Every child deserves
Pathways for Children

Gratitude Report
FY 2020
July 1, 2019 – June 30, 2020
Meet Katie and Aaliyah

“After months of inconsistency in Aaliyah’s life, Pathways became a safe place for her and for me.”

Katie never imagined she would be raising another child. But when her oldest daughter, who struggled with substance use disorder, became a mother at 18, Katie’s plans changed.

Katie knew she had to get custody of her granddaughter Aaliyah to keep her safe. And when Katie received custody, Pathways for Children was the first place she called.

When Aaliyah started in Early Head Start she was non-verbal and not meeting any milestones for her age. Katie asked for guidance from Aaliyah’s teacher Nikki.

“Each day at pick-up, Nikki coached me on how to help Aaliyah. She helped me develop strategies,” said Katie. Aaliyah’s teachers came together, making videos of in-class activities to help Katie encourage Aaliyah’s verbal skill development.

“Aaliyah is now reaching all of the developmental milestones for her age and thriving in the consistency of her grandmother’s home environment.

Katie credits Pathways for Children and Aaliyah’s Early Head Start team for supporting her through the challenge she never expected to take on. “I can’t say enough about how much Pathways helped me. It takes a village. I know it. I see it. I live it.”
Mission

Pathways for Children nurtures children and supports families impacted by economic and social inequity through programs that educate, enrich, empower and motivate.

- School Age Care: after school and summer program for children ages 5 to 12.
- Family Enrichment Program: free, high-quality, family programs and support groups designed to help strengthen families.
- Coordinated Family & Community Engagement Program (CFCE): playgroups, workshops, and community events that support parents as they help their children grow and learn.

Impact

Through the work of our donors, volunteers, funders, and staff, Pathways for Children served more than 2,500 children and family members from northeast Massachusetts last year.

WE ARE INSPIRING CHILDREN
Supporting children from birth through 12 years old with education and care focused on enrichment, potential, and opportunity.

WE ARE SUPPORTING FAMILIES
Educating parents to provide loving, engaging, and responsive caregiving and supporting them as they become confident in their abilities.

WE ARE MAKING ROOM TO GROW
Creating dynamic learning environments by integrating the right technology for today’s academic needs in a safe and secure setting.

WE ARE LOOKING FUTURE FORWARD
Identifying emerging community needs, supporting innovation and opportunities, and creating resources to help with unexpected funding changes.

Every child deserves opportunities to grow and thrive.
The 2020 fiscal year was one of both great opportunities and great challenges.

We began our fiscal year with a vision of the future that included a strengthening of our core capabilities and a broadening of programs and partnerships.

Feeling confident in our planning and direction, in February of 2020 we also announced the upcoming retirement of Pathways’ long-standing president and CEO, Sue Todd.

But when COVID-19 appeared on the horizon, everything changed. At Pathways for Children, we were first-hand witnesses to the disproportionate effects of the COVID-19 pandemic on our economically vulnerable families: job losses, sickness, disruption of critical child services, food insecurity, homelessness, and more.

As Monica Pires, one of our family workers, relayed, “A mom that I spoke with recently burst into tears talking about the incredible financial burden that the pandemic has had on her family.” The mother shared that “prior to the pandemic, she felt proud that she was able to meet the needs of her family. (Now) she is in a much less stable position.”

And yet, despite the very real struggles of 2020, we witnessed incredible acts of generosity from our supporters; created and strengthened long-term partnerships with our neighbors; and found new and creative ways to serve our children and families.

We also successfully transitioned leadership. And Sue and I worked alongside each other for ten months to ensure that our children, families, staff, and community were supported during 2020.

It was a challenging year, but the opportunities for creativity, responsiveness, and nimbleness that arose will serve Pathways and our community for years to come.

Thank you for everything you have done to help Pathways and our children and families find the stability and support they deserve to build toward a brighter 2021.

This work would not have been possible without your support. We are deeply grateful.

A Message from Our CEO and President Eric Mitchell

New programs: FY 2020

• Nurturing Skills class series at Middleton House of Correction
• College-level teacher training, held in collaboration with North Shore Community College
• Spanish language Nurturing Program®
Celebrating Sue

Sue Todd – fearless leader, tireless advocate and champion for all – retired December 31, 2020 after 40 years with Pathways for Children. Sue dedicated her career to creating opportunity for everyone, especially those most challenged by circumstance or resources. Her commitment to providing the highest quality care and education for those in greatest need – children AND their caregivers – is the fuel behind the growth and evolution of Pathways for Children. We thank you, Sue, for all you have done for so many, and look forward to continuing down the path you started.

Ruby is the symbol for 40 year anniversaries and conveniently, Sue’s favorite gem. Rubies symbolize loyalty, honor, compassion, protection of home and family, and a zest for life. Sue is and will always be our ruby.

Board of Directors

Our dedicated, fully engaged board of directors represents the areas of expertise our strategic goals, service areas, and populations dictate. Each director and committee member actively supports our efforts to continually improve our services and identify unmet needs in the communities we serve.

OFFICERS OF THE CORPORATION

Eric Mitchell – President and CEO
Elizabeth Redmond – CFO and Assistant Treasurer

2020-2021 BOARD OF DIRECTORS

Tom Zarrella – Chair
Greg Smith – Vice Chair
Jessica Connors, JD – Clerk Secretary
Adam Swanson – Treasurer

DIRECTORS

Bill Cuff
Abigail Gold
Chanel Jackson
Cheryl Marks, MA
Steven Mersky
Judson Reis
Marlene Seltzer
Kristina Simon, LICSW
Cheryl Walsh

Tom Zarrella, Chair, Board of Directors, pictured here with Sue Todd
Services & Locations

LOCATIONS

- Education Centers: Beverly, Gloucester, and Salem
- Teacher Training Centers in partnership with North Shore Community College: Beverly and Gloucester

STUDENTS

- Early Head Start: Serving Essex, Gloucester, Manchester-by-the-Sea, and Rockport
- School Age Care: Serving Gloucester
- Family Enrichment Program: Serving Essex County
- CFCE: Serving Essex, Gloucester, Manchester-by-the-Sea, and Rockport
- Countdown to Kindergarten: Serving Gloucester and Rockport
- Teacher Training Program: Serving Essex County

We serve approximately 2,500 local children and family members yearly

- 77% live at or below the federal poverty level ($16,910 annually for a family of 2)
- 11% experience homelessness in a year
- 100% deserve to feel safe, thrive, and have opportunity

ESSEX COUNTY
Inspiring Children

Head Start and Early Head Start

Through Early Head Start and Head Start, Pathways prepares our communities’ most vulnerable children to succeed in school and in life.

The Early Head Start and Head Start programs help students from 6 weeks to age five, and their parents, prepare for kindergarten. The program provides a wide range of services to meet the educational, health, nutritional, social and emotional needs of children and their families.

Our high-quality, research-based curriculum promotes measurable progress and aligns with the Massachusetts Early Education and Care standards, while our staff work hand-in-hand with families to build on each child’s individual strengths and needs.

But we don’t just focus on the ABCs. Our Head Start programs include nurturing and responsive practices, interactions, and environments that foster trust and emotional security.

LITTLE LEARNERS / BIG BENEFITS

• Early Head Start shows positive impacts on participants’ social-emotional functioning.

• Head Start children have better social skills, impulse control, and approaches to learning.

• Head Start children have a higher likelihood of graduating high school, attending college, and receiving a post-secondary degree, license, or certification.

Every child deserves a great Head Start.
Meet Yesenia and Kelvin

“Pathways has been an educational center with many benefits for us as a Hispanic family.”

“Pathways has been an educational center with many benefits for us as a Hispanic family. We are very lucky because Elizabeth, our family worker, speaks our language – Spanish – and she has offered us unconditional help, not only with our children attending Pathways.

We are a family with limited resources, and... Elizabeth tries to help us in every way she can. She is always keeping an eye out for families, like arranging for the bus because there are many families who do not have transportation for their children. We are very grateful for Elizabeth’s help and the other staff who help us and who collaborate at Pathways.”

– Yesenia & Kelvin, Head Start parents

OUR VOLUNTEERS

More than 150 Pathways volunteers gave well over 5,000 hours of time, while also supporting us in countless ways in the most challenging of times. From advisory boards and task forces to grounds keeping and supply drives, our volunteers support Pathways’ work at every turn.

Though truly invaluable on so many levels, volunteer donations of time over the 2020 fiscal year were estimated at nearly $185,000, and $321,000 in goods and services! We are so grateful for the tremendous support of our volunteers.
School Age Care

When school’s out, Pathways is in. Our School Age Care program in Gloucester provides after-school and summertime education and activities for children from kindergarten through age 12.

With full-day, year-round education and care, our working parents gain flexibility. And our students gain much more.

After-school studying is just the beginning. Our School Age Care program offers hands-on enrichment activities designed to make learning relevant and fun with field trips and recreational activities.

School Age Care also incorporates a strong focus on social and emotional learning.

Our students receive support from a weekly social skills group, run by a Pathways social worker, that focuses on helping students build their self-awareness, self-esteem, empathy, and decision-making skills.

And once they’re done stretching their minds, they can stretch their muscles—indoors and outdoors. Our centers include safe and bright age-appropriate playgrounds and indoor spaces to run and play.

Like all of our programs, our School Age Care program offers wrap-around services with healthy meals, referrals for special education services, and family support.

COMPETENCE, CONFIDENCE, CONTRIBUTION, CONNECTION, AND CHARACTER.

This year, our School Age Care students are exercising their social and emotional learning muscles with the 5 Cs of Positive Youth Development, a nationally recognized model that helps build and nurture young people’s knowledge, positive attributes, and abilities to succeed.

The 5 Cs model promotes characteristics that enable children to set and meet their goals, develop to their full potential, and contribute to the world in ways that benefit themselves, their families, their communities, and our society.
FY 2020 Program Overviews

**EARLY HEAD START**
Infant and toddler care and family-centered services for low-income pregnant women and families with children under age three residing in Essex, Gloucester, Manchester-by-the-Sea, and Rockport.

Ages served: ............................ 0-3 years

Total Early Head Start Enrollment..... 26

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**HEAD START**
Preschool and family support services to encourage the school readiness of children from low-income families residing in Beverly, Boxford, Danvers, Essex, Gloucester, Hamilton, Ipswich, Manchester-by-the-Sea, Middleton, Peabody, Salem, Topsfield, Rockport, and Wenham.

Ages served: ............................. 3-5 years

Cape Ann Head Start, Gloucester..... 107
North Shore Head Start
Cabot St. Center, Beverly ...................99
North Shore Head Start
Horace Mann Center, Salem............. 114

Total Head Start Enrollment .......... 320

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**SCHOOL AGE CARE**
After-school and out-of-school education and activities for Cape Ann students, with a significant enrollment of students from families who are low-income, experiencing homelessness, and/or are socially or economically vulnerable.

Ages served: ............................ 5-12 years

Total School Age Care Enrollment..... 82
Whole Family Support

At Pathways for Children, our approach is different.

We believe that the path to improving the lives of children from disadvantaged circumstances links directly to improving the lives of their families.

For more than 50 years, Pathways has been a pioneer in providing educational, enrichment and skill building programs to children and families.

From day one, Pathways’ families have highly-trained social workers in their corner to listen, help, and advocate for their family and their children.

Our social workers connect families with critical resources, such as mental health resources, food banks, special needs services, and more. But beyond that, our social workers become trusted family partners in times of need and crisis.

“Every child deserves wholehearted (and holistic) support. We are very fortunate in the state to have excellent access to health insurance, which means that 100% of Pathways’ families have health insurance. Of our current enrolled students, 100% are up to date on immunizations and well-child visits, and 50% are up to date on their dental exams—the health team works very hard to make sure families follow-up with pediatricians to keep their children healthy!”

– Michelle Doyle, Health & Nutrition Manager
Our Whole Family (and Holistic) Support Systems

- High-quality educators who are dedicated, creative, flexible, and supportive.
- Cheery and light-filled environments that are well-maintained with age-appropriate play structures, toys, and learning tools.
- Highly trained Social Workers who apply a child-centered, family-focused, trauma-informed approach to working with children and families.
- Comprehensive Health and Nutrition Services:
  - Hearing and vision screenings
    - Communication between teachers, parents, and pediatricians when health issues arise
    - Healthy meals and snacks for in-class students
- Special Education/Mental Health Services:
  - Developmental and behavioral screenings
  - Behavior and social-emotional support
  - Referrals for special education services from Early Intervention and the Public Schools
- Services for children with special needs and disabilities, and more.

PARENT ACTIVITIES:

Over the past year, parents participated in educational workshops, parenting education, literacy nights, financial literacy training, father engagement activities, and Family Curriculum Nights. They were active in Parent Committee meetings, advocacy and leadership events, and governance as members of the Policy Council and the Board of Directors. Many parents volunteered in classrooms and on field trips.
Rising to the Challenges of the Year

**2020**

- **February** - Announcement of Sue Todd’s upcoming retirement in December of 2020, and the transition of leadership to Eric Mitchell as new President & CEO, effective January 2021
- **March** - Closed all three physical sites in response to the COVID-19 Pandemic
- **April** - Invested in technology so that administrative and support staff could work remotely while maintaining services for our families
- **July** - Returned to in-person programming in Gloucester
- **Delivered** art kits, diapers, books, and school supplies to Pathways’ families
- **Distributed** Chromebook laptops to families, to participate in virtual programming
- **Provided** incentive pay for teachers, bus drivers, and health aides, recognizing their role as essential workers
- **Invested** $41,000 in HVAC improvements to maximize the quality of our indoor air
- **Deep cleaned** all facilities prior to reopening
- **October** - Returned to in-person programming in Beverly
- **November** - Returned to in-person programming in Salem
- **December** - Retirement of Sue Todd after 40 years of leadership at Pathways for Children
- **As of the end of the calendar year, there were zero cases of on-site transmission of COVID-19.**

**2021**

- **May** - Returned to in-person programming in Salem
- **Launched** holiday drive to provide gift cards for all Pathways’ students and their siblings
- **December** - Retirement of Sue Todd after 40 years of leadership at Pathways for Children
- **As of the end of the calendar year, there were zero cases of on-site transmission of COVID-19.**
Every child deserves a nurturing home environment.

Supporting Families

At Pathways for Children, we believe that parents and caregivers are among the most important people in the lives of young children. From the day they are born, children rely on parents to provide them with the care they need to be happy and healthy, and to grow and develop well. Parents and caregivers know they can depend on Pathways to support them through every step of this journey.

In support of families, we offer a range of high-quality, evidence-based programs to encourage nurturing family relationships. Services include parent education workshops, mentoring programs, support groups, playgroups, and community events.

Our families never go it alone. In addition to our one-on-one interactions, we connect families with each other for mutual support and skill building, and offer referrals to local educational, social, and health resources.

THROUGH OUR PARTNERSHIP WITH GLOUCESTER’S ART HAVEN, OUR CHILDREN AND FAMILIES GET CREATIVE WITH VARIOUS HANDS-ON ART PROJECTS THAT STRENGTHEN PRE-LITERACY SKILLS.

One popular project? A DIY bird feeder, with instructions and materials assembled, hand-packaged by our staff and distributed to families with young children living in Gloucester’s public housing. Families meet online to complete their projects, talk through any parenting questions, and choose the perfect spot to hang their creations — a nourishing project for people and birds alike.
Our Coordinated Family and Community Engagement Program, primarily funded by a grant from the MA Department of Early Education and Care, provides free educational activities programs, information and resources to expectant parents and families with children under age five. The CFCE programs support parent education and family engagement, early literacy and child development, and collaboration between local early education and care partners.

**Service Areas:** Gloucester & Rockport

**Welcome Baby/Happiest Baby on the Block** is trusted by hospitals, doctors, and millions of parents and helps first-time parents, as well as “seasoned” caregivers, learn how to soothe and calm babies. In addition, we host a yearly community baby shower for new parents, providing them with resources and supplies for themselves and their babies.

**Positive Solutions** provides evidence-based strategies to address everyday challenges of child-rearing.

**Playgroups** serve local families with child-friendly activities, parenting advice, and community building across multiple groups a year.

**Grandparents Raising Grandchildren Support & Community Forums** offer grandparents the opportunity to meet with other people in similar situations and provide them with greatly needed support and information.

**Countdown to Kindergarten** offers students entering kindergarten in Gloucester and Rockport a chance to gather, meet teachers, peek into the year ahead, and make friends before the first day of school!

We offer **direct, one-to-one support** for families in need of referrals, resources, and services within the community.

**CHILDREN & FAMILIES SERVED:**

- Welcome Baby/Happiest Baby .......... 20
- Positive Solutions ........................... 60
- Playgroups ............................................ 100
- Grandparents Raising Grandchildren Support & Community Forums .......... 40
- Community Baby Shower ................... 40
- Gloucester Housing Authority .......... 90
- Countdown to Kindergarten Events .......... 300
- Direct help ........................................... 100
- **Total** ............................................. **750**
Meet Todd

“The staff showed me a different perspective about parenting, about how to be a better parent.”

“I had to learn to become a better parent. Both programs at Pathways have helped me communicate with all of my kids. I didn’t have a lot of empathy. I learned to see my child’s point of view. Pathways has provided me guidance, support … it’s an excellent place. Everybody that I deal with goes out of their way to help me. The staff showed me a different perspective about parenting, about how to be a better parent. Things would have been hard to handle on my own without help from Pathways this year.”

– Todd, a single father, participated in the weekly Parent Connection support group, currently attends our monthly Nurturing Program® check-in groups, and receives ongoing support from the FEP social worker. He is in the process of finalizing custody of his young son who has been living with a foster family.
Family Enrichment Program (FEP)

Our Family Enrichment Program provides resources for families to help nurture the growth of their children. We provide support and create community, bringing together families that share similar paths in life. We also provide evidence-based parenting programs designed to strengthen the bond between children and their families.

Service Areas: Essex County

Nurturing Program® is a nationally recognized program that involves the entire family. It is designed to build parents’ skills and child development knowledge so they may provide their children with safe, stable, and nurturing environments. Pathways offers the 15-week program free-of-charge to families with children from birth to age twelve.

Parent Mentor Program recruits adults to mentor other parents. Mentors model healthy relationships, interact with their mentees in a non-judgmental, supportive manner, and assist them in setting and reaching goals.

Teen Mentor Program recruits local high school students to mentor children ages 5-12. The match encourages rich personal growth within each mentor and mentee while nurturing strong leadership skills and self-confidence.

Parent Connection is a weekly, professionally guided, drop-in support group that provides parents with a forum for support and discussion.

EVERY CHILD DESERVES A SAFE HOME

Through the Family Enrichment Program, Pathways piloted a Nurturing Skills class to women incarcerated in the Clean & Sober Existence (C.A.S.E.) Unit at the Essex County Sheriff's Department.

The series promoted strengthening the way families function by focusing on developing nurturing relationships, establishing social and community connections, and building knowledge.

What participants are saying:

“I love how the women teaching us value our opinions and care about our answers.”

“The program teaches us a lot about skills and things I need to know to help get through life … like getting used to feelings.”

“It helped me stay sober.”

New in 2019-2020:
- Fully online Family Enrichment Programs
- Spanish-language Nurturing Program®
- Spanish-language Parent Connection drop-in support group
- Clean & Sober Existence Nurturing Skills

Enrollments by Program

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<tr>
<th>Program</th>
<th>Number</th>
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<td>Nurturing Program® CASE Nurturing Skills at the Middleton House of Corrections</td>
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<tr>
<td>Nurturing Program® Crianza con Cariño</td>
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<td>Nurturing Program® For School Aged Children</td>
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<td>Parent Connection</td>
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<tr>
<td>Parent Connection in Spanish</td>
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Making Room To Grow

The design and layout of physical environments, including interior finishes, outdoor spaces, selection of equipment, and room arrangement, profoundly impact children’s learning and behavior.

The environment also impacts caregivers’ ability to do their jobs.

At Pathways for Children, we are proud of the steps we are taking to ensure our three facilities meet the needs of our children and staff – and are experienced as warm and inviting environments for all who walk through our doors.

Early in FY20, Pathways conducted a capital needs assessment to help us uncover the strengths and vulnerabilities of our facilities. Where we function is a critical piece of how we function. This critical information feeds the strategic planning process that will shape future priorities.

We continued to make progress towards completion of our Technology Plan. As fundamental to service as a physical space is, so too is a safe and robust technological infrastructure. This proved more important than ever with the onset of the pandemic, as we responded by investing in the tools necessary to continue service in a digital realm. With the tools in place, our attention turns next to our digital presence, so we continue to provide the highest caliber experience and support for our families.

“This job doesn’t feel like a job. It feels like something I should be doing for the rest of my life. I just love seeing their confidence grow, seeing them have fun, seeing them experience something in a new way. One of my kids had a great idea last week – that every so often during snack or lunch time, we should go around and say one thing we’re grateful for or one good thing that happened today. I’m so down for that! I make my classroom very open. You can be whoever you want. This is a judgment-free zone. My kids care about every single person in the room – we’re a community.”

– Malia, teacher in Pathways’ School Age Care classrooms
At Pathways, we have the desire and commitment to do more, reach more, nurture more, and serve more. With an eye toward our future, we are investing in strength-based programming for children and families and refining our business model and expectations to meet emerging community needs.

**Looking Future Forward**

AMONG OUR FUTURE-FORWARD INITIATIVES IN FY 2020:

**Launch of Career Pathways:** Working in collaboration with North Shore Community College, we proudly offered EEC (Massachusetts Department of Early Education and Care) grant-funded courses in Early Education. These free college credit courses are a tremendous asset to potential teachers and employees and help to create a talent pipeline, which the future demands.

**Partnership conversations with Youth at Risk:** When the opportunity to rehome the Youth at Risk (YAR) Conference presented itself, Pathways was eager to bring it into the portfolio. YAR is the region’s only annual all-day conference for professionals who work with at-risk youth, providing attendees with affordable continuing education, collaborative networking, and self-care opportunities. A highly respected and much-loved conference, YAR allows Pathways to widen its audiences and to build new and stronger connections within the youth services field. (Update: In FY21 YAR officially entered into a partnership with Pathways.)

Such collaborations and partnerships strengthen not only Pathways, but our sector too. We are fortunate to live in a community with the depth and diversity of talent and skill that we do. By working together we create new opportunity.
Every child deserves supporters like you.

Today, children and families in our communities have the education and support they need because of your commitment.

FY20 GIVING – IN-KINDS FROM INDIVIDUALS

Kosar and Laila Ali Kahlil
Glenn Alto
Robbie and Krystle Arnold
Liane Ayres
Bill Bergmann and Anne Ouellette
Jessica Berman
Mikki Blazak
Diane Boudreau
Fatima Bouzidi
Miriam Bradford
Patricia Brennan
Laurie Buller
Julie Burke
Ryan Ayres
Denise Burns
Ana Cabrera
Alura Carberry
Shobanne Castro
Mark and Susan Catalogna
Holly Cavanaugh

Bob Champey
Suzanne and Daniel Chansky
Beth Charbonnier
Jessica Church
Jessica Ciaramitaro
Maureen Colby
Connie Condon
James and Amanda Cook
Thomas Coombs
Michael and Mary Coyne
Shannon Cram
Holly Curtis
Gaye Deyeso
Jose Diaz
Susannah DiPasquale
Michelle Duason
Meredith Edelstein
Merci Emetem
The Farrar Family
Kasie Favazza
Michael and Linda Finigan
John French
Johanna Fulford
Kelly Galante
Jeleiny Garcia Rijo
Richard and Rosalyn Gold
Kathleen Hall
Mary Hasse
Julie Hassler
Lani and Justin Heath
Ray Hendrickson
Heather Herlihy
Nina Horne
Peter and Melissa Hueras
Raquel Hufschmid
Karolyn and George Iacono
Sara Ibrahim
Fleur and Bill Irvin
Melissa Jakslsand
Teasha Jakslsand
Linda Josselin
Minda Kamen
Autumn Kane
Eric Karlberg and Crystal Condakes
Sloan Kendall
Virginia Kiefer and Terry Langcor
Leo and Susan LaRosa
Edward and Rhonda Latham
Dawn Leoni
Amelia and Ernest Lopes
Henry and Nancy Lucas
Hailey MacDonald
Jemilia MacDonald
Amber Macione
Christian and Caitlin Maki
Suzanne and Bill Maki
Karen Maley
Jane Marshall
Jane M. Marshall
Roger and Ann Martin
Katie McClain
Wesley and Kristin
McGinn Straub
Sarah McLanahan
Marie McMann
Brian and Michelle McQuay
Scott and Stacey Metternick
Stephen and Barbara Miller
Don Moody
Thomas and Susan Mooney
Jean Muniz
Wayne Munroe
Mark and Melanie Murray-Brown
Mike Nolan and Carol Healy
Felicia Ortiz
Wanda Pagan Rivera
David and Lisa Palazola
Josh Palazola
Nelson Paquet
Kim Paratore
Guy Parsons and Carolyn Howard
Allison Patch Pedroza
Emilia Phillips
Dave Pleuler and Eileen Murphy
Tefta Polena
Dale and Leslie Pope
Steve and Sandra Potter
Pam Poulin
Amy Prime
Wyra Puerto
Linda and Jonathan Rich

Paul and Patricia Riley
Luz Rivas
Paula Rogers
Lori and Michael Rostkowski
Derrick and Vanessa Rowe
Ellin Roys
Yvonne Sarrour
Leann Schaejbe
Terry Schwenk
Andy Scola
Roy and Stephanie Serpa
Carol Shaw
Joe and Helen Soussou
Ray Spieker and Judy Keith
Lynn Susko
Heather Swain
Regina Tassone
Debora Taylor
Isobel S. Thomas
Carleen Thurlow
Eric and Jen Tolo
Maggie Tomaiolo
Laura Trainor
Robine Vanek
Wemerson and Tatiana Vieira
Theresa Vradenburg
Susan Wallingford
Laura West
David and Lisa Wheeler
Betsey Williams
Jaclyn Withers

Many donors give both in-kind and financial gifts. These donors are identified on the following pages with a “♥” to denote their in-kind donation. We thank all of our FY20 donors. Please let us know if we have made any errors in our information about you or have inadvertently omitted your name.
In-Kind Gifts from Organizations made July 1, 2019 – June 30, 2020

The following organizations have made contributions of their time, talent or material goods to help support our work. Our Federal Head Start grant requires us to match 20% of our federal funding (more than $800,000) with in-kind donations each year. We offer our special thanks to the following for making this possible.

<table>
<thead>
<tr>
<th>FY20 GIVING – IN-KINDS FROM ORGANIZATIONS</th>
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<tbody>
<tr>
<td>A1A</td>
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<td>Childrens Friend and Family Services</td>
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<td>Walker Creek Gardens</td>
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<td>Wenham Museum</td>
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<td>West Gloucester Trinitarian Congregational Church</td>
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- John and Mollie Byrnes ♥
- Linzee Cooledge
- Cummings Foundation
- City of Gloucester
- The Linden Foundation
- Nordblom Family Foundation
- Clark R. Smith Family Foundation
- United Way of Mass Bay and Merrimack Valley
- David Walt and Michele May ♥

## FY20 GIVING – $10,000 - $24,999

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- Applied Materials Foundation
- Beauport Financial Services, LLC ♥
- Rein and Nancy Beeuwkes
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- Lynn Thompson Hoffman
- The Peter and Elizabeth C. Tower Foundation
- The TJX Foundation, Inc.
- Jerome and Anne Trupiano ♥
- Cheryl and John Walsh ♥
- Winning Home Inc.

## FY20 GIVING – $5,000 - $9,999

- Amory and Deborah Aldrich
- Robert Amory
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- Beate Becker-Vavak ♥
- Stephen and Jill Bell
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- TD Charitable Foundation
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- Bruce and Deborah Kaneb
- Loeber Family Foundation
- Joseph and Eileen Mueller ♥
- Allison and Joseph Mueller ♥
- People’s United Community Foundation of Eastern Mass, Inc.
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- Nancy Steele and Tom Huhn ♥
- Bruce and Deborah Kaneb
- Loeber Family Foundation
- Joseph and Eileen Mueller ♥
- Allison and Joseph Mueller ♥
- People’s United Community Foundation of Eastern Mass, Inc.
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- TD Charitable Foundation
- Richard Weiss and Barbara McLaughlin
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Edward and Mary Anderson
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Ronald and JoAnn Beck♥
Kenneth and Nanci Bishop
George and Judy Carter
Jason and Kathryn Chamberlain
Eric and Francine Clausen
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Jake and Karen Tibbetts
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Linda Wilkes
Peter and Susan Willis
Steve Wood
June and Jim Wulff
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Tony Zerilli
Stephen Zippilli and Lori Hart

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Mary Barthelmes
Paula Bartlett
Selma Bell
David and Sally Benjamin
Judith Brackley
R. Billings Bramhall, Jr.
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Amy Lew
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## FY20 GIVING – $1-$99

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<td>Wes Slate and Georgia Bills</td>
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<td>Richard and Barbara St. Pierre</td>
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<td>Stop &amp; Shop, Inc.</td>
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<td>Natalie Swanson</td>
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## FY20 GIVING – LEGACY GIFTS

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<td>Ruth Sennott</td>
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<td>Steve Vavak</td>
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<td>Joe Wojtowicz (Joe Hotdog)</td>
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## FY20 GIVING – HONOR GIFTS

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<td>Jack and Terry Hauck</td>
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<tr>
<td>Patricia Hickey</td>
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<tr>
<td>Claire Hurst</td>
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<tr>
<td>Gary and Stevie LeDuc</td>
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<tr>
<td>Suzanne Maki</td>
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<tr>
<td>Laura O’Neill</td>
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<tr>
<td>Michael Parillo</td>
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<tr>
<td>Marta von Rosenvinge and Adam Richer</td>
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<tr>
<td>Robert and Peggy Schleicher</td>
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<tr>
<td>Gretchen Sennott</td>
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<tr>
<td>Peter and Janet Sennott</td>
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<tr>
<td>Robert and Loren Sennott</td>
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<tr>
<td>William Johnston and Leslie Sennott</td>
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<tr>
<td>Ronald and Susan Stewart</td>
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<tr>
<td>Jeff Novack and Amanda Stuart</td>
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<td>Sue Todd</td>
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<tr>
<td>Judy and Sib Wright</td>
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<tr>
<td>Tom and Kristin Zarrella</td>
<td></td>
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</tbody>
</table>

Many donors give both in-kind and financial gifts. These donors are identified on the following pages with a ♥ to denote their in-kind donation.

We thank all of our FY20 donors. Please let us know if we have made any errors in our information about you or have inadvertently omitted your name.
## Financials

The financial statements of Pathways for Children, Inc. for the year ended June 30, 2020 were audited by AAFCPAs, Westborough, MA, whose unmodified opinions on the financial statements and compliance with the major Federal program were dated November 11, 2020. No material weaknesses or significant deficiencies were noted in internal control over financial reporting and internal control over the major federal program, and there were no audit findings reported.

### FY20 REVENUE

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Federal Grants</td>
<td>$4,575,976</td>
<td>55%</td>
</tr>
<tr>
<td>State Contracts and grants</td>
<td>$2,055,331</td>
<td>24%</td>
</tr>
<tr>
<td>Private gifts, grants and in kind</td>
<td>$1,638,564</td>
<td>20%</td>
</tr>
<tr>
<td>Parent fees and other</td>
<td>$ 119,416</td>
<td>1%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$8,389,287</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

### FY20 EXPENSES

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Services</td>
<td>$6,392,485</td>
<td>77%</td>
</tr>
<tr>
<td>Administrative &amp; Program Support</td>
<td>$1,314,155</td>
<td>16%</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$ 599,562</td>
<td>7%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$8,306,202</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

### FY20 DEVELOPMENT REVENUE

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual Gifts</td>
<td>$ 652,166</td>
<td>50%</td>
</tr>
<tr>
<td>Foundation &amp; Grants</td>
<td>$ 346,000</td>
<td>26%</td>
</tr>
<tr>
<td>Special Events</td>
<td>$ 246,880</td>
<td>19%</td>
</tr>
<tr>
<td>Unsolicited / Memorial Gifts</td>
<td>$  61,530</td>
<td>5%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$1,306,576</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>
## Financials

### FY21 PROJECTED OPERATING REVENUE

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Federal Grants</td>
<td>$4,827,908</td>
<td>56%</td>
</tr>
<tr>
<td>State Contracts and grants</td>
<td>$1,748,695</td>
<td>20%</td>
</tr>
<tr>
<td>Private gifts, grants and events</td>
<td>$1,683,808</td>
<td>20%</td>
</tr>
<tr>
<td>Parent fees and other</td>
<td>$141,000</td>
<td>2%</td>
</tr>
<tr>
<td>Use of restricted funds</td>
<td>$183,088</td>
<td>2%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$8,584,499</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

### FY21 PROJECTED EXPENSES

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Services</td>
<td>$6,965,560</td>
<td>81%</td>
</tr>
<tr>
<td>Administrative &amp; Program Support</td>
<td>$1,035,670</td>
<td>12%</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$578,295</td>
<td>7%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$8,579,525</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

**Net Surplus** $4,974
Gratitude Report
FY 2020
July 1, 2019 – June 30, 2020

CONTACT US

Gloucester Center
29 Emerson Avenue
Gloucester, MA 01930
978.281.2400

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Beverly, MA 01915
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Salem Center
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Salem, MA 01970
978.515.5400

We thank Jason Grow for providing many of the photos in this report.