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.

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

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.”
Every child deserves opportunities to grow and thrive.

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.

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.

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

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 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.

Gratitude Report FY 2020
A Message from Our CEO and President
Eric Mitchell

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.

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®
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
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DIRECTORS

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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.
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
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.

Every child deserves a great Head Start.

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.
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.

Every child deserves a safe summer (and fall, winter, and spring).

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

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

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
- **August** - Delivered art kits, diapers, books, and school supplies to Pathways’ families
- **September** - Distributed Chromebook laptops to families, to participate in virtual programming
- **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

2021

- **January** - Launched holiday drive to provide gift cards for all Pathways’ students and their siblings
- **February** - As of the end of the calendar year, there were zero cases of on-site transmission of COVID-19.

2020

- **June** - Created COVID-19 Incident Command Team to collaborate with local and national government offices for quick response to the evolving public health crisis
- **July** - Returned to in-person programming in Gloucester
- **August** - Launched the COVID-19 Emergency Response Fund, which generated more than $100,000 within the first month thanks to our supporters
- **September** - Distributed more than $16,000 in grocery store gift cards and an additional $10,000 in emergency assistance to Pathways’ families
- **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

2021

- **January** - 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.
Coordinated Family & Community Engagement (CFCE)

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.

ENROLLMENTS BY PROGRAM

Nurturing Program®
CASE Nurturing Skills at the Middleton House of Corrections ............82

Nurturing Program®
Crianza con Cariño ........................................ 9

Nurturing Program®
For School Aged Children .........................37

Parent Mentor Program ......................... 26

Teen Mentor Program ......................... 24

Parent Connection ......................... 22

Parent Connection in Spanish ........ 22

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
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.

**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-Kind Gifts from Individuals

Kosar and Laila Ali Kahlil
Glenn Alto
Robbie and Krystle Arnold
Liane Ayres
Bill Bergmann and Anne Ouellette
Jessica Berman
Mikki Blazak
Liane Ayres
Bill Bergmann and Anne Ouellette
Jessica Berman
Mikki Blazak
Diane Boudreau
Fatima Bouzidi
Miriam Bradford
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Heather Swain
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Isobel S. Thomas
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Robine Vaneker
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.

FY20 GIVING – IN-KINDS FROM ORGANIZATIONS

A1A
Addison Gilbert Hospital
Affordable Moving Company
Associated Charities of Gloucester
Backyard Growers
Beverly Female Charitable Society
Beverly Public Library
The Bookstore of Gloucester
Boston Ballet
Boston Tea Party Ships & Museum
Cape Ann Early Intervention
Cape Ann Olive Oil Co.
Cape Ann Tree Service, Inc.
Carter Roberts Construction
Childrens Friend and Family Services
College Women's Club of Cape Ann
Cottage Gardening, Inc.
Crossfit Wicked
Design of Mine
Duckworth's Bistro
Earl's Lock Shop
East Coast Tire & Auto Repair
Elite Nails
Elizabeth Grady Salon
Endicott College
Equian
Essex Elementary School
The Event Company
Fisher Auto Parts
Fitness Together
FRANK Restaurant
Gloucester Education Foundation
Gloucester Fraternity Club
Gloucester High School
Gloucester Stage Company
Goodlinens Studio
Grovenor Park Nursing Center
Growing Smiles Pediatric Dentistry and Braces
Hamilton-Wenham Mothers Club
Hamilton-Wenham Regional High School
Hammond Castle
Hawthorne Hotel
Hillary Holdsworth Design
Institution for Savings
JC Design
Lakeshore Learning Materials
Landmark School
Last Kid Picked
Lipkowitz Associates
Lone Gulf Coffee House
Manchester Athletic Club
Manchester Essex Regional High School
Manchester Memorial Elementary
Marblehead High School
McMahon Communications
New England Patriots Foundation
NEWPRO Home Improvement Solutions
NOAA-National Marine Fisheries
North Shore Bank
North Shore Head Start
O’Hara Industrial Services
Olson's Turf Irrigation and Landscaping
Pajama Program
Pathways School Age Care
Peabody Essex Museum
Peabody High Honor Society
Praxis Performance & Wellness
Precision Roofing
Rockport Music
Salem State University
Salon Amora
Sample This
Sandpiper Bakery
SeniorCare Inc.
Service Master
Spectrum Fitness Consulting, LLC
St. Mary’s Episcopal Church
St. Vincent de Paul Society of Holy Family Parish
Star of the Sea Church
Swan Boats Boston
The Academy at Penguin Hall
The Red Sox Foundation
Tonno Restaurant
Toys for Tots
Treetop Yoga
Uni-Ply Roofing, Inc.
Unitarian Universalist Society of Rockport
Unwind Salon
Village Silversmith
Village Tavern
Walker Creek Gardens
Wenham Museum
West Gloucester Trinitarian Congregational Church
Winning Solutions
Work Opportunities Unlimited

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.
Gifts Made July 1, 2019 – June 30, 2020

FY20 GIVING – OVER $25,000
After School and Out of School-Commonwealth of MA
John and Mollie Byrnes
Lizdee Coolidge
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
Anonymous (2)
Bruce J. Anderson Foundation
Applied Materials Foundation
Beauport Financial Services, LLC
Rein and Nancy Beeuwkes
Michael Bresnan and Mary Ann Sherry
Charles Sanders Trust
Jessica and Christian Connors
Bob and Jan Crandall
Mary Kay Dyer
William V. and Betty M. Ellis Foundation
Essex County Community Foundation
Foundation M
Frank and Mary Fritsch
Susan J. Gray
Garth and Lindsay Greimann
Institution For Savings Charitable Foundation
Lahey Health Shared Services
Matec Instrument Companies
Arthur McCarthy and Janice Coakley
Steven Mersky and Heather Morris Kyer
Edward S. & Winifred G. Moseley Foundation
New England Biolabs
Novack Family Foundation
Frank and Ellen Previte
Tony and Clare Quinn
Judson and Lisa Reis
Fred and Judy Schmid
Small Steps Fund of the Essex County Community Foundation
David and JoEllen Sweet
William and Ann Marie Thibeault
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
Dianne Anderson
Balsam Technologies Inc.
Beate Becker-Vavak
Stephen and Jill Bell
Allan and Kathie Cohen
Seth and Kelly Cutter
The Douglass Family Foundation
Charles and Caroline Esdaile
Donna Fairiservce
Gifford Family Foundation
Hawkins Point Partners LLC
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.
Leslie S. Ray & Marcia C. Ray Foundation
Joseph and Maggie Rosa
Richard and Donna Tadler
TD Charitable Foundation
Richard Weiss and Barbara McLaughlin
Tom and Kristin Zarrella

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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.

Staff make every attempt to ensure that the information included in the donor lists is accurate and complete. If there are omissions, misspellings or other errors, please report them to Pathways’ Development Office at 978.281.2400 and please accept our apologies.
Gifts Made July 1, 2019 – June 30, 2020

FY20 GIVING – $1,000-$4,999

Anonymous (5)
A. Lyons & Company, Inc.
AAFCPAs
Stefan Abramo and Barbara Ennis-Abramo
The AMG Foundation
Paul and Edith Babson Foundation
Gordon Baird and Joanne Hart
BankGloucester
J.J. Bell and Jackie Chermissino
John and Janis Bell
Beverly Rotary Club Foundation, Inc.
Kevin and Erin Bilenchi
Bill and Katherine Bonaccurso
Thomas Burger and Andree Robert
Britta Cahoon
Traynor and Lauren Canny
Cape Ann Savings Bank
Gib and Sarah Carey
Janice Carlberg
Carlson Family Trust
Thaddeus Carpen and Susanne Guyer
Michael and Jenny Ceppi
John and Bayard Cobb
Henry and Ann Cook
Karen F. Cooper
Philip and Eve Cutter
Paula and Andy DeSimone
Dunkin Donuts of Beverly
Eversource Energy Foundation Inc.
Peter Feinstein and Miriam Weinstein
Thomas and Jennifer Fernandes
Henry Ferrara and Pamela Bynum
Gifford Family Foundation
Gloucester Female Charitable Association
Gorton’s of Gloucester
Beth Graham and William Schulz
Sherwin and Vivian Greenblatt
Carl and Judy Gustin
Stella and Charles Guttman Foundation, Inc.
Gilman and Mary Hallenbeck
Keith and Dianne Hamel
Kathy Hamilos
Brian Harley
Jerry and Margaretha Hausman
Bill and Rose Hausman
Wally Hess and Janice Cane
Harry and Mary Hintlian
Claire Hurst
Stephen Kaloyanides Jr.
Michael and Barbara Kaplan
Kiwani Club of Beverly
Chad Konecky and Elizabeth Solomon
David and Margaret Leeco
Serena and Patrick Low
Lyon-Waugh Auto Group
Dan Lyons
Norman M. MacFarland
Peter and Kim MacLeod
Dana and Kathy Marks
Masconomet Regional School
Max Kagan Family Foundation
Daniel and Jennifer McDougall
Erin and Sean McKay
Jay and Leslie McNiff
Millet Trust Fund
Isaac Munroe Foundation
North Shore Bank
Craig and Lillian Olmsted
Jagruti and Rahul Patel
Patricia Petrou
Ruth Pino
Ralph and Faye Puopolo
Elizabeth Redmond
Derek and Karen Reed
W.T. Rich Company
Richard and Anne Rosenfeld
Rotary Club of Gloucester
Kate and Don Ruzek
Nicholas H. Safford
Salem Five Charitable Foundation
Savour Wine and Cheese
Schlichte & Johnstone, P.C.
Marlene Seltzer and Janice Ambrose
Sidekim Foods
Kristina and Paul Simon
Greg and Nancy Smith
St. John’s Parish Beverly Farms
Robert and Carolyn Stewart
Adam and Diane Swanson
Ken and Stephanie Tashjy
Temkin Financial Group, LLC
Mark and Laura Ventimiglia

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Gifts Made July 1, 2019 – June 30, 2020

FY20 Giving – $100-$499

Susan Flynn
Joyce Fossa
R. Clarke Fowler and Lisa Fowler
Richard and Marguerite Francis
Michael and Linda Frieze
Howard Frisch
Kari Gale
Dorothy Ganick ♥
Jonas Gavelis and Bonnie Sylvester
Ron and Kim Gendron
Joseph Giso
Mary Louise Giuliano and Yuri Tuvim
The Gloucester Shop of Cape Ann
Glover’s Floor Covering
Mark Glovsky and Livia Cowan
Abigail and Alex Gold ♥
Jack and Yvonne Gonzalo
Robert Goodman
Google
Nathaniel and Joan Gorton
Patrick and Susan Grant
Sarah Green
Jim Gutstadt and Nancy Goodman ♥
Caroline Haines
Harborlight Montessori School ♥
Edward Hart
Thomas and Teresa Hawkins
Jill Heine ♥
Karen Herlitz
Nick and Debe Holland
John and Robin Holmberg ♥
Tom and Caroline Hovey
Richard and Marcia Huttner ♥
Brad Jackson
John Hancock
Harold and Cheryl Jones
Steve and Mary Keating
David and Melissa Kelleher
Neil Glickstein and Barbara Kelley
Eileen Kelley
Chuck Kelly
Chad Ketchopolos
Kevin and Elizabeth Kiely ♥
Earl Kishida and Sharon Byrne Kishida
Chris Klem and Susan Morser-Klem
Peter and Karen Koch-Weser
Donna Kramich ♥
Stephen LaBonte and Jennifer Kirk
Glen and Victoria Lamontagne
Susan Lane
Benjamin and Michelle Langille ♥
JD and Christina LaRock
J.P. LaRue Inc. ♥
Sandra B. Lawrence
Mark and Regina Leibovitz
Robert and Roberta Lemay
William and Lynda Lightfoot ♥
Matthew Lindley
The Liquor Locker ♥
Lucy Littlefield
Charles and Catherine Long
James and Laura Lowell
Joann Mackenzie
Howard and Linda Maki
Mary Malone
William and Marina Maloney
Manchester-Essex Rotary Club
David and Nancy Manley
Michael Marchese
Mark Adrian Shoes ♥
Cheryl and John Marks ♥
Edward and Christine McCabe
Joseph and Heidi McGrath ♥
Dennis McGurk
Sandy and Jean McIntyre
Joseph Mechem
Mellon, Hickey & Capuano LLC
Fern Miller
Rick and Tracy Mindess
Braden Monaco
Martha Morgan and Dan Ottenheimer
Tom Moriarty
Kathy Morris
John Morse
Michael and Darcy Moulton
Scott and Emilia Mountain
Charles and Stella Nahatis
Greg and Stevie Neal
Mark and Jackie Nolan
Grace Numerosi
Laura O’Neill and Patrick Adam Nauseda
Andrea Osbon
Jerald and Lisa Parisella
Tad and Beth Parsons
Chandler D. Pearce

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Gifts Made July 1, 2019 – June 30, 2020

FY20 GIVING – $100-$499

Ronald Ross and Mary Benham
Eric Roth
Wallace and Carol Rowe
Robert Russell, M.D.
Marianne Sample
Steve and Lynne Saporito
The Sargent House Museum
Jessica Schwarzenbach
Rob and Sharon Scott
Richard Semple
Ruth Sennott
Jerry and Cindy Sharfstein
Joel and Bonnie Shelkrot
Bruce Siegal
Frank Simmons and Maureen McCarthy
Chris Sinagra
Kevin Slates
Kathy and Bruce Slifer
Bill and Amy Smith
Marianne and Robert Smith
Thomas and Mary Spittle
Newton and Judith Spurr
Paul and Elizabeth St. Germain
Charles J. Steiner
Michael Stelluto
Sterling Insurance Agency, Inc.
Matt Swift and Sarah Slifer Swift
David and Susan Taylor
John and Patrice Tierney
John and Lesa Tilzey
Timberline Enterprises, Inc.
Joan Tschalaer
Tufts-Health
Gint Venclovas
Maryanne Veshecco
Hazel Von Rosenvinge
James and Liz Walker
Margaret Wallis
Andrea Walsh
Bayard and Bea Waring
David and Mary Warner
Bruce and Eileen Watkins
Gerard J. Weber
Hanson and Gloria Webster
Peter and Thi Linh Wernau
Linda Wilkes
Peter and Susan Willis
Steve Wood
June and Jim Wulf
Barbara Yates
YMCA of the North Shore
Tony Zerilli
Stephen Zippilli and Lori Hart

FY20 GIVING – $1-$99

Eben and Sandy Andrew
Donald and Nancy August
Mary Barthelmes
Paula Bartlett
Selma Bell
David and Sally Benjamin
Judith Brackley
R. Billings Bramhall, Jr.
Debra Brannan
Lynn Browne
Andy and Peggy Calkins
Carlson Communications Corporation
James Carnevale
Susan Caruso
Joan Chiffer
Irma Cohen
Joe and Diane Coletti
Michael Costello
Joan Cummiskey
Robert and Jean Cunningham
David and Barb Dancer
Aaron Davis
Nicholas and Deb De Sherbinin
Robert and Judith Dean
Steven Devitt
Edward and Sheila Doctoroff
The Drumlin Group
Lisa Dunbar-Link
Diane Eagle and Nolan Ring
Martina Evans
David and Mary Ann Fischetti
David Fontes
Diana and Peter Foster
Peter and Jacqueline Franklin
Helene French
Norene Gachignard
Joan Garvey
Pauline Grady
Hugh and Betsy Graham
Marcia Greenbaum
Mary Grogan
Catherine Gunn
Edward and Sue Hand
Thomas and Margaret Harvey
Susan Higgs
Mary Hull
Brian and Linda Hurley
Robert and Patricia Jedrey
Edward Johnson
Fred and Anne Johnson
Randolph Jones
Esther Joyce
KSI Corporation
Charlotte Lacey
Abbe Land
Michaelene LaRoche
Gary Larrabee
Thomas Lattof
Melanie Lavoie
Amy Lew
Victor and Marian Linden
Betsy Linsenmayer
Sarah Lonberg-Lew
London Venturers Company
Richard and Elizabeth Lowe

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Gifts Made July 1, 2019 – June 30, 2020

FY20 GIVING – $1-$99
Scott MacDonald
David and Cynthia MacDougall
John MacEachern
David Martin
Maura Mathieu
Cheryl Mazer
Kathie McCarthy
Mary Jane McGlennon
Michael and Cynthia McNamara
Ted and Dianne Meeker
James and Judith Melanson
Carolyn Minich
Ian Moss
Bob and Mary Murphy
Christopher Murphy and Karen Anastasia
New Balance Athletics, Inc.
Terre Newbert
John and Julie Nicastro
Helen Novack
Mary Beth O’Connell
Tim O’Connor
Gerald and Arlene O’Neil
Monique Palmisano ♥
Elizabeth Parillo
John Perry and Sarah Hollis Perry
David Pierce
Jane Porter
David and Rose Rash
Frank Robinson
Claudia Schweitzer
Carole Secrest ♥
Katherine Seidman
Shaw’s Supermarkets
David and Patricia Slade
Wes Slate and Georgia Bills
Allyn and Jeanne Smith
Robert and Eileen Smith
Kevin and Laura Smith
Peter Smith and Judith Novack Smith
Zach and Jan Soolman
Richard and Barbara St. Pierre
Stop & Shop, Inc.
Natalie Swanson
Carol Sweet
Leanora Swekla
Barbara Talkov
Lawrence and Jackie Tennis
Miss Tina’s Studio of Dance
John Trainor
Peeranut Visetsugh
Conrad Vitale
Wayne Walker
Christopher Weir ♥
Steven and Margaret White
Darlene Willnow
Jason Zorfas and Margaret Mishara

FY20 GIVING – LEGACY GIFTS
John and Mollie Byrnes
Linzee and Beth Coolidge
Mary Kay Dyer
Beth Graham and William Schulz
Susan J. Gray
Claire Hurst
Derek and Karen Reed
Judson and Lisa Reis
Joseph and Maggie Rosa
Kate and Don Ruzecki
Marlene Seltzer and Janice Ambrose
Lawrence and Jackie Tennis
Sue Todd

FY20 GIVING – MEMORIAL GIFTS
Alec Dingee
Eileen De Fulgentis
Deacon Winslow Harris
Carl Hurst
Ruth Kelley
Robert Kramich
Arlene Land
Luke Joseph O’Holloran
Ruth Sennott
Steve Vavak
Joe Wojtowicz (Joe Hotdog)
Bernice Zarrella

FY20 GIVING – HONOR GIFTS
John and Mollie Byrnes
James and Rita Cassidy
Jack and Terry Hauck
Patricia Hickey
Claire Hurst
Gary and Stevie LeDuc
Suzanne Maki
Laura O’Neill
Michael Parillo
Marta von Rosenvinge and Adam Richer
Robert and Peggy Schleicher
Gretchen Sennott
Peter and Janet Sennott
Robert and Loren Sennott
William Johnston and Leslie Sennott
Ronald and Susan Stewart
Jeff Novack and Amanda Stuart
Sue Todd
Judy and Sib Wright
Tom and Kristin Zarrella

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### 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>

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.
Financials

**FY21 PROJECTED OPERATING REVENUE**

<table>
<thead>
<tr>
<th>Source</th>
<th>Revenue</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>Total</td>
<td>$8,584,499</td>
<td>100%</td>
</tr>
</tbody>
</table>

**FY21 PROJECTED EXPENSES**

<table>
<thead>
<tr>
<th>Service</th>
<th>Expenses</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>Total</td>
<td>$8,579,525</td>
<td>100%</td>
</tr>
<tr>
<td>Net Surplus</td>
<td>$4,974</td>
<td></td>
</tr>
</tbody>
</table>
Gratitude Report
FY 2020
July 1, 2019 – June 30, 2020

CONTACT US
Gloucester Center
29 Emerson Avenue
Gloucester, MA 01930
978.281.2400

Beverly Center
292 Cabot Street
Beverly, MA 01915
978.236.4101

Salem Center
79 Willson Street
Salem, MA 01970
978.515.5400

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

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