



October 2021

## A Message from the President & CEO

Dear Pathway Homes Supporter,

Autumn is the season of harvest. At Pathway Homes we are excited that our harvest has yielded newly formed networks and connections that align with our mission. Our continued partnership with Fairfax Department of Community Housing and Development expanded our affordable housing inventory by adding four townhomes for a total of 12 new beds in Fairfax County this past year. Additionally, we added 11 new units/beds to our Prince William County Continuum of Care projects, and one new accessible unit to house additional individuals with Intellectual and/or Developmental Disabilities in partnership with the Prince William Office of Housing and Community Development. We returned to Arlington County to serve aging out youth and adults in need of community based mental health support services. We are scaling our services into Washington DC with the support of a Kaiser Permanente grant to reduce homelessness in DC and Fairfax County. We continue to expand our relationship with DBDHS as a significant partner in providing permanent supportive housing through the housing first model throughout the Northern Virginia region.



We have all endured significant changes during the COVID-19 pandemic this past 18 months and recognize the importance of healthy relationships and coping skills for everyone during this journey. At Pathway Homes, we planted the seeds of hope and renewal with the launch of our community urban gardens. We did this knowing the intersection between mental health and physical health, and that a healthy mind and body are essential and fundamental in creating the healthy coping skills necessary to move positively through challenges, and to sustain recovery. Our first urban garden has yielded not only vegetables in the back yards of those we serve, and added flavor to the meals they cooked, it has resulted in an increase in socialization and meditative activity, nutritional education and diversity, and employable skills. We will continue to replicate this design and joyfully anticipate the abundance of the harvest from these gardens throughout our programs.

In the midst of our harvest, we launched our updated 5-year Strategic Plan with the help of our internal and external stakeholders' input. We remain committed to serving with transparency and integrity, watering investments in our culture of excellence with the recent completion of our 6th successful survey from the Commission on Accreditation of Rehabilitation Facilities. We will continue celebrating our culture of excellence with PRIDE in our new agency values: Partnership, Respect, Integrity, Diversity Equity Inclusion Justice (DEIJ), and Empowerment

Thank you to every one of our supporters! Without you, we would not have been able to meet the significant challenges of this past year! We look forward to growing even more by developing new relationships with you in the future. If you would like to hear more about Pathway Homes, please plan to attend our annual breakfast fundraiser <https://rsvp.epiphanyproductions.com/pathway-homes-annual-breakfast/>, or visit our website at [www.pathwayhomes.org](http://www.pathwayhomes.org) to find out how you can be a part of helping us achieve our mission and strategic goals!



Sylisa Lambert-Woodard, EdD, LCSW, LSATP, MAC

*“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, affordable housing, and services to enable them to realize their individual potential.”*

**- Pathway Homes Mission**

**Make a Gift Here!**

## **In His Own Words: James Settle, Gardener & Musician**

*by James Settle*

My name is James Settle and I currently live at a Pathways property in Herndon. I like to play my guitar. I taught myself at age 12. It helps me

calm down. There is something liberating about it since it gets my mind off of things. I write my own songs. I once played songs that I wrote when I opened up for my friend's band. I play all kinds of styles: blues, rock and roll and folk music.



My experience with the newly installed community garden has been interesting. I have never really watched a garden grow. I water it just about every day. I see it go from leaves and stems to all of a sudden, I have flowers, and the flowers turn into fruits. I like to watch it grow and see what is going to happen next. I will eventually eat the vegetables except for the peppers which are very hot. The garden inspired me to make a delicious Hungarian Mushroom soup. I used the peppers for the soup, but they were way too hot! The white eggplant is about the size of a golf ball. I'm going to watch it grow and when it gets big enough, I will fry it. I have never eaten white eggplant but I'm looking forward to trying it. I put rosemary and basil from the garden on pork and chicken dishes. I like to cook and there is nothing better than fresh spices. Gardening has been a positive experience for me since it is something that can keep my mind occupied and it feels like an accomplishment.

I was homeless off and on since I was 26. I lived on the streets of Los Angeles for 5 years until I got help. I came back to Northern Virginia in 2007 to help my mom who was sick but then she eventually passed away. I grew up in Mount Vernon Virginia with the Potomac River across the street. We lived on land that was owned by George Washington which was part of his farm. I was going to be homeless again in Virginia, but I found Pathway Homes. There is nothing to do when you're homeless. There is no medicine. You just walk around. People don't like you. They treat you like you are not even there. I went to a human services organization on Route 1. The case worker asked if I wanted to go into a home. She recommended Pathway Homes. I have been with Pathway Homes since 2008 and I receive supportive services. I feel good that I don't have to worry about keeping a roof over my head. I have a little bit of money saved in the bank. I don't have to worry about getting rained on. I have all of my basic needs met. I am able to play my guitar and garden. I'm in a good place now. I would like to grow watermelons next year. I just like watermelons. I like what they look like, the way they grow, and I like the taste. It is interesting the way watermelons grow on top of each other covered with vines and big leaves. As for my goals for the future, I would like to continue to play my 3 guitars, write music, tend to the garden and get a job so I can use my mind.

*Thank you James, for embracing our community garden in Herndon with zeal, and for tending to it with such care and attention. We look forward to seeing the watermelons grow next Summer!*

# SBIRT: Increasing our Co-Occurring Competence



This summer, Pathway Homes was the proud subrecipient of an award from the Substance Abuse and Mental Health Services Administration (SAMHSA). The grant was in support of expanding universal administration of the Screening, Brief Intervention and Referral to Treatment (SBIRT) in Virginia. The SBIRT is an approach to the delivery of early intervention and treatment to people with substance use disorders (SUD) and those at risk of developing SUDs. It is based on the evidence-based conclusion that:

- Screening quickly assesses substance use severity and identifies the appropriate level of treatment that would be most beneficial
- Brief intervention increases insight and awareness about substance use and influences motivation for behavioral change
- Referral to treatment provides access to more specialized care for those needing more intensive substance use treatment

In partnership with the University of Baltimore, the grantee for this project, we trained 24 staff on the SBIRT screening tools, which were embedded on our website and will be available as a free service to the general public this winter. Additionally, 7 newly trained staff successfully screened 29 individuals over three days, gaining new clinical insights in the process. We will continue to use these tools to augment our clinical assessments and overall treatment planning.

Over 30% of the individuals Pathway Homes serves each year have a co-occurring mental health and substance use disorder. Increasing our co-occurring treatment competence continues to be a goal for the agency and is featured prominently in our strategic plan. Participation in projects such as this SBIRT implementation increases our competence in this area and moves us closer to our strategic goals.



*Thanks to the University of Baltimore, and to our staff SBIRT implementation screeners: Keisha Dennis, Luis Franco, Christopher Winters, Bridget Preston, Lyndsie Carter, Ernest Donkor, and Paul Antich.*

## Pathway Homes 6th CARF Survey!



For two days in October, Pathway Homes virtually hosted two surveyors from the Commission on Accreditation of Rehabilitation Facilities (CARF). This marks the sixth time that Pathways will have completed this survey process, and the first time we participated in a Digitally Enhanced Site Survey (DESS). The DESS was implemented by CARF as a response to conducting surveys in a virtual space to ensure health and safety during the COVID-19 pandemic. While it takes away the onsite interaction with surveyors, the DESS format resulted in some efficiencies for surveyors and our staff alike. At the end of the day, the attention to quality was preserved, as was the intent of the survey process. Accreditation from CARF is the gold standard for quality services in our field and reflects the commitment of staff across the agency to quality housing and supports.

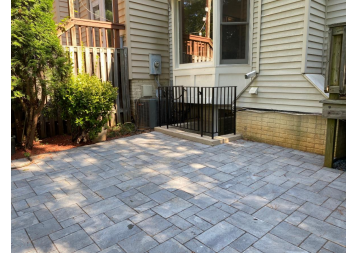
Administrative surveyor Pamela Arbutnot and program surveyor Patricia Huntoon, hailing from New Orleans, LA and Chicago, IL respectively, got a remote behind-the-scenes look at Pathways. Together they reviewed Pathways' community housing and supported living programs, applying over 1,000 business and service delivery standards during the review. Both expressed admiration for the quality of Pathways' processes and programs, the commitment of staff, and the overall satisfaction of the individuals served. At the end of the survey the surveyors shared that "Pathway Homes has a core of dedicated staff that truly enjoy what they do. The organization has cheerful residential facilities that make residents feel safe with plenty of space." They also stated that, "Pathway Homes has a Leadership team that is committed to the mission and vision of the organization and stakeholders feel that the organization provides vital community resources." Pathways' President and CEO, Dr. Sylisa Lambert-Woodard, commented "The survey is a great opportunity for us to continue to refine our Culture of Excellence and we embrace having external auditors whose feedback validate our relentless commitment to providing quality services."

CARF is a subsidiary of CARF International, an independent, not-for-profit family of organizations that provides accreditation in the field of human services. The mission of CARF is to promote the quality, value, and optimal outcomes of services through accreditation that centers on enhancing the lives of individuals receiving services. In short, CARF's purpose is to improve the quality of services that enhance the lives of the individuals receiving services.

*Huge thanks to all our staff for consistently doing quality work so that we are consistently audit-ready. Thanks also to the individuals we serve who trust us to provide quality housing and services to them as they engage in their individual recovery journey. Additionally, we could not do this valuable work without the*

*support of our stakeholders and partners – thank you!*

## Thank You HomeAid Northern Virginia & Joy Design + Build!



Thank You HomeAid Northern Virginia & Joy Design + Build!

HomeAid and Joy Design teamed up to provide a new living space for an individual affected by homelessness!

Working together, they were able to add a wall and renovate the basement of one of our homes into a bedroom for an incoming person in need of housing. While they were at it, they completely renovated the backyard into a patio area for the residents to relax and connect with one another.

We greatly appreciate their service!

## EVENT: Annual Steps to Pathways Breakfast



### Please Join Us Annual Steps to Pathways Breakfast

October 27, 2021

Registration at 8:30 am  
Program from 9:00 am - 10:00 am

Chantilly National Golf and Country Club  
14901 Braddock Rd, Centreville, VA 20120

In-person (limited registrations)  
Virtual (unlimited registrations)

*Special Guest: Senator Tim Kaine*

Featuring a virtual silent auction  
for all guests!

*Register at*

<https://pathwayhomes.info/Breakfast>



Limited in-person tickets are still available but running out fast!

In-person attendees are able to enjoy a delicious breakfast with a great view of our speakers, which include individuals we serve. In-person attendees will also have opportunities to connect with public figures and business leaders in attendance, ask questions directly, and get answers from our staff or individuals we serve who will be sitting at their table.

Unlimited virtual tickets available.

Virtual attendees are able to watch the speakers live from the comfort of their home or office. The ability to network and make connections will be limited, and breakfast is not included, but the educational impact, as well as the impact you will have on ending homelessness remains the same!

Register TODAY at  
[Pathwayhomes.info/breakfast](https://www.pathwayhomes.info/breakfast)

Here is a preview of just a few of our silent auction items!

Our silent auction is currently LIVE

Start bidding here <https://www.32auctions.com/stepstopathwaysbreakfast>



2022 Nationals Tickets



Pet Portrait  
by Maggie Kurdle



San Remo Beach Front  
Boca Raton, Florida

## Thank You to Our Sponsors!

*\*As of 10/21/2021*

Click the flyer above or [HERE](#) to view sponsorship opportunities

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*Silver Sponsor*



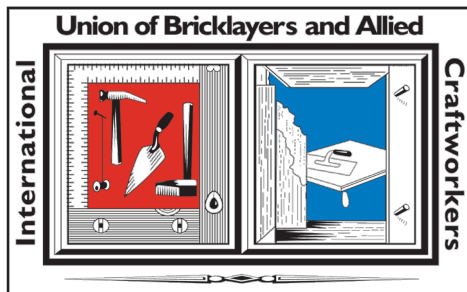
**Alloy Family Foundation**







STANLEY  MARTIN

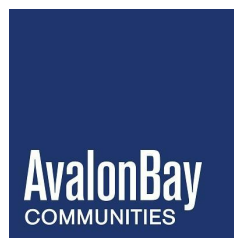


**LiUNA!**

*Feel the Power*

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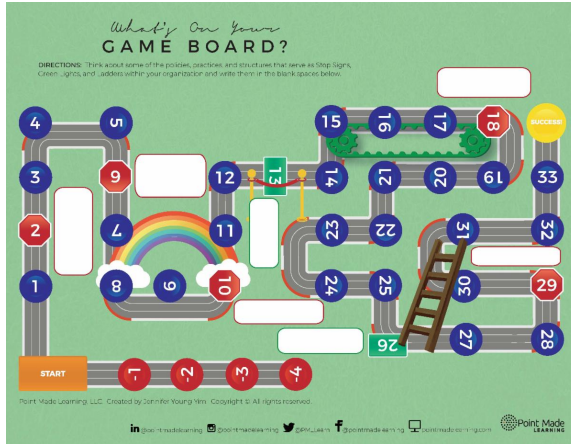
**BOB'S DISCOUNT FURNITURE**

**Pathway Homes supports  
 Diversity, Equity, Inclusion, and Justice (DEIJ)**

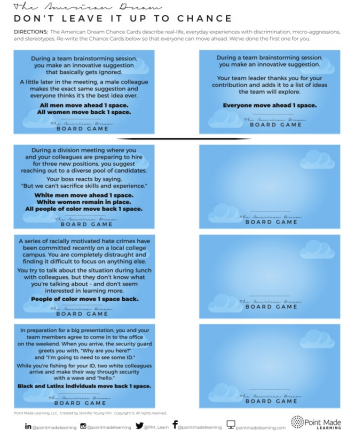
Perspective is needed to truly understand diversity in the workplace. As part of our ongoing efforts to educate stakeholders on diversity equity, inclusion, and justice, we hosted at our quarterly Agency Meeting and Board of Directors Meeting, The American Dream Game created by Jennifer Young Yim of Point Made Learning, LLC.

Participating in this game helped Pathway Homes employees and board members to see how seemingly simple situations can create or promote inequities in the workplace for people of different races, abilities, gender, sexuality, or other classes.

We encourage all organizations and individuals to use this game to understand the different experiences of their employees and to address systemic issues that are often barriers to employee career growth in the workplace.



The American Dream game board.  
Click image to expand.



The American Dream directions & cards.  
Click image to expand.

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