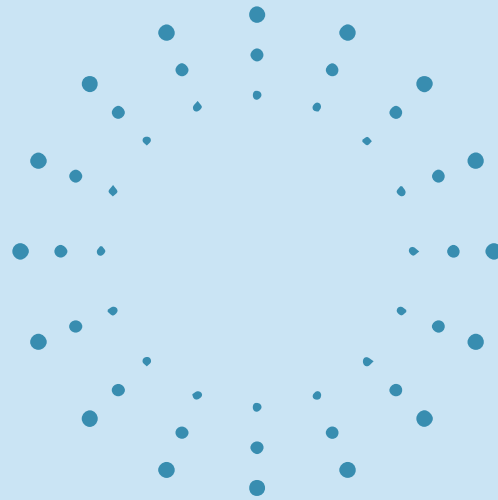
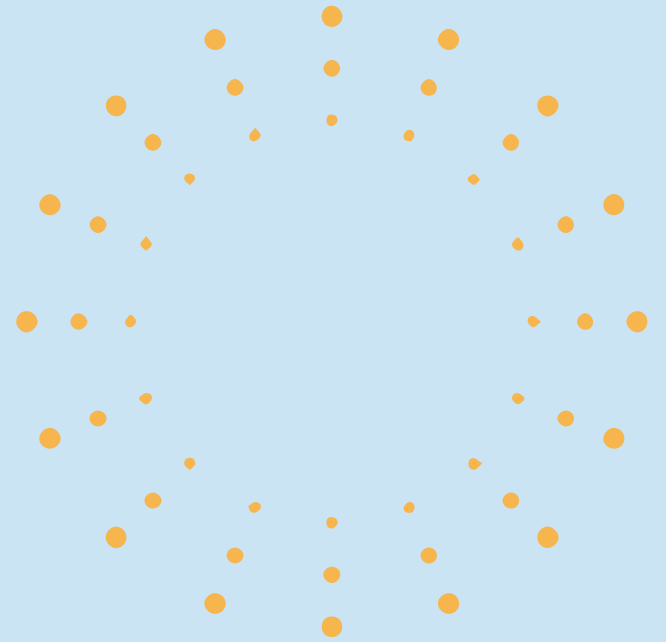
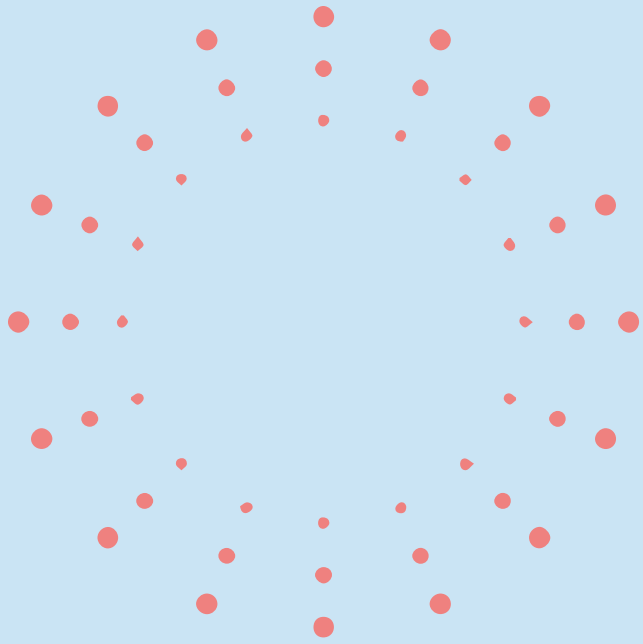


Every child deserves  
**Pathways for Children**



# **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.

“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.



### 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.

## Mission

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

- Early Head Start and Head Start: early childhood care and education for children from birth to kindergarten.
- 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.

# 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.

## 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®

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.





## 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.



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

## 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

# Services & Locations

## LOCATIONS

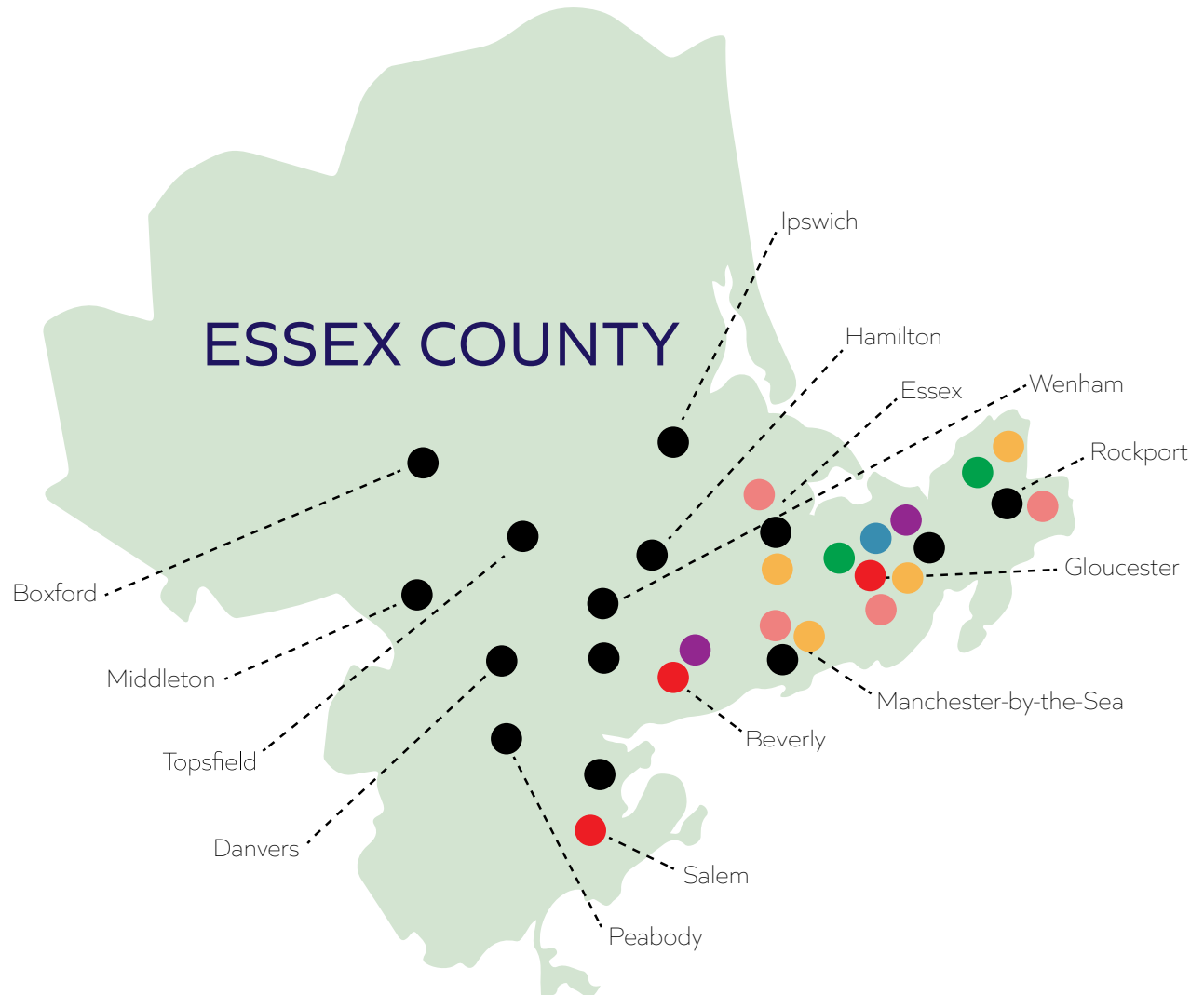
- Education Centers: Beverly, Gloucester, and Salem
- Teacher Training Centers in partnership with North Shore Community College: Beverly and Gloucester

## STUDENTS

- Head Start: Serving 14 communities (Beverly, Boxford, Danvers, Essex, Gloucester, Hamilton, Ipswich, Manchester-by-the-Sea, Middleton, Peabody, Salem, Topsfield, Rockport, and Wenham)
- 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

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

• **April** - Invested in technology so that administrative and support staff could work remotely while maintaining services for our families

• **October** - Returned to in-person programming in Beverly

• **November** - 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.

2021

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
<b>Total .....</b>	<b>750</b>



# 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.”*

## ENROLLMENTS BY PROGRAM

<b>Nurturing Program®</b> CASE Nurturing Skills at the Middleton House of Corrections .....	<b>82</b>
<b>Nurturing Program®</b> Crianza con Cariño .....	<b>9</b>
<b>Nurturing Program®</b> For School Aged Children .....	<b>37</b>
<b>Parent Mentor Program</b> .....	<b>26</b>
<b>Teen Mentor Program</b> .....	<b>24</b>
<b>Parent Connection</b> .....	<b>22</b>
<b>Parent Connection in Spanish</b> .....	<b>22</b>

## 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.

Every child deserves  
a great teacher.



**"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*

Every child deserves  
a bright future.

## Looking Future Forward

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-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 Burke  
Denise Burns  
Ana Cabrera  
Alura Carbrey  
Shobanne Castro  
Mark and Susan Catalogna  
Holly Cavanaugh

Bob Champey  
Suzanne and Daniel Chansky  
Beth Charbonnier  
Jessica Church  
Jessica Ciaramitaro  
Maureen Colby  
Connie Condon  
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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

## In-Kind Gifts from Individuals made July 1, 2019 – June 30, 2020

The following households 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.

Kathleen Hall  
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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  
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Maggie Tomaiolo  
Laura Trainor  
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Theresa Vradenburg  
Susan Wallingford  
Laura West  
David and Lisa Wheeler  
Betsey Williams  
Jaclyn Withers

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## 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 Bistrot

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

Grosvenor 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 Gull 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

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## 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 ♥  
Linzee 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 Kathe Cohen  
Seth and Kelly Cutter ♥  
The Douglass Family Foundation ♥  
Charles and Caroline Esdaile  
Donna Fairservice  
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 ♥

*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.*

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## 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 Chermisino

John and Janis Bell

Beverly Rotary Club Foundation,  
Inc.

Kevin and Erin Bilenchi

Bill and Katherine Bonaccorso ♥

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 Margaretta Hausman

Bill and Rose Hausman ♥

Wally Hess and Janice Cane

Harry and Mary Hintlian

Claire Hurst ♥

Stephen Kaloyanides Jr.

Michael and Barbara Kaplan

Kiwanis 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 Jenifer 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 Ruzecki ♥

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

William and Susan Wagner

Janet and Graham Walker

Robert and Lillian Welcome

Alec and Anne White

Richard Wilson

Kristen and Leo Zerilli ♥

Chip and Margaret Ziering

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

### FY20 GIVING – \$500-\$999

Edward and Mary Anderson  
Beauport Hotel ♥  
Ronald and JoAnn Beck ♥  
Kenneth and Nanci Bishop  
George and Judy Carter  
Jason and Kathryn Chamberlain  
Eric and Francine Clausen  
Peter and Katherine Coakley  
Bruce Cohen  
Bob and Elizabeth Duffy  
Eastern Bank  
Charitable Foundation  
Ira and Susan Evans  
Cynthia Franklin  
Martha Frigoletto  
Robert Gillis and  
Patricia Harrington  
Terence and Melanie Healey  
Kevin and Anne Heffernan  
Kevin and Tara Johnson  
Jeff Kaplan and Alison McCann  
Paul Kenerson and Elaine Abry  
Liberty Mutual

Karen MacCormack and  
Gerald Byrne  
Joshua Massey  
Kim and Kate Meader  
Michael and  
Vivienne Mendelsohn  
Clark and Esther Miller  
Robert and Kathleen Morgan  
David O'Malley  
Jay and Rebecca O'Malley  
Steve Rich  
Lyla Roth  
George and Ellen Sibley  
James and Barbara Siergiewicz  
Michael and Diane Slezak  
William and Blair Steck  
Anthony and Wendy Tarricone  
Jake and Karen Tibbetts  
TNT Cleaning  
Sue Todd ♥  
Walmart  
Ronald and Lisa Welter

### FY20 GIVING – \$100-\$499

Jerry Ackerman  
Bonnie Akerley  
Francis and Rebecca Aliberte  
Amazon Smile  
Bonnie Angus ♥  
Annisquam Sewing Circle  
David and Nan Araneo  
Christine Armstrong  
Marianne Arndt  
Ginger Attaya  
John Auclair  
Tom Aurelio  
James and Kathy Bacsik  
David and Michelle Baer  
Duncan and Carol Ballantyne  
Amy Ballin  
Sharon Bamberg  
John and Joan Bediz  
JoAnn Bell  
Karen Bell  
Benco Landscaping  
Clement and Stephanie Benenson  
Peter Bissinger

Barbara Blankenship  
Robert and Sheila Bodwell  
Lisbeth Bornhofft  
Jay and Julie Boyle  
Ellen Brandenburg  
Peter Brau and Bethany Fritzsche  
Maura Briggs ♥  
Curtis Gollrad and Dale Brown  
Robert and Carol Bullivant  
Sam and Tracey Byrne  
Joshua Cahill  
Peter Calkins and Susan Casey  
Cape Ann Motor Inn, Inc.  
Loran and Frank Caputo  
Barbara Caruso  
The Cave  
Ambar Cerrud-Roux  
Philip Chalmers and Susan King  
Richard and Joyce Chapman  
Kevin and Kathleen Clancy  
Jim Clyde  
Coffee Time Bake Shop  
William and Eliza Colby  
Hugh and Joan Collier  
Emily Collins ♥  
Scott Colon

Roger Corbin and Liz Serpa  
Lisa Correnti  
Denton Crews and  
Katherine German  
William and Stephanie Cuff  
Barbara and Dan Cunningham ♥  
Robyn Cunningham ♥  
Mark and Jackie Curley  
Paul Dangelo  
George Davis and Lisa Bonneville  
Chris and Heidi Dearborn  
Deiulis Brothers Construction Co.  
Donna Deroche  
Stephen and Dawn Dexter  
DMD Premier Group  
Kenneth and Alice Erickson  
Essex Family Chiropractic  
Michelle Ettelson  
Christine Farber  
Francis Fardy  
Carol Farina ♥  
John Farrell  
Lyn Fenollosa  
Ann-Margaret Ferrante  
Wayne and Linda Figurido ♥  
Garth and Liz Fletcher

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

### FY20 GIVING – \$100-\$499

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

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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 Wulff  
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 Brannon  
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 Fiaschetti  
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  
Michaeline 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  
Arline 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

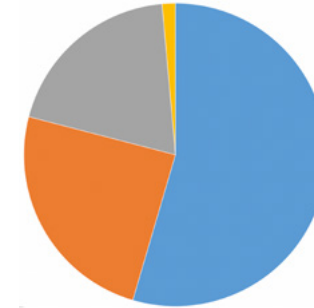
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## Financials

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.

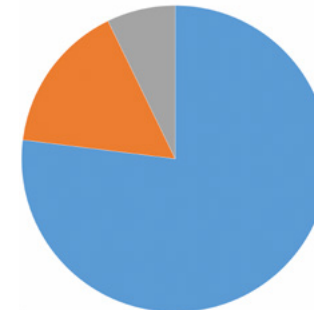
### FY20 REVENUE

Federal Grants	\$ 4,575,976	55 %
State Contracts and grants	\$ 2,055,331	24 %
Private gifts, grants and in kind	\$ 1,638,564	20 %
Parent fees and other	\$ 119,416	1 %
<b>Total</b>	<b>\$ 8,389,287</b>	<b>100 %</b>



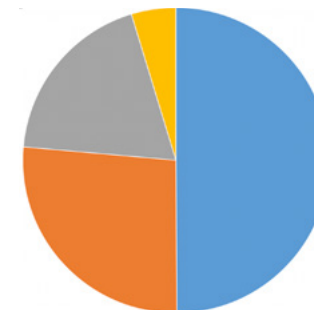
### FY20 EXPENSES

Program Services	\$ 6,392,485	77 %
Administrative & Program Support	\$ 1,314,155	16 %
Fundraising	\$ 599,562	7 %
<b>Total</b>	<b>\$ 8,306,202</b>	<b>100 %</b>



### FY20 DEVELOPMENT REVENUE

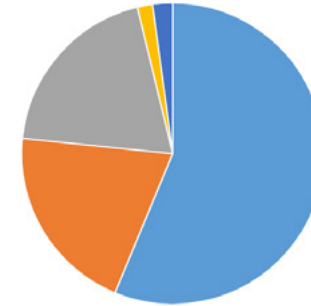
Individual Gifts	\$ 652,166	50 %
Foundation & Grants	\$ 346,000	26 %
Special Events	\$ 246,880	19 %
Unsolicited / Memorial Gifts	\$ 61,530	5 %
<b>Total</b>	<b>\$ 1,306,576</b>	<b>100 %</b>



## Financials

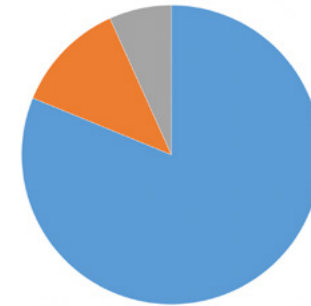
### FY21 PROJECTED OPERATING REVENUE

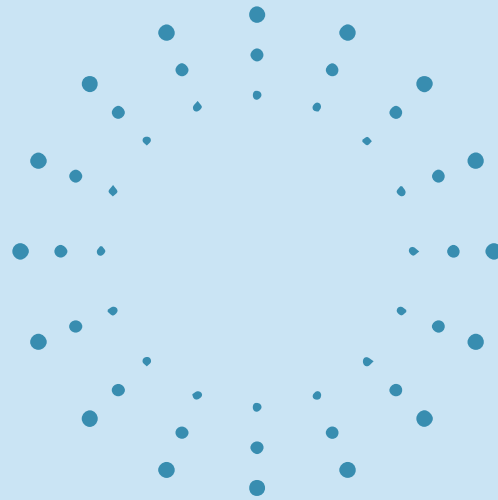
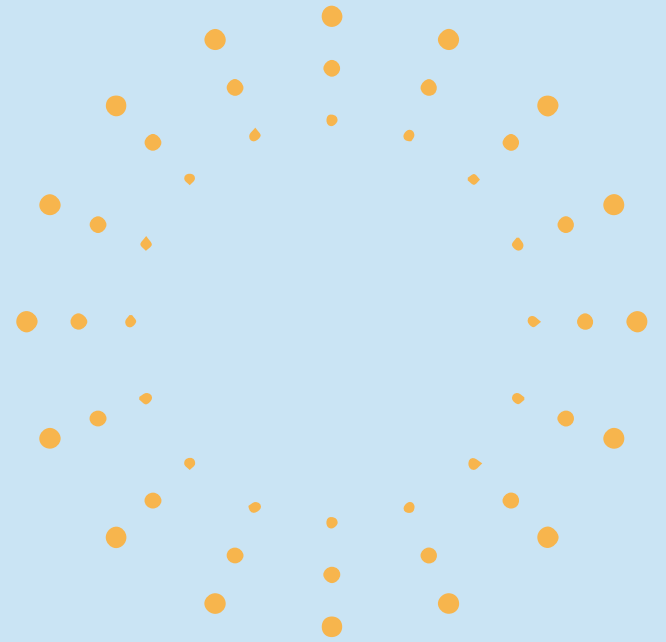
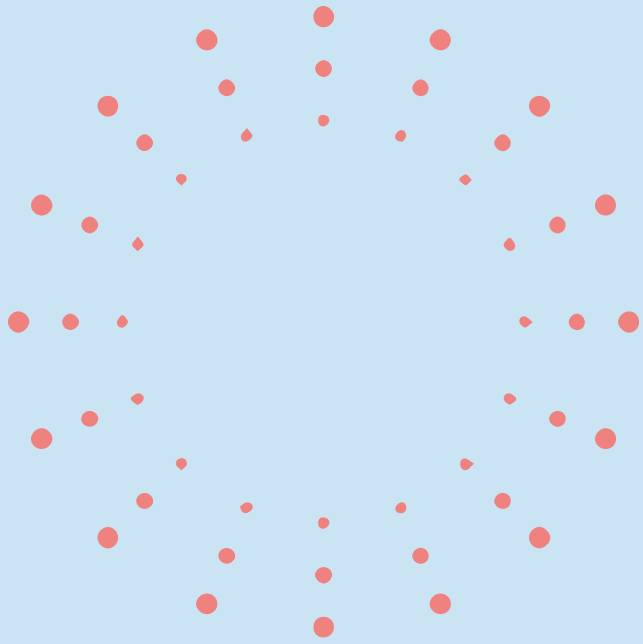
Federal Grants	\$ 4,827,908	56 %
State Contracts and grants	\$ 1,748,695	20 %
Private gifts, grants and events	\$ 1,683,808	20 %
Parent fees and other	\$ 141,000	2 %
Use of restricted funds	\$ 183,088	2 %
<b>Total</b>	<b>\$ 8,584,499</b>	<b>100 %</b>



### FY21 PROJECTED EXPENSES

Program Services	\$ 6,965,560	81 %
Administrative & Program Support	\$ 1,035,670	12 %
Fundraising	\$ 578,295	7 %
<b>Total</b>	<b>\$ 8,579,525</b>	<b>100 %</b>
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

Beverly Center  
292 Cabot Street  
Beverly, MA 01915  
978.236.4101

Salem Center  
79 Willson Street  
Salem, MA 01970  
978.515.5400

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