

PROVIDING HOUSING AND SUPPORTIVE SERVICES IN NORTHERN VIRGINIA FOR 41 YEARS

Pathway Homes, Inc.

ANNUAL REPORT 2021

The Key is
Permanent
Supportive
Housing



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



President's Message

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 the Department of Behavioral Health and Disability Services 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 these 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 visit our website at 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
President and Chief Executive Officer

James Settle, gardener and musician

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.

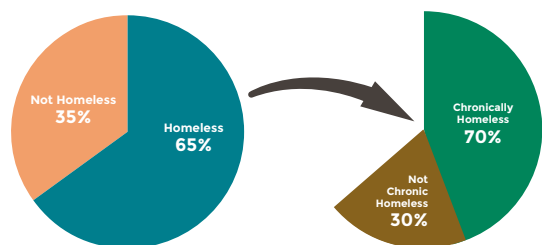
I was homeless off and on since I was 26. I lived on the streets of Los Angeles for 5 years until I got help. I came back to Northern Virginia in 2007 to help my mom who was sick but then she eventually passed away. I grew up in Mount Vernon Virginia with the Potomac River across the street. We lived 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.

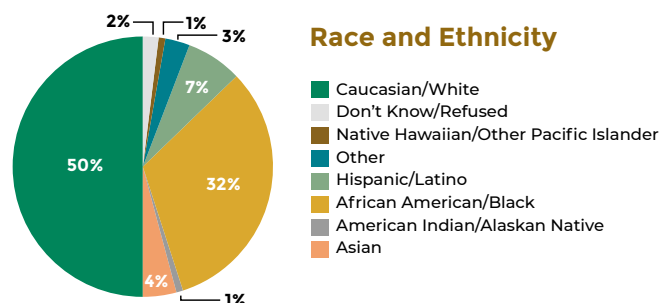


Thank you James, for embracing our community garden in Herndon with zeal, and for tending to it with such care and attention. We look forward to seeing the watermelons grow next Summer!

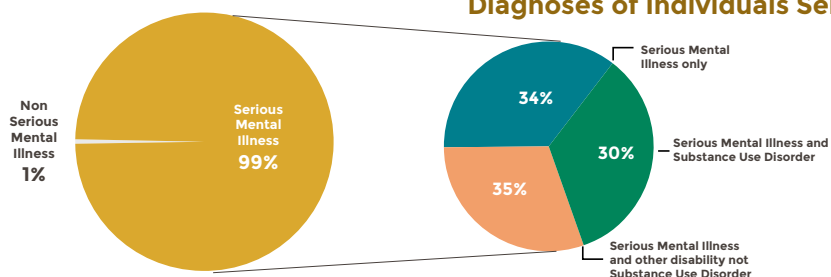
History of Homelessness



Race and Ethnicity

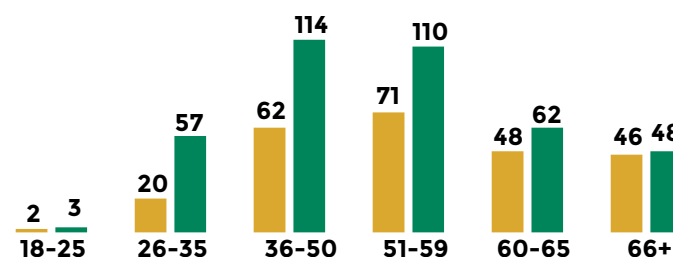


Diagnoses of Individuals Served



Gender and Age Distribution

Female Male



Pathways' Fiscal Year 21 Financial Summary

July 1, 2020 – June 30, 2021

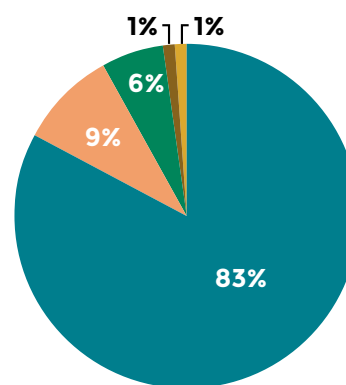
SUPPORT AND REVENUE

Government Grants and Contracts	16,016,639
Private Grants	602,608
Fees and Rentals	1,938,248
Contributions	273,640
Other Income	912,991
Total Support and Revenue	\$19,744,126

EXPENSES

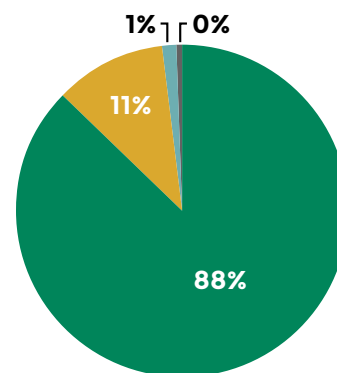
Program Services	
24 Hour Residential Facilities	1,904,375
Supported Residential Facilities	11,747,834
Total Program Services	\$13,652,209
Management and General	1,286,509
Contributions and Grants	651,118
Fund-raising and Development	40,953
Gain on Property & Investments	(181,080)
Total Expenses	15,449,709
Change in net assets	4,294,417
Net Assets, Beginning of Year	16,920,537
Net Assets, End of Year	\$21,214,954

CohnReznick a national Certified Public Accounting firm, performed audits as of June 30, 2021, for Pathway Homes, Inc and affiliates. A summary of the audited Financial Statement is presented here.



SUPPORT AND REVENUE

Government Fees & Grants..... 83%
 Client Fees and Rent9%
 Other Revenue.....6%
 Contributions & Private Grants.... 1%
 Sublease and Other Income 1%



EXPENSES

Program Services 88%
 Management & General 11%
 Contributions and Grants 1%
 Fund Raising0%

A summary from the Audited Financial Statement for fiscal year ending June 30, 2021 prepared by CohnReznick.



505

Permanent Supportive
Housing Units



382

Units Leased



123

Units Owned



664

Residents



96%

of Individuals
Served Remained in
Permanent Housing



92%

of Individuals Remained
Out of Psychiatric
Hospital Beds



97%

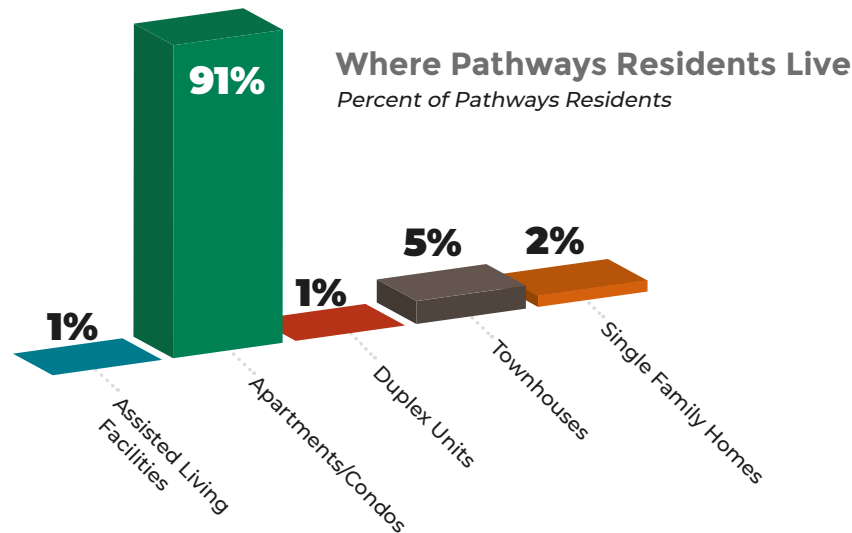
of Individual
Remained Out of Jails

“ Pathways has provided me with a lovely home. my case manager is very helpful to me and is available to hear any concerns I have... ”

Individual served by Pathway Homes
(2021 Satisfaction Survey Comment)

Pathway Housing Story

Founded in 1980, we began as one leased property, with 2 residents and 1 live-in counselor. In FY2021, we have grown into a network of 505 owned, leased, or managed properties. From our assisted living facilities to apartments, condos, townhouses, and single-family dwellings, these men and women went to bed at night during the past year in a place they can call “home.”



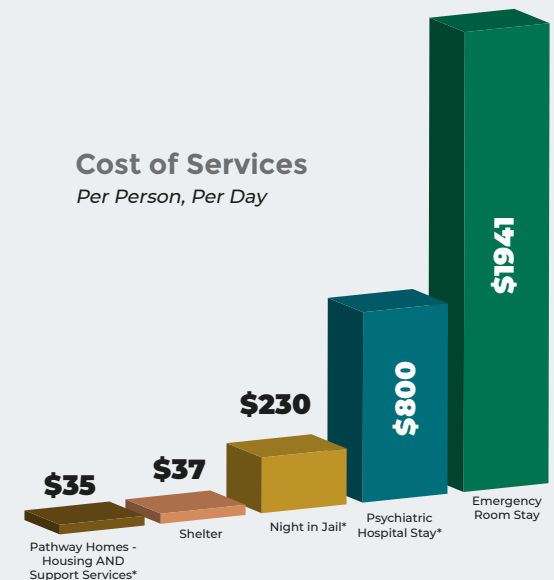
FY 2021	Total = 505
Owned By Pathway Homes	
Apartment Units/Condos	88
Duplex Units	4
Townhouses	22
Single Family Homes	8
Assisted Living Facility (SFH)	1
Total Owned	123
Leased/Managed	
Apartment Units/Condos	377*
Townhouses	2*
Single Family Homes	2
Assisted Living Facility	1
Total Managed	382

*includes units replaced during the year

Our Model Works

For 41 years, Pathway Homes has been providing permanent stable housing and supportive services for men and women with mental illnesses and co-occurring disorders, many of whom have experienced homelessness. Employing the Housing First model of care, Pathway Homes served these men and women in the region in FY2021. Pathway Homes' housing and services are also cost-effective for not only the individuals served, but for the community as well. Our costs represent a significant savings to the Northern Virginia region compared to the costs of incarceration or hospitalization, as represented in the “Cost of Services” chart. In order for our permanent stable housing to continue being efficient and effective in the community, we need more affordable homes as well as funding for our services. Property acquisitions, and the funding to support such expansion, are the key factors to meeting the needs in our community. More people in need and limited government funding means we need critical funds to fill the gap.

Therefore, while we at Pathway Homes serve the community, we also need the community's help to ensure those in need do not “fall through the cracks.”



Sources:

- Virginia General Assembly report rga.lis.virginia.gov – November 1, 2018
- Schanzer, B., Dominguez, B., ShROUT, P.E. & Caton, C.L.M. (2007, March 1).
- American Psychiatric Association Article, July 2012

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!

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

Keeping Individuals in Permanent Supported Housing during COVID-19

Pathways serves individuals who have no income or are on fixed income, and in the 30% or below Average Median Income level. Chronic mental and/or co-occurring physical disabilities often make long-term self-sufficiency challenging for many of these individuals. Over 60% were homeless prior to Pathways; living in shelters, on the streets or other places not meant for human habitation. Recognized in the community as a champion for improving the lives of this highly vulnerable, disadvantaged population, Pathways provides affordable stable housing, teaches social skills so individuals can integrate into communities, and self-sufficiency skills that range from learning how to budget income to invaluable job-readiness skills that often lead to employment. Ultimately, the goal is always to help these men and women evolve into contributing members of society. In support of this goal, and using public and private funds, Pathways has added more than 200 units of housing over the past 10 years dedicated to this population; adding 35 new units during the past two years alone. Pathways' efforts in this area have directly led to the reduction of the number of homeless individuals in Fairfax County over the past decade.

Notwithstanding our efforts, the need continues to be great in Northern Virginia and across the state and the racial disparity gap in housing in the Commonwealth continues to grow. Notably, black adult-only households are four and half times more likely to experience homelessness than any other racial group (CHACE, 2019). With the COVID-19 sweeping the country last year, this highly vulnerable population is faced with even more challenges in accessing and maintaining affordable permanent housing. Specifically, people experiencing homelessness are uniquely vulnerable to contracting COVID-19 and with more adverse outcomes that disproportionately

impact people of color. Add to that, medical and psychiatric co-morbidities and the impact multiplies as COVID-19 infection possibility has been shown to be higher among persons with medical co-morbidities (Jiang et al., 2020). Additionally, the population Pathways serves is likely to be even more compromised as homeless persons are also often malnourished and have co-morbidities that compromise their immune function making them more vulnerable to COVID-19 (Jiang et al., 2020). In short, the COVID-19 pandemic continues to highlight deep-seated inequities in housing and health care for communities of color and has amplified social and economic factors contributing to poor health outcomes for poor and vulnerable populations like those Pathways serve. These disparities continue to exist even with the rollout of COVID-19 vaccinations that have proven to be effective in preventing infection, or infection that results in hospitalizations or death.

As the individuals we serve age, their co-morbid medical conditions become more challenging to manage and require more specialized services and skillsets to meet individual needs. Often, the supports provided must be adjusted to meet these evolving needs so that individuals can stay in their homes as long as possible. During the evolving COVID-19 pandemic, our ability to be flexible in how and where we provide these supports had gone a long way towards keeping 96% of these individuals in affordable stable housing, 92% out of psychiatric hospitals, and 97% out of jails this past year. Without this type and level of housing and support, fewer of these individuals would be able to access or maintain stable housing in the community as they have been able to do, especially during unprecedented national pandemics and shifting service delivery modalities.

* Campaign for Housing and Civic Engagement – CHACE (2019). It's time to close the racial disparity gap in housing in Virginia. Available at <http://www.chaceva.org>.

* Jiang F., Deng L., Zhang L., Cai Y., Cheung C.W., Xia Z. (2020). Review of the clinical characteristics of coronavirus disease 2019 (COVID-19) J. Gen. Intern. Med:1-5.

GIVE TO OUR MISSION



Not only is volunteering fulfilling, but simple acts can help change one's life for the better. This past summer, we celebrated the addition of a community garden to the yard of a home we service. Volunteers and supporters came out to put together raised garden beds filled with nutritional vegetables and herbs such as peppers & basil. The residents have enjoyed tending to the garden, allowing them to enjoy a new hobby as well as gain skills in gardening and nutrition. Thank you to those who gave their time and effort towards our mission!

PROVIDE YOUR EXPERTISE



From pro-bono work to individual volunteering, we appreciate any person or business that takes the time to better the lives of those we serve! Above, HomeAid Northern Virginia & Joy Design + Build provided their skills to landscaping and completing the addition of an extra bedroom. Thanks to their hard work, we can provide shelter for another person in need and current residents can enjoy their brand new upgrades!

SERVE ON OUR BOARD



Pathway Homes' Board of Directors come from diverse fields and backgrounds leading the agency's growing capacity to meet the needs of those with mental illnesses in our community. Their passion and drive make a difference every day. Pictured are those that were able to attend our annual Steps to Pathways event while other board members joined virtually. Their leadership is essential to our success.

You can make a difference too!

Contact Liz Susla, Director of Development at
703.876.0390
or visit our website
www.pathwayhomes.org

PROVIDE FINANCIAL SUPPORT



Financial donations are critical in providing an individual shelter, security, and a new pathway to recovery. Our annual Steps to Pathways Breakfast is our biggest and most anticipated fundraising event of the year. After a year of isolation, we were able to safely gather and thank our donors in-person. Thanks to this annual event, we raised over \$160,000 for those experiencing homelessness and mental illnesses.

ADVOCATE



Voices are one of the most important tools in ending homelessness. Above, Pathway Homes' President & CEO, Dr. Sylisa Lambert-Woodard, discusses the importance of providing non-time limited housing, counseling services, and programs to Congresswoman Jennifer Wexton. How can you also provide your voice? Write to your delegates, create fact sheets to pass out, or simply discuss with friends the benefits of what Pathway services provide to the community in our mission to end homelessness.

PLATINUM LEVEL

Potomac Health Foundation
The Human Services Alliance of Greater Prince
William County

Virginia Department of Housing and Community
Development

GOLD LEVEL

Bank of America Foundation
Community Foundation for Northern Virginia
Fairfax City Economic Development Authority

The Morris and Gwendolyn Cafritz Foundation
Signature Renovations
Town of Leesburg

Virginia Housing Development Authority

SILVER LEVEL

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CareFirst BlueCross BlueShield
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The Patch Foundation
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Vanguard Charitable

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America
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Margaret Cahn
Thomas Campbell
Mr. and Ms. Stephen and Sharon Canner
Linda Carullo
Cynthia Cashman
CH Sedona Chantilly LLC

Pathway Homes
wishes to thank the 41
individual volunteers
and 5 groups who gave
1,861 hours of service
in the past year. Using
Independent Sector's
valuation of \$28.54 per
hour, these volunteer
hours are valued at just
over \$53,127.

ULLICO Management Company
Virginia Work-Service Source Reimbursement
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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.

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