Ms. Jennifer Judelsohn JD, LCSW

**K**
Mr. and Mrs. Neal Kaske  
Ms. Cynthia A. Kenny  
Mr. Kirby Kerns  
Mr. Charlie Kramer  
Ms. Mary Jo Krist

**L**
Mr. Nick Lanzetta

**M**
Ms. Dana Marshall  
Mr. William McGuire  
Mr. Joel McNair  
Ms. Sherry Meyers  
Mr. Chris Monger  
Ms. Alyssa Ford Morel  
Mrs. Pat Murphy

**N**
Mrs. Ruth C. Wheeler
Philosophy

Pathway Homes embodies the spirit of recovery: embracing an attitude of hope, self-determination and partnering with each individual on their personal journey toward achieving self-fulfillment and realizing their dreams.

Guiding Principles

- Recovery from mental illness is possible!
- Pathways promotes individual rights.
- We focus on the whole person.
- We focus on the strengths of individuals.
- Individuals are responsible for the solution, not the problem.
- Pathways strives to eliminate stigma through advocacy, community education and social change.
- We foster hope and self-determination.
- Recovery must occur at the pace and direction of each person.
- We partner with individuals to achieve their highest quality of life.
- Pathways encourages individuals to identify mutual support systems that allow for the sharing of experiences, strengths and hope.
- Pathways recognizes and supports the value of each person’s spirituality in the recovery process.

Pathway Homes has been notified that the following individuals made donations to Pathway Homes through federated workplace campaigns between January 1, 2011 and December 31, 2011.

United Way
Anonymous
Mr. Luke Bissi
Ms. Brenda Brennan
Ms. Nigisti G. Desta
Ms. Sylissa W. Lambert-Woodard
Ms. Galnetta Lee
Mrs. Genice Linburg
Ms. Sonja L. Littlejohn
Mr. Joel R. McNair
Ms. Sherry Meyers
Mr. Toan Nguyen
Ms. Amparo E. O’Connell
Ms. Margaret A. O’Connor
Ms. Lauren R. Pollet
Ms. Jean Reynolds
Ms. Anita L. Robinson
Mr. Ray T. Rogers
Mr. Randy L. Shusman
Ms. Jennifer L. Simmons
Ms. Eleanor Vincent

Combined Federal Campaign
Anonymous
Mr. David J. Dohanic
Ms. Amy C. Friedlander
Mr. Peter G. Fusscas
Tahirih Fusscas
Mr. Wayne Gardella
Mr. Alvin W. James Jr.
Ms. Linda Jordan
Mr. Neal Keske
Ms. Cynthia A. Kenny
Ms. Barbara E. Moreland
Mr. Daniel Pollard
Mr. Richard Rudisill
Ms. Paula M. Shipe
Ms. Mary R. Vavrina
Mr. Harold Weinstock

America’s Charities - ExxonMobil Favorite
Charities Campaign
Anonymous
Ms. Deborah Blyskal
Mr. Joseph Coppelli
Mr. Martin P. Castro
Ms. Nancy J. Devlin
Ms. Mary Jo Gibson
Ms. Lisa Grayson
Mr. David Lap Keung Man
Ms. Mary Magland
Mr. Ken Rawland
Mr. Michael Tobia
Ms. Sandra J. Weidman
Mr. Wim De Wulf
Mr. Richard Wysocki
A Message from Pathways’ President & CEO

It was not that long ago that individuals with mental illness and co-occurring disabilities struggled to find hope that recovery is possible. Today, we partner with individuals to achieve their highest quality of life as productive members of the communities in which they live. 2011 was a year of transition, change, and re-dedication to our vision and mission. Our successes continue to provide Pathways with the energy and passion to help more individuals live successfully in the community.

We continue to focus on the strengths of the individuals we serve and today our consumer-directed model of service delivery is setting the pace as an innovative program of empowerment and hope. The key to the success of programs such as this, is that it celebrates and embraces the personal experience of those who have traveled the paths of recovery.

Here at Pathway Homes, we continue to believe that housing is a right, not a privilege. We also believe that the right to housing does not necessarily have to be incumbent on the individual committing to services. Thus, we embrace the housing first model as a foundation for recovery, and use it to partner with those we serve to open doors on their journey towards achieving self-fulfillment, and realizing their dreams. As we continue to build a solid foundation of excellence, we understand that today’s achievements are but pathways for the road that lies ahead. We look to the future with anticipation and hope. We recognize the power of partnership, and we look forward to an abundant and transformative year. We hope that you will be a part of our journey forward.

On behalf of the individuals served, staff and the Board of Directors we would like to express our sincere thanks to you for your continued support throughout our 32 years of growth and continued investment in our community.

Sylisa Lambert-Woodard, EdD, LCSW, LSATP, MAC
President and Chief Executive Officer
Board of Directors

Jennifer McKenzie  
*Chairperson*  
Priest, Episcopal Diocese of Virginia

Ron Wilensky  
*Vice Chairperson*  
Navigator Executive Advisors

Thomas Rowe  
*Secretary/Treasurer*  
Vice President, Finance and Administration  
Vie de France Yamazaki, Inc.

Dara Aldridge  
Senior Mortgage Officer  
Gateway Funding

Maiko Ashby  
Principle  
Heidrick & Struggles

Emil Franks  
Retired CBS Manager

Wayne L. Gardella, CPA  
Vice President, Small Business Finance Division  
Export-Import Bank of the United States

Daniel Gray, Esquire  
Attorney  
Cooper, Ginsberg, Gray, PLLC

Jennifer Judelsohn, LCSW  
Licensed Clinical Psychotherapist  
Neshama Soulworks Studio

James A. Ross  
Executive Consultant  
Computer Sciences Corporation

Susan Zywokarte  
Student/Pathways Consumer Representative

Staff Leadership

Sylisa Lambert-Woodard,  
EdD, LCSW, LSATP, MAC  
President and Chief Executive Officer

Brenda Brennan  
Vice President for Finance

Sherry Meyers, LCSW  
Vice President for Clinical Services

Anita Robinson, LCSW  
Vice President for Clinical Services

Lauren Fox, LCSW  
Vice President for Supported Living

Eleanor Vincent, EdD, CSAC  
Vice President for Operations

Consumer Advisory Council

Gwendolyn Davis  
President

Vickie Wolfrey  
Vice President

Sherril Crawford  
Secretary

John Payne  
President Emeritus

Merhawit Desta

Kristine Gabster

Harold Graetz

Renee Hollingsworth

Kirsten Helene Kaiser

John Miracle

Chris Palladino

Chris Stich

Randy Thai

Tina Winn
A report to stakeholders on activities and progress at Pathway Homes in 2011.