



May 2023

## A Message from the President & CEO

### **Blooming Services**

The hope and renewal that the spring season represents is evident here at Pathway Homes. We are growing and serving more people in need locally. Nationwide, there has been heightened focus on the need for accessible mental health services. The quality of our mental health solutions, services and team has helped us stand out, resulting in more opportunities to ensure that more of our community members can enjoy a fresh start.

Recently, Arlington County awarded Pathways a contract to operate the county's Behavioral Healthcare Division residential programs that serve clients with serious mental illnesses and/or co-occurring substance use disorders. This is similar to programs we run in Fairfax and Prince William counties.



Through this contract, we will operate the county's long-term residential services including its assisted living facility, which serves clients 18 years and older with serious mental illnesses; providing a combination of furnished single-family and townhomes with private bedrooms for each client that accommodate various physical and service needs. The licensed assisted living facility will also have trained behavioral health and medical staff. In addition, Pathways will provide assisted living clients with transportation, access to psycho-social therapeutic and recreational opportunities; training and development such as personal care, social skills, cooking, housekeeping, and money management; and nursing services. Pathways is now also running the county's short-term transitional housing services, which provides housing and services for up to 90 days for adults with serious mental illnesses who are homeless or at risk of becoming homeless.

Local and state governments are recognizing Pathway Homes' excellence by trusting us to care for and collaborate on behalf of the most vulnerable individuals in our community using our tested and effective services. Such recognition would not be possible without a stellar team of committed professionals as highlighted by Pathway Homes being named for the 8th time to The NonProfit Times' national list of 50 Best Places to Work. Such recognition points to our culture of excellence, communication with staff, compensation and benefits, and the caliber of our leadership.

The hope and renewal our growing number of clients and their families feel makes this a memorable and meaningful spring for our Pathway Homes team. Ensuring people struggling with behavioral health issues live their best lives is an investment in the health of the whole community. We thank our partners and funders for their continued faith in our efforts to enrich and transform lives.



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 illnesses 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: John Franklin, former Major League Baseball Player**

*by John Franklin*



My name is John Franklin and I currently live in Pathway Homes' Assisted Living Facility, Stevenson Place. I began my journey here in November 2022. Before Pathways, I was in a group home in Annandale with three other people. I have been a Virginia resident my whole life. In my free time, I like watching sports, game shows like Wheel of Fortune and The Price is Right, and spending quality time with my friends. One friend visits me once a week, which helps me feel better throughout the other days.

I played for the San Diego Padres in 1971. I was only in the major leagues for a month, but I was fortunate enough to strike out Johnny Bench and give up a homerun to Hank Aaron. Before I was in Major League Baseball, I played at James Madison University. Also, I played basketball in High School. My favorite sports team is the Commanders.

Being at Pathways makes me feel fortunate. Staff members have to know everyone's personality. It's like a manager in baseball, getting to know all their players. It is a community filled with unique personalities, but I find comfort in how they handle situations. I really appreciate the staff and the friendships I have developed.

I struggle with mood swings, especially in the morning. Sometimes I feel like I'm on top of the world, and then other times I feel defeated. My goal is to keep creating special friendships and to improve my confidence. Overall, things are working out. I'm excited to see what the next couple of years will bring.

**Pathway Homes Ranked Among Nation's 50 Best Places to Work by NonProfit Times**



### *Entrepreneurial Spirit Cited as a Workplace Strength*

**Pathway Homes** was named for the 8th time to ***The NonProfit Times'* (NPT)** national list of 50 Best Places to Work. In addition to culture and communication, compensation and benefits, and leadership, NPT cited entrepreneurship as a workplace trait that stood out among the 50 nonprofits that made the list this year.

"We provide first class services and support for those most vulnerable in our community. To do the best, we must attract the best. That's why we are committed to building a culture and workplace that inspires excellence and creative thinking to solve issues facing our clients and community. We appreciate that The NonProfit Times again recognized our organization this year, and its understanding that great nonprofits are entrepreneurial in how they approach their work," said Sylisa Lambert-Woodard, CEO, Pathway Homes.

Pathway Homes ranked 49th among all nonprofits and 22nd among medium sized nonprofits, with between 50 and 249 employees. Providing a supportive, growth-oriented work environment, Pathways has 101 employees that work throughout DC, Northern Virginia, and Central Florida. **Pathways also offers** outstanding benefits and competitive pay. Among its benefits are health insurance with no copays or deductibles for in-network services and providers; dental, vision, life, short and long-term disability, critical illness, and long-term care insurances; tuition reimbursement; public service loan forgiveness program; a 403(b)-retirement plan; Employee Assistance Program; and flexible spending accounts.

Created in 2010 by *The NonProfit Times*—the leading national publication for nonprofit managers—and **Best Companies Group, Inc.**, this nationwide survey and awards program honors the best employers in the nonprofit sector. The program was open to all nonprofits with a 501 (c)(3) status that have a minimum of 15 employees. The evaluation included a survey of each nominated



organization's workplace policies, practices, philosophy, systems, and demographics. In addition, the evaluation included a much more heavily weighted anonymous section to measure employee experience and engagement.

Results were analyzed and categorized according to eight core focus areas: leadership and planning; corporate culture and communications; role satisfaction; work environment; relationship with supervisor; training, development, and resources; pay and benefits; and overall engagement. Organizations that made the list scored near 90% or more across all categories.

As an agency that continually strives to improve its programs, services, and work experience of its employees, we are extremely proud to have received this recognition. Major kudos to our staff who make it possible to do the work we do every day, and who also made this nation-wide recognition possible.

For the full list, please go to <https://thenonproffitimes.com/report/2023-best-nonprofit-winners-found-a-way-to-connect/>

## Pathway Homes Awarded Contract to Offer Supportive Housing Services, including Assisted Living, to Arlington Residents with Mental Health Challenges

Arlington awarded **Pathway Homes, Inc.** a contract to operate the county's residential programs that serve clients with serious mental illnesses and/or co-occurring substance use disorders who are referred by the **Arlington County Behavioral Healthcare Division.**

"We are delighted to offer our specialized services to help Arlington residents in need of supportive housing," said Sylisa Lambert-Woodard, CEO, Pathway Homes. "This comes as we expand these same services in other Northern Virginia locales that we've served for years. Ensuring people struggling with behavioral health issues live their best lives is an investment in the health of the whole community."

This contract with Arlington County makes it possible for Pathway Homes to partner with the Arlington Behavioral Healthcare Division to operate the county's long-term residential services including its assisted living facility, which serves clients, 18 years and older, with serious mental illnesses. Pathways will provide a combination of furnished single-family and townhomes with private bedrooms for each client that accommodate various physical and service needs. The licensed assisted living facility will also have trained behavioral health and medical staff. In addition, Pathways will provide assisted living clients with transportation, access to psycho-social therapeutic and recreational opportunities; training and development such as personal care, social skills, cooking, housekeeping, and money management; and nursing services. Pathways will also operate the county's short-term transitional housing services, which provides housing and services for up to 90 days for adults with serious mental illnesses who are homeless, or at risk of becoming homeless.

These two new programs complement housing and services that Pathways is

providing in other parts of Northern Virginia. Specifically, Pathways expanded its state-funded Permanent Supported Housing beds in partnership with the community service boards in the City of Alexandria, Fairfax County, and Prince William County to continue working with very low-income individuals currently served in 140 units. As part of that expansion, Pathways is acquiring additional one-bedroom units to serve 60 more clients. In this regional role, Pathways secures and manages affordable units and supplements, as needed, the case management and other social services provided by the local community service boards.

## Fannie Mae Makes an Impact on Community through Property Improvements



In the past month, Fannie Mae volunteers have made a number of gorgeous improvements to our properties. Our residents have appreciated their various volunteer initiatives which have been thorough, meticulous, and have met their needs and wants. Through their efforts, we continue to improve the quality of life for those we serve!

On March 28th, 2023, 40 volunteers worked over two shifts to beautify the West Ox Garden. A variety of landscaping projects were completed, including painting, organizing the shed, repairing and staining the fence, and planting in the garden box. The arrival of spring in mid-March provided volunteers with the opportunity to create a more attractive garden to showcase and to plant the seeds for a summer harvest of healthy produce!





The other property worked on was a spacious townhouse located in Herndon. The residents in that home were thrilled to see 14 volunteers painting the doors and trims, assembling furniture, and landscaping the yard. It was a pleasure to witness the transformation that their hard work created – a brand-new sturdy bookshelf took the place of an old wobbly one, fresh coats of white paint throughout the home, and on the patio, a new picnic bench found a home so the residents can enjoy the outdoors year-round!

We are incredibly grateful for the partnership that Fannie Mae has with Pathway Homes and for the commitment that their volunteers continue to show to our organization.

## Girls Scouts Spread Joy During Social Work Month



March is recognized as National Social Work Month, celebrating social workers for their contributions to society. This year's theme, *Social Work Breaks Barriers*, spotlights the socioeconomic hurdles that severely impact the communities we serve, and the ways we strive to break barriers and uplift disadvantaged populations.

In observance of the celebration, Girl Scouts of the Nation's Capital (Troop 1187) treated us to 75 boxes of delicious cookies! Pathway Homes employees were overjoyed to receive these classic treats, offered as a small token of appreciation for their hard work and commitment to serving vulnerable communities every day. The troop's generosity exemplifies how small acts of kindness can make a big



difference!

Thank you, Girl Scouts Nation's Capital (Troop 1187) for your generous donation of the cookies, and continued partnership with Pathway Homes.

## Join the Flock at the 2023 Duck Race



Join us for the third annual Duck Race to benefit Pathway Homes of Florida!

**SATURDAY, MAY 20, 2023 AT 9:00 AM - 10:30 AM**

HOSTED BY



Marta Negrón, Chairwoman of the 3rd Annual Duck Race and SVP/Regional Manager



Master of Ceremonies: Tom Sorrells, Chief Meteorologist, News 6

More than 6,000 individuals are homeless in our region.

All proceeds support Pathway Homes of Florida's mission to provide residential case management and mental health services for homeless families and individuals in Central Florida.

Register Here: <https://pathwayhomes.info/2023DuckRace>



Receive two **FREE tickets** (\$140 value) to Island H2O by purchasing a minimum of \$30 worth of ducks!

**\*Must be redeemed on May 20th.**



**JUMBO DUCK**  
\$100



**DUCKLING**  
\$20 OR 6 FOR \$100



**NEON DUCK**  
\$5 OR 5 FOR \$20



**MAGIC DUCK**  
\$10



**FLASH GORDON DUCK**  
\$10

### PRIZES INCLUDE

- 2-NIGHT STAY AT MARGARITAVILLE
- DISNEY TICKETS
- TEAM SIGNED ORLANDO MAGIC BASKETBALL
- ISLAND H2O WATERPARK PASSES
- SOLAR BEAR TICKETS
- TOP GOLF GAME PLAY CERTIFICATES
- UNIVERSAL TICKETS
- ROCK & BREWS SWAG & GIFT CARD
- A VARIETY OF GIFT CARDS AND MORE...

Mark your calendars! The 2023 Pathway Homes of Florida's Duck Race is on May 20, 2023, at Island H2O Water Park. For those that are new to this event, the duck race involves releasing sponsored rubber ducks into Island H2O's lazy river, to honor individuals and families dealing with homelessness, mental illnesses, and/or



co-occurring disabilities. Winning ducks are awarded special prizes! Please join us for family, fun, and a great cause!

There will be a live stream on Zoom for supporters who cannot attend in person. Here's the link if you wish to join at 9:30am on May 20th:

[https://us02web.zoom.us/j/88467281261?  
pwd=d0lxbUM0WGMvUTh3aGgzQWJkWis5QT09](https://us02web.zoom.us/j/88467281261?pwd=d0lxbUM0WGMvUTh3aGgzQWJkWis5QT09)

Join the flock by sponsoring a duck:

<https://pathwayhomes.info/2023DuckRace>

## 2023 Summer of the Arts



## CALLING ALL ARTISTS!

Get your creative juices flowing and share your talents at our 2023 Summer of the Arts Exhibition!

### GET CREATIVE

Take this as an opportunity to fill your portfolio with art!

### GET PAID

Where do the proceeds go? 100% of all artwork sold goes directly to the artist.

### GET RECOGNIZED

Individuals throughout Northern Virginia will admire your work at our public event.

## WE ACCEPT:

Paintings, Drawings, Photography, Jewelry, Engravings, Mixed Media, Printmaking, Sculptures, Textiles, Carpentry, Embroidery, Poetry

The 2023 Summer of the Arts event is swiftly approaching! This event provides a

wonderful opportunity for each individual Pathways serves, to showcase their artwork and share their creativity with the Northern Virginia community. **All proceeds go directly to the artist.**

The 11th annual Summer of the Arts Exhibit honors Karen Free, a long-time resident of Pathway Homes and accomplished artist, who passed away in 2011. In memory of Karen's love of art and culture, the Free family established the Karen Free Art and Recreation Recovery Fund to spur cultural awareness and expand artistic for residents of Pathway Homes.

The Summer of the Arts Exhibition will take place July 10<sup>th</sup> to July 31<sup>st</sup> at the Fairfax County Government Center, located at 12000 Government Center Pkwy, Fairfax, VA 22035. This year, we are extremely grateful to be holding an in-person reception on July 12, 2023 from 5:30 pm-7:00 pm!

**Save the Date:** July 12th Artists' Reception



SAVE THE DATE



## THE ARTIST RECEPTION

WEDNESDAY

JULY 12  
2023

5:30PM - 7:00PM

ART EXHIBIT:

Opens July  
10th and ends  
July 31st



**FAIRFAX COUNTY GOVERNMENT CENTER**

FOR MORE INFO, PLEASE CONTACT LIZ SUSLA AT  
[LSUSLA@PATHWAYHOMES.ORG](mailto:LSUSLA@PATHWAYHOMES.ORG) OR CALL (571)830-0814

Save the Date: Steps to Pathway's Breakfast



# SAVE THE DATE



## ANNUAL STEPS TO PATHWAYS BREAKFAST

**NOVEMBER 1, 2023**

**STARTING AT 8:30 AM**

**WESTFIELDS MARRIOTT WASHINGTON DULLES  
14750 CONFERENCE CENTER DR, CHANTILLY, VA 20151**

**A VIRTUAL OPTION WILL ALSO BE AVAILABLE**

Enjoy a delicious breakfast while listening to our mission of providing mental health services—starting with safe, stable housing—to individuals marginalized by poverty and inequity. In addition, hear the personal stories of those we serve!

For over 43 years, Pathways has been committed to our mission of embodying 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 dream.

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

100% of the contributions raised will provide housing and supportive services to the individuals we serve! This includes contributions from our upcoming silent auction and raffles. Prizes to be announced!



Join us and enjoy a delicious breakfast while supporting our mission of providing mental health services—starting with safe, stable housing—to individuals who are often marginalized by poverty and inequity. Please save the date for Wednesday, November 1st as we gather to support individuals in need.

The Steps to Pathways breakfast will be held at Westfields Marriott Washington Dulles, with a delicious spread of food and drinks for all to enjoy.

Not only will you be able to enjoy a lovely breakfast with friends and colleagues, you will have the opportunity to hear directly from the individuals we serve as they share their personal stories!



For over 43 years, Pathways has been committed to our mission of embodying the spirit of recovery: embracing an attitude of hope, and self-determination, and partnering with each individual on their personal journey toward achieving self-fulfillment and realizing their dream. We fulfill our mission by making available to individuals with mental illnesses and co-occurring disabilities a variety of non-time limited housing and services to enable them to realize their individual potential.

**Save the Date:** Wednesday, November 1, 2023 starting at 8.30 am.

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