President’s Message

“The idea is to write it so that people hear it and it slides through the brain and goes straight to the heart” - Maya Angelou

Pathway Homes has had a pivotal year! A year filled with challenge, and the opportunity to create new and emerging pathways to recovery. We continued to accomplish a great deal:

- We are the leading provider of permanent supportive housing in Northern Virginia (locally, nationally, and internationally recognized)
- We are community-based, collaborative, flexible, innovative, and outcomes-oriented
- We are cost-effective; leveraging systems to maximize the return on investment
- We are rated one of the Best Non-Profits to Work for in 2017 by the Non-Profit Times
- We have earned a four-time accreditation from the Commission on Accreditation of Rehabilitation Facilities (CARF), including a perfect score on our most recent survey.

Yet, I venture to say that, despite our mission and the amazing work we do, we still find it challenging to get the industry to stop being conventional thinkers, and to embrace true recovery-based thinking.

In the United States today, one in five individuals suffers from a mental illness. Agencies that understand the importance of having their decision makers be reflective of the individuals they serve, will know it is the key to improving business results. Along those lines, Pathways’ Consumer Advisory Council impacted both state and federal policy, this past year, through their advocacy for consumer input in the design and provision of services. Pathways was thrilled to have this opportunity for lawmakers to hear the voice of the consumer. They heard directly from the men and women most affected by the legislation they are considering and the decisions they will ultimately make.

This past year we took the opportunity to embrace a paradigm shift from traditional methods, and entertained new ways of thinking and addressing the needs at hand. As the leader of this organization, I am clear about our purpose and what is distinctive about us. We remain thought leaders and consultants in our community. Therefore, we continue to look for new ways to garner your support for our initiatives, which ultimately address the social determinants of health. The social determinants are social and physical circumstances in which people find themselves that affect the way they live, and their risk of illness and premature death.

This year, as we celebrate 37 years of service to the community, we have the continued privilege of recognizing the individuals we serve who are in recovery from their illnesses, and are positively impacting the lives of others and our community. As one individual receiving services from Pathways said, “The difference between my daily life before and after I started working with Pathways is night and day. I’m very thankful for the skills I’ve gathered to enjoy life the best I can.” The Pathways’ experience provides an infusion of hope!

During this our 37th year, we continued to receive significant grants and support from the DHCD, HUD, OPEH, DBHDS, private foundations, and many other community partners. Our amazing network of colleagues and friends continue to expand across Northern Virginia and Central Florida allowing us to extend housing and services to an additional 181 individuals in 2017.

Pathways is both humbled and empowered to continue to strive for excellence in the provision of housing and services to the most vulnerable individuals with serious mental illnesses, substance use disorders, and histories of chronic homelessness.

It is you, our supporters, that make the difference! On behalf of our Board, the individuals we serve, and the passionate employees of Pathway Homes, I thank you! We remain grateful to our existing sponsors and supporters, and look forward to influencing others to join our mission.

Sylisa Lambert-Woodard, EdD, LCSW, LSATP, MAC
President and Chief Executive Officer
Kevin had beat all the statistics as a young African-American male born in the 60s, raised in the 70s with no parents in a disruptive and chaotic household, running the streets beginning at age 5 and emancipated by law at 16. Despite these challenges, he managed to go to college, have a promising career and the ideal middle-class family life. Then at the age of 42 his life changed with the onset of mental illness.

The onset of mental illness manifested in many ways starting with mild symptoms of obsessive compulsive disorder (OCD), epileptic seizures, post-traumatic stress disorder (PTSD) and depression. He first denied his symptoms and kept telling himself that he had overcome adversity before and would do it alone again. Regrettably, he found that he needed help with this one. His “ideal” life began to slip away. He and his wife separated, he lost his job, was evicted from his apartment and found himself homeless. Navigating this day-to-day existence to seek shelter and food became his daily routine. There were many days when he felt hopeless and had to rely on his faith to get him through. Kevin credits the survival skills he learned as a child, with helping him to persevere on a path that led him to Pathways.

Kevin shares how Pathways changed his life, “Pathways is a place that supports not enables, provides an affordable place to call home and a CHANCE to get stable so that I can spend the time needed to work on my brain problems. I have replaced the daily grind of finding shelter and food with working on my recovery in a safe and stable home. I have met friends with similar experiences and we support each other. Recently, I joined others in Richmond to meet with members of the Virginia General Assembly to talk about the importance of permanent supportive housing. While I still have struggles, I feel like I can meet these challenges for myself and I seek ways I can use my voice to help others.”

Tina has lived with mental illness most of her life. She hears voices and suffers from depression. She feels the symptoms of her illness led her to bad relationships, drug use and homelessness. For the past ten years she credits having stable housing and services with giving her a path to continue her recovery journey. She has moved on from her unhealthy relationship, works every day to stay clean and she uses her voice to support our community and others who are traveling their own journeys. She admits it has been a long difficult voyage and one where she strives to take another step every day. Over the past year, she has been reconnecting with her family and wants to spend more time with her grandchildren. She says it feels good to have her family and friends back in her life.
FY 2017 Consumer Outcomes

Measuring outcomes show how our services make a difference in the lives of people we serve.

- **97%** remained in permanent housing
- **90%** remained out of psychiatric hospital
- **18%** were employed (15%-20% industry average)
- **92%** reported overall satisfaction with the services they received

FY 2017 Financials

CohnReznick, a national Certified Public Accounting firm, performed audits as of June 30, 2017, for Pathway Homes, Inc. A summary of the Financial Statement is presented here.

**SUPPORT AND REVENUE**

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government Grants and Contracts</td>
<td>12,103,918</td>
</tr>
<tr>
<td>Fees and Rents</td>
<td>1,604,625</td>
</tr>
<tr>
<td>Contributions</td>
<td>444,212</td>
</tr>
<tr>
<td>Sublease and Other Income</td>
<td>185,501</td>
</tr>
<tr>
<td><strong>Total Support and Revenue</strong></td>
<td><strong>$14,338,256</strong></td>
</tr>
</tbody>
</table>

**EXPENSES**

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Services</td>
<td></td>
</tr>
<tr>
<td>24 Hour Residential Facilities</td>
<td>2,681,231</td>
</tr>
<tr>
<td>Supported Residential Facilities</td>
<td>8,532,850</td>
</tr>
<tr>
<td><strong>Total Program Services</strong></td>
<td><strong>$11,214,081</strong></td>
</tr>
<tr>
<td>Management and General</td>
<td>1,432,094</td>
</tr>
<tr>
<td>Fund-raising and Development</td>
<td>37,358</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$12,683,533</strong></td>
</tr>
</tbody>
</table>

**SUPPORT AND REVENUE**

- **3%**
- **11%**
- **0.2%**

**EXPENSES**

- **84%**
- **11%**
- **0.2%**

- **Support and Development**
- **84%**
- **11%**
- **0.2%**
Our continuum of services makes it possible for individuals to move from highly intensive to highly independent settings as their needs change. Our services result in measurable results over time!

<table>
<thead>
<tr>
<th>SERVICES PROVIDED</th>
<th>SHORT-TERM IMPACT</th>
<th>MEDIUM-TERM IMPACT</th>
<th>LONG-TERM OUTCOME</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psychoeducation</td>
<td>Increased understanding of, and management of illness and symptoms</td>
<td>Ability to manage stressors and increased levels of independence</td>
<td>Remain in permanent supported housing or move to other permanent housing Decreased need for hospitalization or risk of incarceration</td>
</tr>
<tr>
<td>Teach activities of daily living skills</td>
<td>Increased self-efficacy, Ability to meet basic daily needs with less support</td>
<td>Increased accessibility to stable housing opportunities</td>
<td>Remain in permanent supported housing or move to other permanent housing</td>
</tr>
<tr>
<td>Provide advocacy/teach self advocacy</td>
<td>Development of new or improved interpersonal skills</td>
<td>Increased ability to manage personal and landlord-tenant relationships</td>
<td>Remain in permanent supported housing or move to other permanent housing</td>
</tr>
<tr>
<td>Link with community resources</td>
<td>Increased knowledge, skills, and confidence</td>
<td>Ability and confidence to apply for jobs</td>
<td>Employment and decreased dependence on benefits</td>
</tr>
<tr>
<td>Provide job readiness skills training</td>
<td>Improved access to community supports</td>
<td>Increased ability to manage health or financial challenges</td>
<td>Increased self-sufficiency and community integration</td>
</tr>
<tr>
<td>Provide social skills training</td>
<td>Increased understanding of medication effects and side effects</td>
<td>Increased motivation and ability to use medications appropriately</td>
<td>Management of symptoms in the community and decreased need for hospitalization or risk of incarceration</td>
</tr>
<tr>
<td>Teach medication management skills</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

PATHWAY HOMES, INC.
Supportive Residential Mental Health Services
Pathways Housing Story

From the very beginning, our work focused on the healing benefits of having a place to call home. What started out as one leased property, with two residents and one live-in counselor, has grown into a network of 317 owned, leased, or managed properties. From our two assisted-living facilities to apartments, condos, townhouses, and single-family dwellings, 743 men and women went to bed at night during the past year in a place they call “home”.

Where Pathways Residents Live

Pathways Homes fully embraces and operates on the Housing First model of care. Our work is based on the concept that a homeless individual’s first and primary need is to obtain stable housing, and that other issues that may affect the individual can be addressed after housing is obtained.

Last year, Pathway Homes received $544,804 from the U.S. Department of Housing and Urban Development (HUD). This award was used to house 22 chronically homeless men and women who had been living in the woods, on the streets, and in emergency homeless shelters. These individuals were assessed to be at increased risk of dying on the streets due to a combination of untreated chronic, sometimes terminal, medical conditions, mental or physical disabilities, and other psychosocial challenges. Also, last year, The Potomac Health Foundation awarded $125,000 to Pathways, for three years, to continue service expansion into Prince William County. The Potomac Health Foundation awards grants to support community health initiatives.

Earlier this year, Pathways Homes’ first regional Department of Behavioral Health and Developmental Services (DBHDS) project to serve 35 individuals in Fairfax County, Prince William County, and Alexandria City received new funding of $177,000 to serve 10 additional individuals in Prince William County. This was due to the success of the program, which is currently serving two more than the projected 35 and will be serving a total of 47 by the end of this year.

No longer focused solely on securing safe shelter, these men and women can now set other goals, and continue their personal journey toward achieving self-fulfillment and realizing their dreams.
The Need:
Through dedication and hard work, the numbers have been trending downward over the years. However, the latest Point-In-Time survey for 2017 illustrates the continuing need:

- **11,120** homeless people in the Greater Washington Region, including 964 in Fairfax County, and 400 in Prince William County
- **1,484** unsheltered single adults in the region, including 104 in Fairfax County and 119 in Prince William County
- **41%** of homeless individuals in the region have a diagnosed serious mental illness and/or substance use disorder, including 44% in Fairfax County and 30% in Prince William County

The unique challenge of providing non-time-limited housing is that in order to serve more people we have to acquire more properties. As of this printing, there are nearly 507 men and women who are waiting for placement in a Pathways’ home. While we face a continuing need for services, we also contend with tightening resources to meet those needs. Over 50 percent of the people on our wait list do not meet eligibility requirements for funding programs that currently support most of our housing stock.

The Solution:
Our client outcomes measurements over the years document the success of our model. Plain and simple, it works for the people we serve, and it’s cost-efficient for the community. Since 1980, Pathway Homes has been providing non-time limited housing and supportive services for men and women with mental illness and co-occurring disorders. Employing the Housing First model of care, Pathway Homes served 743 men and women in FY2017.

Pathway Homes’ service delivery methods are also the model of cost-effectiveness and efficient use of community funds. Our costs represent a significant savings to the community compared to the costs of incarceration or hospitalization, as the chart indicates.

The unique challenge of providing non-time-limited housing is that in order to serve more people we need more homes. Property acquisitions, and the funding to support such expansion, are the key factors to meeting the needs in our community. Simply put, more people in need, with limited government funding, means we need your help to fill the gap. No one should “fall through the cracks.”
Addressing Medical Challenges in Permanent Supportive Housing

Research has shown that people with severe mental illnesses (SMI), such as schizophrenia, bipolar disorder, schizoaffective disorder, and major depressive disorder, have a higher mortality. Specifically, these studies show that the mortality rate for this population is two or three times as high as that of the general population, which translates into these individuals dying 13-30 years earlier than individuals in the general population (De Hert et al., 2011). The factors that impact this discrepancy include lifestyle choices, the long-term impact of psychotropic drugs, and the disparity in the availability and affordability of health care for individuals with SMI compared to the general population.

The individuals we serve are not only at higher risk of developing acute medical conditions, or having to deal with chronic medical conditions daily, they are also aging in place as more of them become housed and maintain housing stability. Over a third (38%) of individuals Pathways served in FY 2017 had a diagnosis of at least one chronic medical condition in addition to a SMI; 8% had two or more medical conditions. Additionally, of the 87 individuals hospitalized during the same time, 49 (56%) were hospitalized for medical reasons.

As these individuals age, their medical conditions become more challenging to manage and require more specialized services and skillsets to meet individual needs. For example, during the year, the highest number of medical hospitalizations (52%) was in the 56-65 age range. This is 4% lower than the previous year for the same age range and can be attributed to the flexible nature of Pathways’ supportive services. Often, the supports provided to individuals have to be adjusted to meet these medical and age-related needs so that individuals can stay in their homes as long as possible. Due to these flexible and mobile supports, 69% of these individuals were able to return home after hospitalization and continued to be supported in managing these co-occurring conditions in the community. This is unchanged from last year. Without this type and level of support, fewer of these individuals would be able to maintain stable housing in the community, and might even end up in institutions long-term.

Make A Difference - Get Involved

PROVIDE YOUR EXPERTISE

From business practices to staff development, from plumbing and heating to landscaping, Pathway Homes benefits from pro-bono work provided by generous members of the local business community. The HomeAid Foundation, with member CarrHomes, is just one of the businesses that provided their expertise in the past year. CarrHomes renovated a 70s era kitchen into an efficient and beautiful place to cook donating not only their labor but all the appliances and materials.

BRING YOUR TEAM OUT

Teams of employees from Fannie Mae spent three days in May rejuvenating four Pathway Homes’ properties. Businesses, schools, and community groups partner with Pathway Homes to improve the quality of life of residents while fulfilling community service requirements. These volunteer work days demonstrate the spirit of giving, improve the grounds and homes, and ensure that limited funds are devoted to providing direct services.

SERVE ON OUR BOARD

Pathway Homes’ Board members come from diverse fields and backgrounds and support the agency’s growing capacity to meet the needs of those with mental illness in our community. Their passion and drive make a difference every day.

PROVIDE FINANCIAL SUPPORT

Financial contributions greatly enhance our ability to provide services and maintain our properties. Private funding from individuals, businesses, corporations, and foundations is essential to meeting the increasing needs of those seeking services who are not eligible for public-sector-funded programs. Your generous support is critical to our mission to serve individuals in need. Krafft Services has underwritten the cost of our annual benefit breakfast the last two years so that all funds contributed by donors at the breakfast go directly to supporting our consumers.

ADVOCATE

Pathway Homes values the consumer voices and know when our consumers share their voice people listen. This past year members of the Pathway Homes Consumer Advisory Council traveled across the region educating local officials and government agencies about the impact government decisions have on their lives and that of the entire community.

You can make a difference too!

Contact Anna Smith, Director of Development at 703.876.0390 or visit our website www.pathwayhomes.org
Pathway Homes wishes to thank the 311 individual volunteers and 8 volunteer groups who gave 2,028 hours of service in the past year. Using Independent Sector’s valuation of $24.14/hour, these volunteer hours are valued at just over $48,956. We also greatly appreciate the skilled labor we received from members of HomeAid valued at over $20,000.
Thank You to Our Donors & Volunteers

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Ms. Robyn Johnson
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Mr. Alan Sun
Ms. Chynna Swann
Ms. Lorraine Taylor
Ms. Harriet L. Tenney
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Mr. Benjamin Tompkins
Ms. Nita Tougas
Ms. Kathleen Trepper
Mrs. Vicky Tsang
Ms. Eliana V. Turina
Ms. Ann Turk
Mr. Daniel Unger
United Bank (Formerly Cardinal Bank)
United Way of Greater Houston
Valvoline
Mr. Kevin Vandernaal
Mr. and Mrs. Grady A. and Nancy A. Vickers Jr.
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Ms. Wendy Voigt
Mr. and Mrs. Hasso and Maureen Von Bredow
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Ms. Emily White
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Mr. and Mrs. James and Elizabeth Wilder
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Mr. and Mrs. Gary F. and Margaret E. Wilson
Ms. Lucy Witman
Womans Club of Fairfax
Mr. Alan Wooten
Ms. Anita Yessian
Ms. Lillian H. Young
Mr. Mohammed Zar
Mr. Alan Zucker
Mr. and Mrs. Michael and Sandra Zywokarte
Ms. Susan Zywokarte

IN-KIND

Arena Stage
Beth Emeth
Bowls America
Capitol Steps
Freddie Mac
Girl Scout Service Unit 54-14
Mr. Harold Hendrick
Ms. Barbara E. Moreland
Mr. Greg Dean
Fannie Mae
Five Guys Operations LLC
Mr. Justin Forlini
Ms. Karen O’Brien
Ms. Tova Roth
Ms. Susan Sommers
Ms. Heathc Stec
Walmart Supercenter
Wegmans
Women of Saint Andrew
Mr. Cyrus Zolghadi

Thank You to Our Donors & Volunteers
The Pathway Homes Giving Society

We express our sincere appreciation to the members of the Pathway Homes Giving Society. These special donors have committed to five years of financial support. This long-term commitment gives the agency better flexibility and planning capabilities to make a difference in the lives of those we serve.

TRAILBLAZERS
Pledges of $10,000 per year for five years
- Mr. and Mrs. John and Joyce Flynn
- Mr. Satinderpal Singh, Signature Renovations

EXPLORERS
Pledges of $5,000 per year for five years
- Mr. and Mrs. James and Miriam Ross

PIONEERS
Pledges of $1,000 per year for five years
- Mrs. Brenda Brennan
- Mr. Patrick Chaing
- Ronald and Wendy Dickinson, ServePro
- Mr. Dan Gray
- Mr. William Iwig
- Mrs. Jennifer Judelsohn & Mr. David Stearman
- Dr. Sylisa Lambert-Woodard
- Mrs. Angie Lathrop
- Mrs. Jennifer McGarey
- Mr. Eric Riddell
- Mrs. Anna Smith
- Dr. Eleanor Vincent

Partner Organizations

Pathway Homes is proud to have worked in partnership during FY2017 with the following agencies and organizations that have provided grant, contract, or oversight support for our programs and services.

- Commission on Accreditation of Rehabilitation Facilities (CARF)
- Consolidated Community Funding Pool (CCFP)
- Department of Behavioral Health and Disability Services (DBHDS)
- Department of Medical Assistance Services (DMAS)
- Department of Social Services (DSS)
- U.S. Department of Housing and Urban Development (HUD)
- Virginia Housing Development Authority (VHDA)
- Fairfax County Health Department
- Fairfax County Department of Housing and Community Development (DHCD)
- Fairfax County Office to Prevent and End Homelessness (OPEH)
- Fairfax-Falls Church Community Services Board (CSB)
- Fairfax Community Long Term Care Coordinating Council
- Prince William County Community Services Board (CSB)
- Prince William County Department of Housing and Community Development