



January 2024

## A Message from the President & CEO

### Doors to Hope

Pathway Homes is about opening front doors and inviting hope into people's lives. As I look back on 2023, I know doors opened even wider for people in our community, who moved into affordable permanent housing, or stayed in that housing with the supports they needed to help them do so.

We are a non-profit agency that is also nimble and innovative, and we partner well with other entities. Through partnerships with governments, exemplary staff, great volunteers, an outstanding board led by Bank of America's Angie Lathrop Garcia, and generous donors and funders, we work to change how services get delivered to neighbors with serious mental health issues and other disabilities. In fact, when naming Pathway Homes to its national list of 50 Best Places to Work, **The NonProfit Times** cited entrepreneurship as a workplace trait that stood out.



Being entrepreneurial is critical to our organization as we own, lease, and **manage over 500 properties** around Northern Virginia and Washington, DC, and provide wrap-around services to help those we have the privilege to serve lead healthier, happier, and safer lives...off the streets.

Our focus on delivering excellence brought a significant grant from the Virginia Department of Behavioral Health and Developmental Services this past year to develop and manage an Assertive Community Treatment-Permanent Supportive Housing Program in Fairfax County. This high-fidelity, innovative program offers affordable housing along with a team of health providers, social workers, counselors, substance use disorder specialists, peer specialists, and housing professionals so participants can have the coordinated, intensive treatment they need to transition out of psychiatric hospitals and homelessness, and to reclaim their health and lives.

Based on our effectiveness, we were also selected this past year to operate Arlington County's residential program that serve clients with serious mental illnesses and/or co-occurring disabilities. Through this program, we manage the county's long-term

residential services including its licensed assisted living facilities which serve adults with serious mental illnesses and other disabilities, as well as its short-term transitional housing program, which provides housing and services for up to 90 days for adults who are homeless or at risk of becoming homeless.

Another milestone was the full launch of our DC efforts--in collaboration with the District's Community Partnership for the Prevention of Homelessness--to connect homeless adults with permanent housing and services. In its first year, the program made a real difference, providing 98 individuals and families experiencing homelessness, with initial supportive outreach, housing navigation, and stabilization services.

Behind these programs are real people whose lives and dreams we are nurturing. One of these is John Franklin, a former professional baseball player who lives in one of our assisted living programs. This year, John penned a newspaper column about his life's triumphs and hurdles due to mental health, in which he wrote: "I share my story because my friends at Stevenson Place are part of a larger community of Northern Virginians who struggle. We too have dreams. We are not nameless and faceless. Thanks to Pathway Homes, we are happy to have a home and to be your neighbors."

It's because of John and so many others that Pathway Homes embraces the successful housing first model. By working with individuals with serious mental illnesses and other disabilities and offering unconditional and non-time limited housing and support, over 95% of those we serve remain in housing year after year.

Your investments in Pathways have bolstered this community-changing work, ensuring those marginalized by poverty and inequity have a better chance to live their best lives. Together, we have put out the welcome mat and provided the keys and/or services to over 2,000 people struggling with behavioral health issues. Thank you for helping us open those doors and for making hope far more than just a dream.



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*

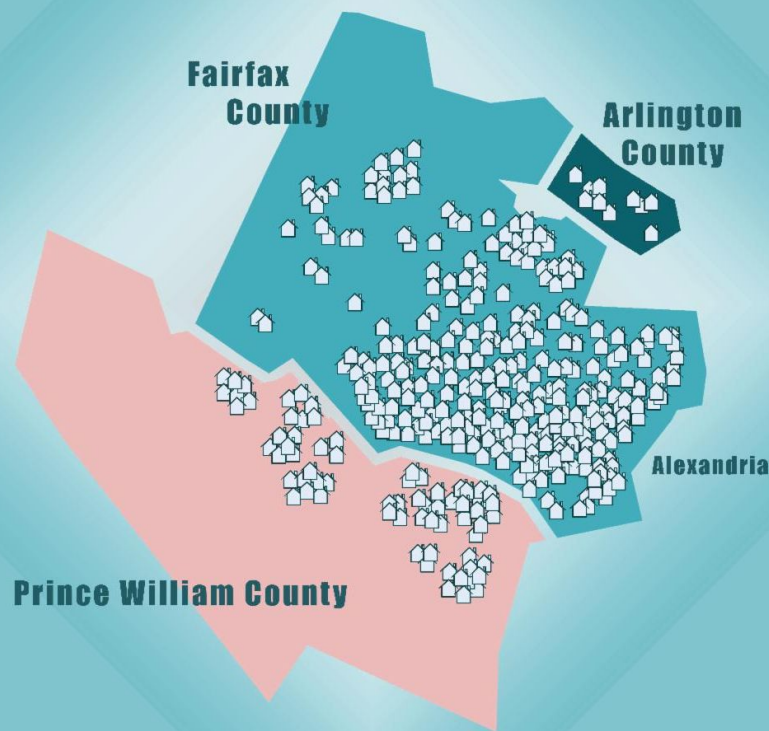
*their individual potential.”*

- Pathway Homes Mission

Make a Gift Here!

## Pathway Homes Properties

Pathway Homes owns or leases more than 500 homes in Northern Virginia, ensuring access to affordable stable homes and supportive services for those living with mental illnesses, substance use disorders and/or developmental disabilities.



**PATHWAY HOMES, INC.**  
Supportive Residential Mental Health Services

**In His Own Words: Creativity Takes Courage**

*by Raymond Walsh*



My name is Raymond Walsh. Over the past year and a half, I have lived at a Pathway Homes assisted living facility called Stevenson Place. There, I experienced many transformations in my life. I am here today to share a glimpse of my journey in recovery.

In 1994, I found myself on a bridge at Lake Accotink in Springfield, Virginia. I jumped off, causing me to break my back and fracture my leg. I was struggling with hearing voices in my head, a symptom of schizophrenia. Once I started taking medication to manage my condition, my journey to recovery began. Before coming to Pathways, I went from living with my parents while attending a day program, to a residential intensive care facility in Fairfax, where I shared my space with three others.

Now, here at Pathways, I have found solace in many activities. I spend my time reading, building radios, and creating art.

For the past eight years, art has been my most effective coping mechanism. The art medium I enjoy the most is acrylic painting. I was able to hone my skills by taking classes at the Torpedo Factory. This has influenced me to start a weekly art class for my fellow residents at Stevenson Place.

Art is a great way to express yourself and it makes me feel at peace. I am incredibly thankful for all the opportunities I have received at Pathway Homes. I was able to sell 7 pieces of art at Pathway Homes' annual Summer of the Arts Exhibition last July!

I would like to end this with a quote from my favorite artist, Vincent van Gogh, "What would life be if we had no courage to attempt anything?"

**2023 Steps to Pathways Breakfast**





Thank you to everyone who joined us for our annual Steps to Pathways Breakfast! It truly was a success, made possible by the incredible attendees, honorees, and generous supporters. Through your generous donations, we managed to raise an impressive \$175,000 in our ongoing mission to offer affordable housing and crucial supportive services to those living with serious mental illnesses and co-occurring disabilities. Your support makes a tangible difference in the lives of the individuals we serve.



### **Below are award recipients from the 2023 event:**

#### **Joyce Flynn Award: Thomas Fleetwood**

Thomas Fleetwood received the Joyce Flynn award. This lifetime achievement award is given to an individual who has shown their dedication to the community. Mr. Fleetwood is pictured with Dr. Eleanor Vincent, Pathway Homes Executive Vice President & COO and Dr. Sylisa Lambert-Woodard, Pathway Homes President & CEO.



#### **Corporate Citizen Award: Potomac Health Foundation**

Erin Matthews Thomas, on behalf of Potomac Health Foundation, received the Corporate Citizen Award. The Corporate Citizen Award is given to a company that has exemplified its corporate social responsibility when it comes to supporting those in need of affordable

housing and supportive services, mental illnesses and/or co-occurring disabilities. Also

pictured are Angie Garcia Lathrop, Pathway Homes Board Chair, Dr. Carol Shapiro, Potomac Health Foundation Board member and Dr. Sylisa Lambert-Woodard, Pathway Homes President & CEO.

### **Spirit of Hope Award: Delegate Mark Sickles**

Delegate Mark Sickles received the Spirit of Hope Award. The Spirit of Hope Award is given to a leader who has proven to be a beacon of hope to those working on recovery from mental illnesses and other co-occurring disabilities. Delegate Sickles is pictured with Angie Garcia Lathrop, Pathway Homes Board Chair, and Dr. Sylisa Lambert-Woodard, Pathway Homes President & CEO.



### **Fairfax County Times: Pathway Homes Honors Local Leaders**

Fairfax County Times highlighted Pathway Homes for our annual Steps to Pathways Breakfast.



"Pathway Homes recognized the dedication, leadership, and support of Del. Mark Sickles, Potomac Health Foundation, and Tom Fleetwood, head of Fairfax's Department of Housing and Community Development." Read more about awardees, stories from the individuals we serve, and community efforts to prevent homelessness: **Fairfax County Times**

### **Gazette Leader: Pathway Homes honors those supporting its mission**

Gazette Leader covered Pathway Homes' annual Steps to Pathways Breakfast. Click the following link to read more: **Gazette Leader**



*We thank our sponsors, speakers, attendees, awardees, and Westfields Marriott Washington Dulles for making this event possible! We look forward to enjoying another breakfast with you in 2024.*

## **Pathway Homes Receives \$2M State Grant to Help Fairfax Residents Leaving Mental Health Rehab Transition to Independent Living**

### ***Intensive Wrap-Around Services and Housing to Ensure Success***

FAIRFAX, Va. (October 20, 2023)— The Virginia Department of Behavioral Health and Developmental Services (DBHDS) awarded **Pathway Homes** \$2 million funded by the Substance Abuse and Mental Health Services Administration's (SAMHSA) Community Block Grant to develop and manage an Assertive Community Treatment-Permanent Supportive Housing (ACT-PSH) Program. This high-fidelity innovative program offers a

combination of supported housing and intensive community-based services and is the first in the Northern Virginia area not managed by a Community Services Board (CSB). The ACT-PSH program will support Fairfax residents transitioning out of psychiatric hospitals and homelessness while also filling the gap in this type of service modality in Fairfax County. Pathway Homes, a regional nonprofit providing mental health services—starting with safe, stable housing—to individuals marginalized by poverty and inequity, will ensure housing and 24/7 support to help these individuals reclaim their health and lives.

“We look forward to partnering with Fairfax residents who are addressing mental health challenges so that they have the support they need to live quality, independent lives,” said Sylisa Lambert-Woodard, CEO, Pathway Homes. “We are assembling a diverse team that, by design, is comprised of physicians or nurse practitioners, social work and counseling staff, substance use disorders specialists, peer specialists, and housing professionals so they have the coordinated, intensive treatment they need to transition back to healthy and productive lives.”

Starting this fall, the three-year grant will help Pathways serve 50 more clients over time in Fairfax. In preparation, Pathway Homes is hiring additional staff for ACT-PSH, including nurses, case managers, and housing specialists who will be part of teams providing 24/7 support to these individuals. As individuals leave hospitals and homeless situations, they will be assisted into subsidized housing—since stable housing is an important first step in helping people restore their lives—and intensive individualized support from a specialized team.

The ACT-PSH program complements housing and services that Pathways is already providing to Northern Virginia residents. For instance, in the past year, Pathways expanded its state-funded Permanent Supported Housing beds in partnership with the City of Alexandria, Fairfax County, and Prince William County CSBs to serve an additional 60 very low-income individuals for a total of 200 DBHDS-funded permanent supportive housing beds. In this regional role, Pathways secures and manages affordable units, provides tenancy support, and supplements the case management and other behavioral health services provided by the local community service boards to promote long-term housing stability.

For more than 43 years, Pathway Homes has enabled tens of thousands of people in Northern Virginia and more recently in Central Florida and Washington, DC with serious mental illnesses and other co-occurring disabilities to access affordable housing and critical supportive services to help them recover their lives. Following the housing first model, Pathway Homes is a partner in preventing and ending homelessness, touching over 2,000 lives in 2023 and ensuring access to affordable stable homes in permanent supportive housing units.

## Employee of the Quarter at Pathway Homes

Each quarter the Recognition Committee solicits nominations from staff for employee or team recognition. The Employee of the Quarter receives \$100, a Pathway’s travel mug, and a framed certificate. The employee’s name is also added to the Employee of the Quarter plaque maintained in the main office lobby and the individual is recognized at the quarterly agency staff meeting.



In 2023, we were honored to celebrate four exceptional individuals for their impact and achievements within the agency:

- Julie Hayes
- Kelli Hedrick
- Wendy Lowe
- Kayla Daley

We look forward to highlighting the exemplary performance of our outstanding staff in 2024! Join us in celebrating the individuals who make Pathway Homes a community of excellence.

## BoA's Angie Garcia Lathrop Named Chair of Pathway Homes



FAIRFAX, Va. (October 24, 2023)—Angie Garcia Lathrop was named chair of **Pathway Homes**, a regional nonprofit providing mental health services—starting with safe, stable housing—to individuals marginalized by poverty and inequity. Garcia Lathrop, Community Affairs Executive, Bank of America, takes over from Patrick Chaing, Associate General Counsel, Sallie Mae, who finished his term this month.

"I am excited to continue working with Angie as we forge ahead on our important work. Her deep experience and caring commitment will ensure that we can meet the growing needs of those in our community who require housing and supportive services. I am also grateful for Patrick's exemplary service as he concludes his term as board chair. His leadership helped position Pathways as we took on greater roles so that more people with mental health challenges can live quality, independent lives," said Sylisa Lambert-Woodard, CEO, Pathway Homes.

Garcia Lathrop is Bank of America's Community Affairs Executive for Corporate Social Responsibility. In this role, she oversees strategic alliances with national nonprofit community organizations and directs outreach to customer advocates on topics related to the bank's retail consumer business. Prior to joining Bank of America, Garcia Lathrop spent seven years at Freddie Mac as Senior Director of Industry Relations. Lathrop also



served as Professional Staff Member of the Committee on Financial Services in the U.S. House of Representatives under Ranking Member Henry B. Gonzales (D-TX) and Ranking Member John LaFalce (D-NY).

Garcia Lathrop is a member of Bank of America's Hispanic-Latino Executive Council and the founding Executive Sponsor of the bank's Hispanic-Latino employee network (HOLA) in Washington D.C. She's an active member of the Unidos US Corporate Board of Advisors and chairs the US Hispanic Chamber of Commerce Senior Executive Corporate Advisory Council. In 2016, she was recognized by the U.S. Hispanic Chamber as the Corporate Advocate of 2016.

In addition to Pathway Homes, she serves on the board of the Capital Area Food Bank of Washington D.C. and the National Homelessness Law Center. She also chairs the Finance Committee for the National Housing Conference in Washington D.C. Garcia Lathrop received a Bachelor of Arts and Juris Doctorate from the University of Arizona. She resides in Arlington, Virginia with her husband and two children.

For more than 43 years, Pathway Homes Inc. has enabled tens of thousands of people in Northern Virginia and more recently in Central Florida and Washington, DC with serious mental illnesses and other co-occurring disabilities to access affordable housing and critical supportive services to help them recover their lives. Following the Housing First model, Pathway Homes is a partner in preventing and ending homelessness, touching over 2,000 lives in 2023 and ensuring access to affordable stable homes in permanent supportive housing units.

## The DOME Experience



A special thanks to Pathway Homes Board Member, Dr. Ramesh Singh, Cardiac surgeon at INOVA Hospital, not only for his incredible service of saving lives in our community,

but for his inclusive leadership of inviting staff and board to participate in the DOME experience. The Dome Experience program is a unique educational offering that invites community members to witness open-heart surgeries firsthand while learning how healthy, and not-so-healthy, lifestyles can impact their own heart health. This unique offering was touted as a life changing event for staff and board members who attended. It was also an invaluable resource in building team cohesion while viewing this procedure through an equity lens.

We salute Dr. Singh for his excellence, talent, and capacity to give our board and staff this unique opportunity to view the hearts of others!

## M&T Bank Volunteers



This past fall, thirty M&T Bank volunteers contributed their time and talents to make a difference for Pathway Homes residents. Divided into two shifts, the M&T Bank team embraced the tasks of landscaping and painting the common areas of our congregate living spaces. The resulting transformations left a lasting impact on the individuals we serve.

The outdoor landscaping was a laborious task, especially given the weeds and vines demanding attention; however, the volunteers remained undeterred despite the challenging conditions. Painting was truly a team effort! The first shift of volunteers took their time to prepare the wall space before applying the paint. To adequately service the common areas of the house, the second shift had all hands on deck and the finished paint job contributed to a welcoming and aesthetically pleasing environment.

We appreciate each volunteer who participated in making this project possible. We remain committed to creating an inclusive society for those in need, and partnerships with organizations like M&T Bank serve as a catalyst for transformative change.



Stay tuned for other collaborative projects coming this year!

## Staff Teambuilding Event



In September last year, Pathway Homes employees enjoyed an afternoon of fun team building activities and camaraderie at Lake Accotink Park. The COVID pandemic had put a pause on in-person activities which created a void in staff interactions. This event alleviated that feeling of separation by giving employees time together to celebrate our agency's diversity and further develop the Pathway Homes team.

Staff were divided into teams of 10 to face off in a variety of games using strategic thinking, creativity, teamwork, and time management. Each challenge further emphasized the importance of mutual support and effective communication when working with one another. The retreat was marked by friendly competition and an overwhelming sense of joy and lightheartedness among those in attendance. This special opportunity for the Pathways staff to have personal exchanges elevated morale and strengthened the bonds among team members. A delightful meal from ISmoke YouEat and a treat from Mister Softee added another layer of enjoyment to the event.

The response from staff was unanimously positive and will guide future agency teambuilding events. Major kudos to the staff who contributed to organizing the event, and to everyone who participated – go Team Pathways!

## 2023 Holiday Card Contest Winners





Each year, we embrace the artistic nature of the individuals we serve with our Pathway Homes annual Holiday Card Contest! This tradition allows anyone receiving services and/or housing from Pathway Homes to showcase their creativity and holiday spirit.

The first-place winner's art is featured on our annual Holiday Card, which is sent out to approximately 1000 recipients. This includes our staff, those we serve, and our donors. All top 3 winners of the contest win cash prizes. We judge the submitted artwork based on the following criteria:

Designs must...

- capture the spirit of the winter holidays.
- interpret the essence of Pathway Homes.
- represent individuals served by Pathway Homes in a positive manner.
- be original work and not infringe upon copyrighted material.
- convey an image of the winter season and must be a non-religious theme.

Pathway Homes' Development team selected winners using the established process & criteria. Congratulations to our winners and major kudos to everyone who participated in this fun annual tradition!

**First Prize Winner** - Raymond Walsh



**Second Prize Winner** - Paula Weidmann



**Third Prize Winner** - Sue Zywokarte



# CONSUMER ADVISORY COUNCIL NEWSLETTER



## INSIDE THIS ISSUE

- Virginia Housing Alliance Conference
- Steps to Pathways Breakfast
- Observances + Resources
- Creative writing



### Virginia Housing Alliance

Tina Simms shares her experience at the Virginia Housing Alliance Conference.



### Steps to Pathways Breakfast

Sue Zywokarte attended the Steps to Pathways Breakfast with council members.



## ABOUT THE COUNCIL

The Consumer Advisory Council (CAC) is a group of individuals served, your peers, that act as a liaison between Pathway Homes residents and management team. We actively reach out to individuals served to obtain input and feedback regarding Pathway Homes services and programs. As a member of the CAC you will help us connect with Pathway Homes residents and also take part in advocacy, conferences, and personal enrichment.

Check out the quarterly newsletter created by our Consumer Advisory Council (CAC):  
**CAC Newsletter**

## First Quarter Mental Health Observances



# Mental Health Observances

**January - All month**  
Mental Wellness Month

**February 26 - March 3**  
National Eating Disorders Awareness Week

**March 1**  
Self-Injury Awareness Day

**March 18 - 24**  
Drug and Alcohol Facts Week

**March 30**  
World Bipolar Day



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