



**PATHWAY HOMES, INC.**

Supportive Residential Mental Health Services

# Annual Report 2011

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

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## A Message from Pathways' President & CEO

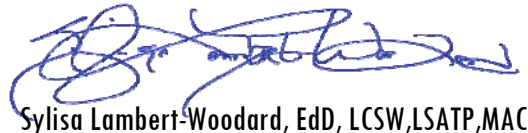
It was not that long ago that individuals with mental illness and co-occurring disabilities struggled to find hope that recovery is possible. Today, we partner with individuals to achieve their highest quality of life as productive members of the communities in which they live. 2011 was a year of transition, 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.



Sylisha 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

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

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

“**T**he 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*

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

“**M**y rights are well respected by staff.”  
- *Annual Satisfaction Survey*

“**I** think Pathways has helped me in meeting my goals.”  
- *Annual Satisfaction Survey*

# Recovery in Action: Jim's Story

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](http://www.youtube.com/user/PathwayHomesInc).

# Our Mission and Vision

## OUR MISSION

**P**athway 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.

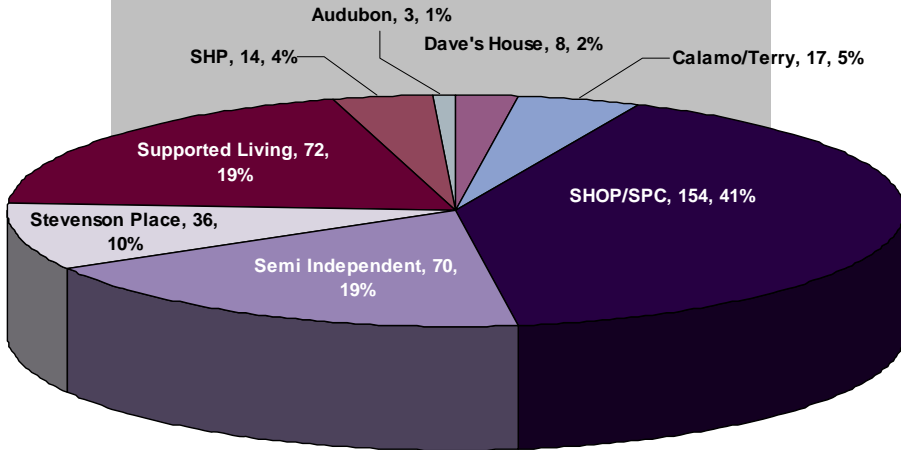
We fulfill our mission by making available to individuals with mental illness and co-occurring disabilities a variety of non-time-limited housing and services to enable them to realize their individual potential.

## VISION STATEMENT

**O**ur 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.

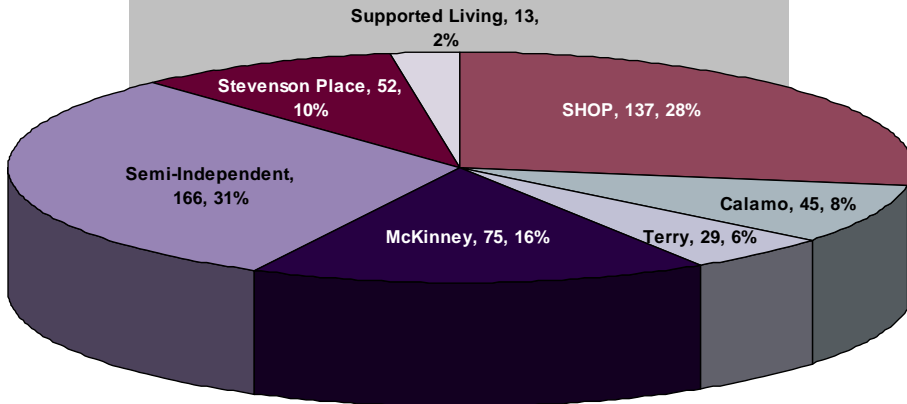
# Service Capacity by Program

*Total = 374 Individuals*



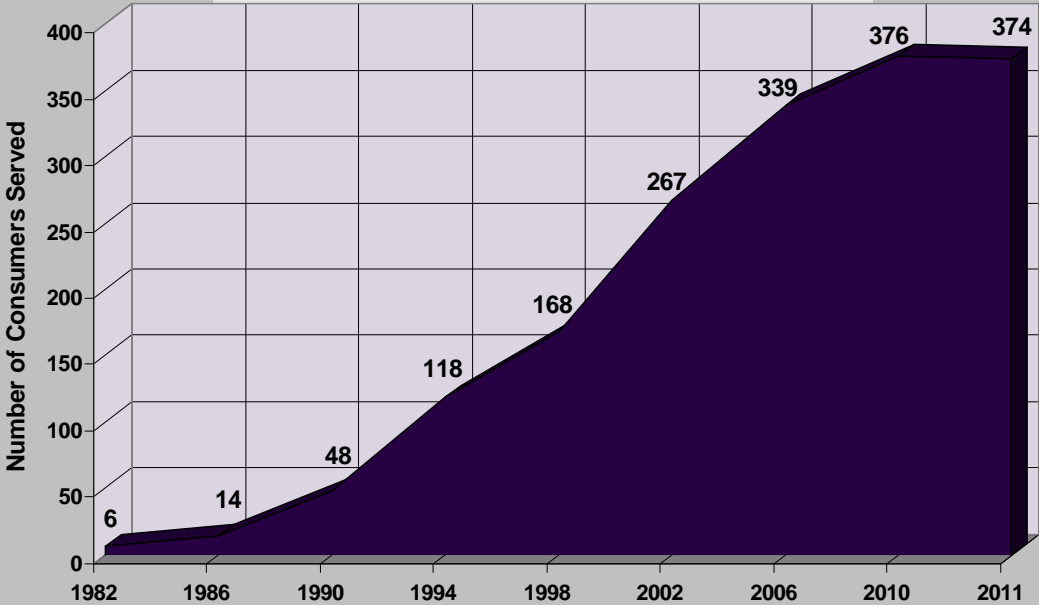
# Waiting List Status

*Total = 543*

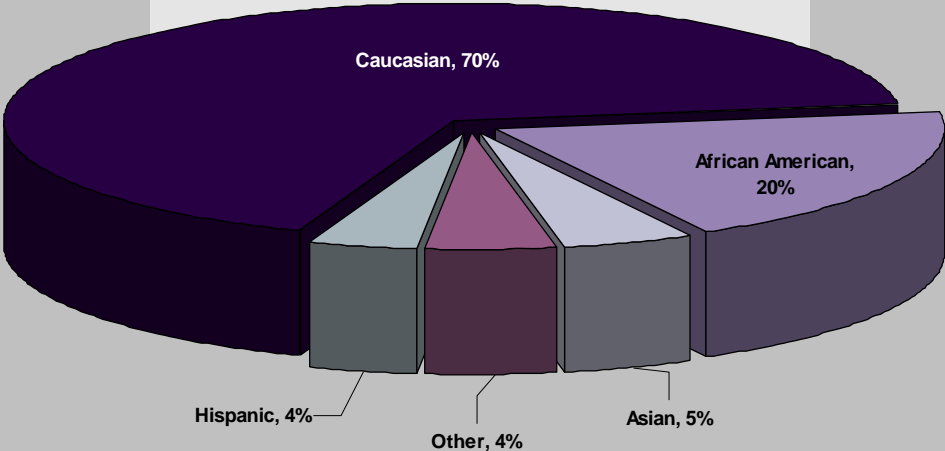




# Service Growth



# Race and Ethnicity of Individuals Served



# Performance Improvement

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

Assisted Living Facility - 2

Substance Abuse Treatment Facility - 2

Family - 2

Own Apartment - 13

Transitional Housing/24-hour setting - 3

No Fixed Address - 4

Contract Ended - 8

- ▶ 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.

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

## **CONSUMER SATISFACTION**

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 service 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.

# 2011 Annual Highlights

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.



*Former CEO, Joel B. McNair, LPC, LMFT, and his wife, Susan, at Joel's retirement party in October 2011.*

- ▶ 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.



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

- ▶ 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.

# 2011 Annual Highlights



*Ignacios Villas Fairfax Youth Probation Officers paint the interior of Midship, a townhome in Burke, VA.*

- ▶ 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 Baldwin. We received these funds and completed extensive renovation and restoration work in 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.

*Dave's House II at Kincaid hosted a formal open house in mid-December 2011. Several agencies and staff key to the opening of the program were in attendance. Pictured (from left) Paula Sampson, Director of the Fairfax County Department of Housing and Community Development, Kehinde Powell, Housing and Community Developer III, and Dr. Sylisa Lambert-Woodard, President/CEO of Pathway Homes.*



# 2011 Annual Highlights

- ▶ 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.

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



- ▶ 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 13<sup>th</sup> 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.



*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.*

- ▶ 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.

# 2011 Annual Highlights

- ▶ 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.



*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.*

- ▶ 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.

# 2011 Financial Summary

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	<u>27,381</u>
Total Support and Revenue	\$9,852,934

### EXPENSES

Program Services:	
24 Hour Residential Facilities	\$2,936,234
Supported Residential Facilities	<u>3,844,057</u>
Total Program Services	\$6,780,291
Management and General	\$1,891,200
Fund-raising and Development	<u>18,128</u>
Total Expenses	\$8,689,619

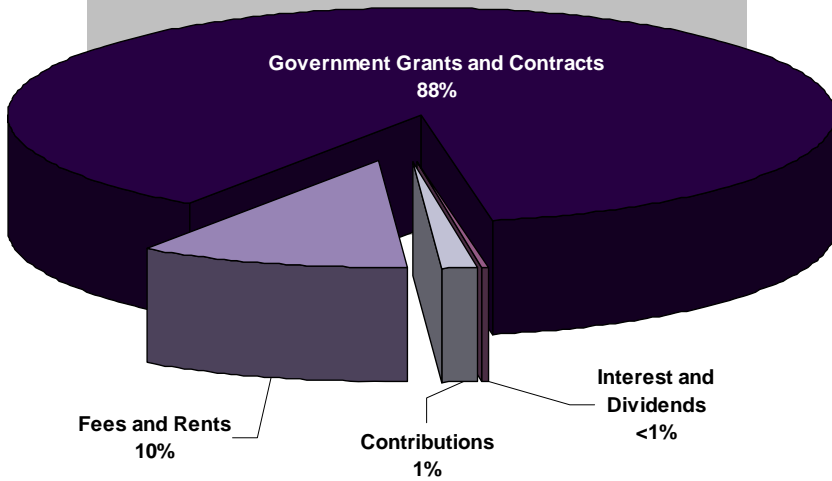
Change in net assets	\$1,163,315
Net Assets, Beginning of Year	<u>3,441,062</u>
Net Assets, End of Year	\$4,604,377

*A summary from the Audited Financial Statement for fiscal year ending June 30, 2011 as prepared by Reznick Group, P.C.*



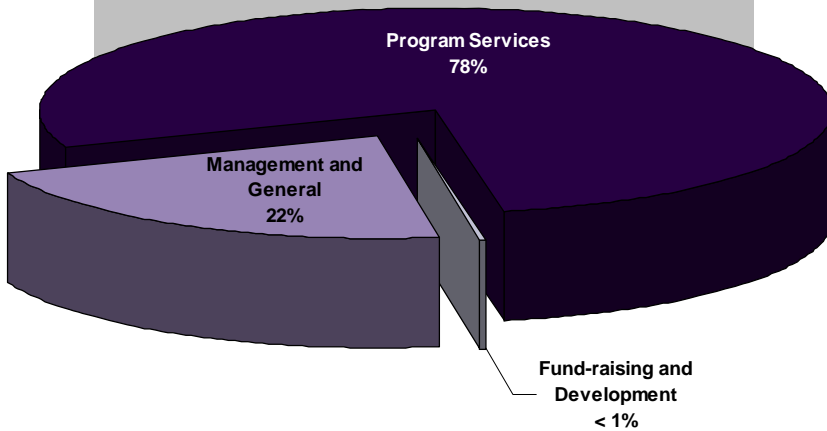
# Support and Revenue

*Fiscal Year 2011*



# Expenses

*Fiscal Year 2011*



# 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. Armilla  
Mr. and Mrs. Shephen and Erika Arner

**B** Ms. Sondra 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 Blakney  
Mr. Samuel H. Bleier  
Ms. Deborah Blyskal  
Mr. Edward Boland  
Mr. Walter M. Boland  
Mr. and Mrs. Rodney and Teresa Bolton  
Ms. Brenda Brennan  
Brighter Strategies, LLC  
Mr. and Mrs. George E. Brosseau  
Mr. and Mrs. William F. Brum  
Mr. and Mrs. Thomas E. Burns

**C** 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 Chuinklin  
Mr. and Mrs. Warren I. 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. Melvia 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 Wulf  
Ms. Abigail Denecke  
Mr. and Mrs. Edward Denecke  
Ms. Nigisti 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 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 Hacker  
Mr. and Mrs. Abbas Haidarbaigi  
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. Heyn  
Charmwell Ho  
Ms. Jerilynn B. Hoy  
Mr. and Mrs. James A. Huemme  
Ms. Leslie Hurdle

**I** Mr. and Mrs. William Iwig

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

**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 Lacey-Kuehl  
Dr. Sylisa Lambert-Woodard  
Mr. David Lax  
Mr. and Mrs. Joe and Shirley LeForge  
Ms. Jean LeForge  
Mr. and Mrs. Mark and Joan Leonard

Mr. Martin Lichtenstein  
Mr. Daniel Lovinger

**M** Ms. Jeanne Mahoney  
Mr. Michael Mahoney  
Mr. John V. Maraney  
Mr. and Mrs. Oran 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. McVadon  
Ms. Sherry Meyers  
Ms. Linda Miller  
Mr. and Mrs. Herbert Miracle  
Ms. Sakin Mire  
Mr. Mehdi Mojalal  
Mr. Gerard Morris  
Mr. and Mrs. John T. Moynihan  
Ms. Aurora Mullarkey

**N** Mr. and Mrs. Timothy Naughton  
Ms. Linda Neuhaus  
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. Peppe  
Mr. and Dr. Antonio F. Perez  
Mr. and Mrs. Alex and Lynne Phillips  
Mr. and Mrs. Gary and Virginia Phillips

Mr. and Mrs. Harry Piccariello  
Mr. and Mrs. Dean and Hallie Pollet  
Ms. Lauren Pollet

**Q** Ali Ahmed Qadour

**R** Ms. Martha H. Ragagli  
Mrs. Mary Ragland  
Mr. and Mrs. Ramesh C. Rastogi  
Ravensworth Baptist Church  
Razoo Foundation  
Mr. and Mrs. Dave M. Redman  
Ms. Anita Robinson  
Mr. and Mrs. Quincy 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 Ms. Charles and Jeanne Ryan

**S** Ms. Elva Salcedo  
Col. 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

**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

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

United Way of the National  
Capital Area

**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

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

**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

*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

Dogfish Head Restaurant  
Mr. Richard Downham

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

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

**H** Harris Corporation

**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

**O** Mr. and Mrs. Mark O'Connell

**R** Ratner Companies  
Red Lobster  
Mr. Dan Ross

**V** Ms. Eleanor Vincent

**P** Ms. Judy Pino  
Mr. Adam Pollet  
Mr. and Mrs. Dean and Hallie Pollet  
Ms. Lauren Pollet

**S** Mr. Amiir Shami  
Signature Renovations LLC  
Mr. and Mrs. Tom Simpson  
Ms. Kirsten Smith  
Ms. Joanne Sparaco  
Ms. Joann Springer

**W** The Wharf  
Ms. Sue Whitterhall  
Ms. Kay H. Wright

*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. Sylisa W. Lambert-Woodard  
Ms. Galnetta Lee  
Mrs. Genice Linaburg  
Ms. Sonja L. Littlejohn  
Mr. Joel B. 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 I. Robinson  
Mr. Ray T. Rogers  
Mr. Randy L. Shusman  
Ms. Jennifer L. Simmons  
Ms. Eleanor Vincent

## **Combined Federal Campaign**

Anonymous  
Mr. David J. Dohanac  
Ms. Amy C. Friedlander  
Mr. Peter G. Fuscias  
Tahirih Fuscias  
Mr. Wayne Gardella  
Mr. Alvin W. James Jr.  
Ms. Linda Jordan  
Mr. Neal Kaske  
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 Cappelli  
Mr. Martin P. Castro  
Ms. Nancy J. Devlin  
Ms. Mary Jo Gibson  
Ms. Lisa Grayson  
Mr. David Lap Keung Man  
Ms. Mary Ragland  
Mr. Ken Rowland  
Mr. Michael Tobia  
Ms. Sandra J. Weidman  
Mr. Wim De Wulf  
Mr. Richard Wysocki

# Board of Directors

**Jennifer McKenzie**

***Chairperson***

Priest, Episcopal Diocese of Virginia

**Ron Wilensky**

***Vice Chairperson***

Vice President

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

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Vice President *Small Business Finance Division*

Export-Import Bank of the United States

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Attorney

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Licensed Clinical Psychotherapist

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**James A. Ross**

Executive Consultant

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**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**

# Contact Pathway Homes

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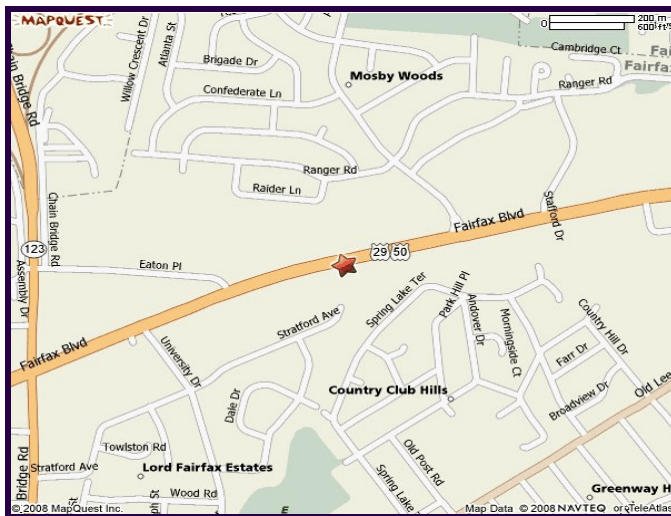
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