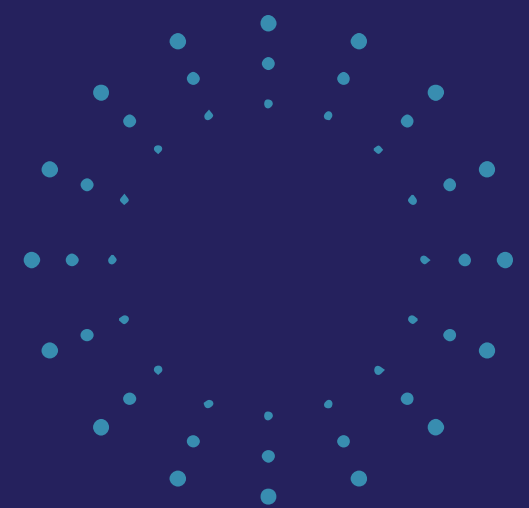


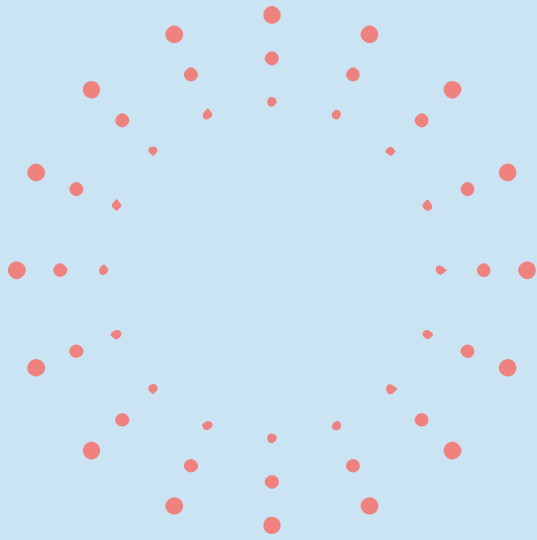
The Power of Pathways

والطريق
Pathways for children
Since 1967

Gratitude Report FY 2021

July 2020 – June 2021



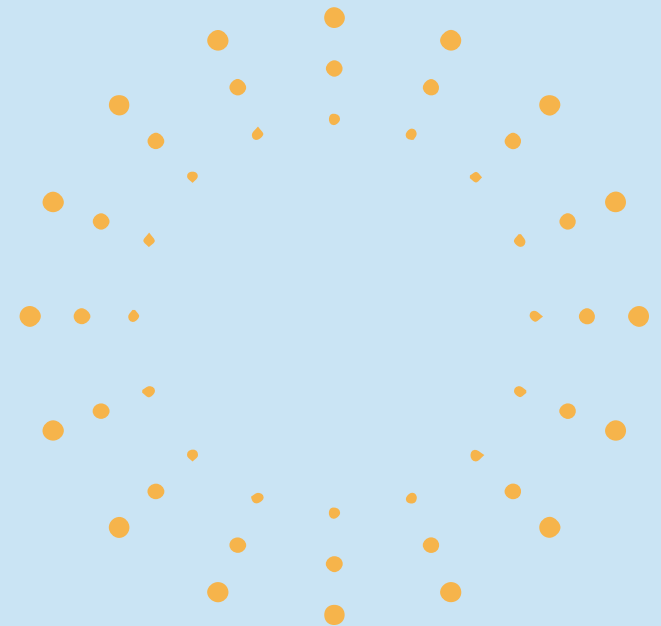
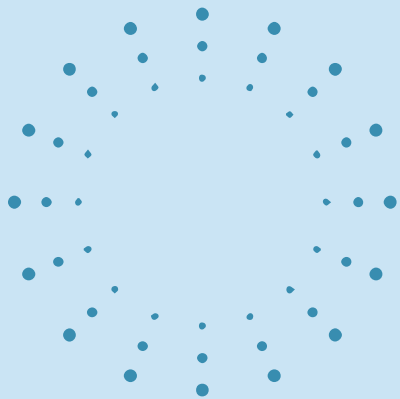


The Power of Pathways

Pathways provides opportunities –
opportunities are power.

Pathways offers choices –
choices are power.

Pathways builds knowledge –
knowledge is power.



A Message from Our President and CEO Eric Mitchell

When FY 2021 began in July of 2020, prospects for the coming year were uncertain. We were five months into the pandemic and experiencing the virus's second major wave. The economy had collapsed in response to quarantine mandates, and no one knew when vaccines would be available to slow the spread of the virus and allow for a return to life as we knew it.

Now, two years later, child care has changed immeasurably, and children, families, early childhood professionals and whole communities are feeling the impact. These past two plus years have been difficult for everyone, particularly those who have lost relatives and friends or have struggled with the health and financial impacts of COVID-19. I am proud to report that the Pathways family has pulled together to support our people and the communities in which we live and work, to help each other through these difficult times.

While the pandemic has brought many challenges, it has also taught many of us some very important lessons. We learned to protect our people as best we can. We learned that we need to find new ways to connect with others. We learned that we need to take time for ourselves and balance our personal and work lives. We learned to



appreciate the many simple pleasures we took for granted - like being in-person - until they were gone.

Throughout the pandemic, I am proud to report that Pathways lived our mission; we adapted as necessary in a constantly changing environment and created innovative systems and routines that will continue into the future. We led with our values, taking a "people first" approach to support the children and families in our communities when they needed it most.

As you will see in the coming pages, we firmly believe that the Power of Pathways comes from the caring and compassionate people who live and breathe our shared mission every day.

Thank you for your trust and support. We look forward to many more years of learning, growing, serving and collaborating.

Board of Directors (FY 2021)

Our dedicated and fully engaged Board of Directors represents areas of expertise dictated by our strategic goals and the specific needs of our children, families and communities. Each director actively supports our efforts to continually improve our services and identify unmet needs within our communities.

OFFICERS OF THE CORPORATION

Eric Mitchell – President and CEO

Elizabeth Redmond – CFO and Assistant Treasurer

OFFICERS

Chair: Tom Zarrella, Gloucester

Vice Chair: Greg Smith, Beverly

Clerk Secretary: Jessica Connors, JD, Beverly

DIRECTORS

Bill Cuff, Gloucester

Abigail Gold, Gloucester

Chanel Jackson, Boston

Cheryl Marks, Gloucester

Steve Mersky, Tyngsboro

Judson Reis, Gloucester

Marlene Seltzer, Gloucester

Kristina Simon, Gloucester

Cheryl Walsh, Wenham

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



WE NURTURE CHILDREN

by providing quality education and care for children from birth to age 13 in a safe, structured and strength-based setting, enhanced by a wide variety of support services through the following programs:

- Head Start and Early Head Start
- School Age Care
- Whole Family Support Services
- Dolly Parton's Imagination Library



WE ENHANCE COMMUNITIES

by providing professional development opportunities for current and future youth-serving professionals through the following programs:

- Youth at Risk Conference
- Education and Social Work Internships
- Career Pathways
- Holiday Support
- Countdown to Kindergarten



WE SUPPORT FAMILIES

by educating caregivers and family members to help them provide loving, engaging and responsive environments and encouraging them as they develop confidence in their abilities through the following programs:

- Family Enrichment Program (FEP)
- Coordinated Family & Community Engagement (CFCE)



WHAT WE BELIEVE:

Pathways' core values are at the heart of what our organization stands for in the world.

Respect: We believe everyone is on a path to excellence, has a voice, and deserves recognition. Our commitment to respect at all levels strengthens our organization and our community.

Trust: We build trust with those we serve through a holistic approach that prioritizes care, education and learning to create safe, nurturing environments.

Collaboration: We work with each child and family in a collaborative way that allows us to provide customized care based on individual needs.

Opportunity: We seek to offer children and their caregivers access to opportunities that build skills, inspire confidence and create self-awareness.

Locations & Services

- EDUCATION CENTERS:**
 Beverly, Gloucester, and Salem

- Head Start:**
 Serving 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 and Rockport

- Family Enrichment Programs (FEP):**
 Serving all of Essex County

- Coordinated Family & Community Engagement (CFCE):**
 Serving Essex, Gloucester, Manchester-by-the-Sea, and Rockport

- Countdown to Kindergarten:**
 Serving Gloucester and Rockport

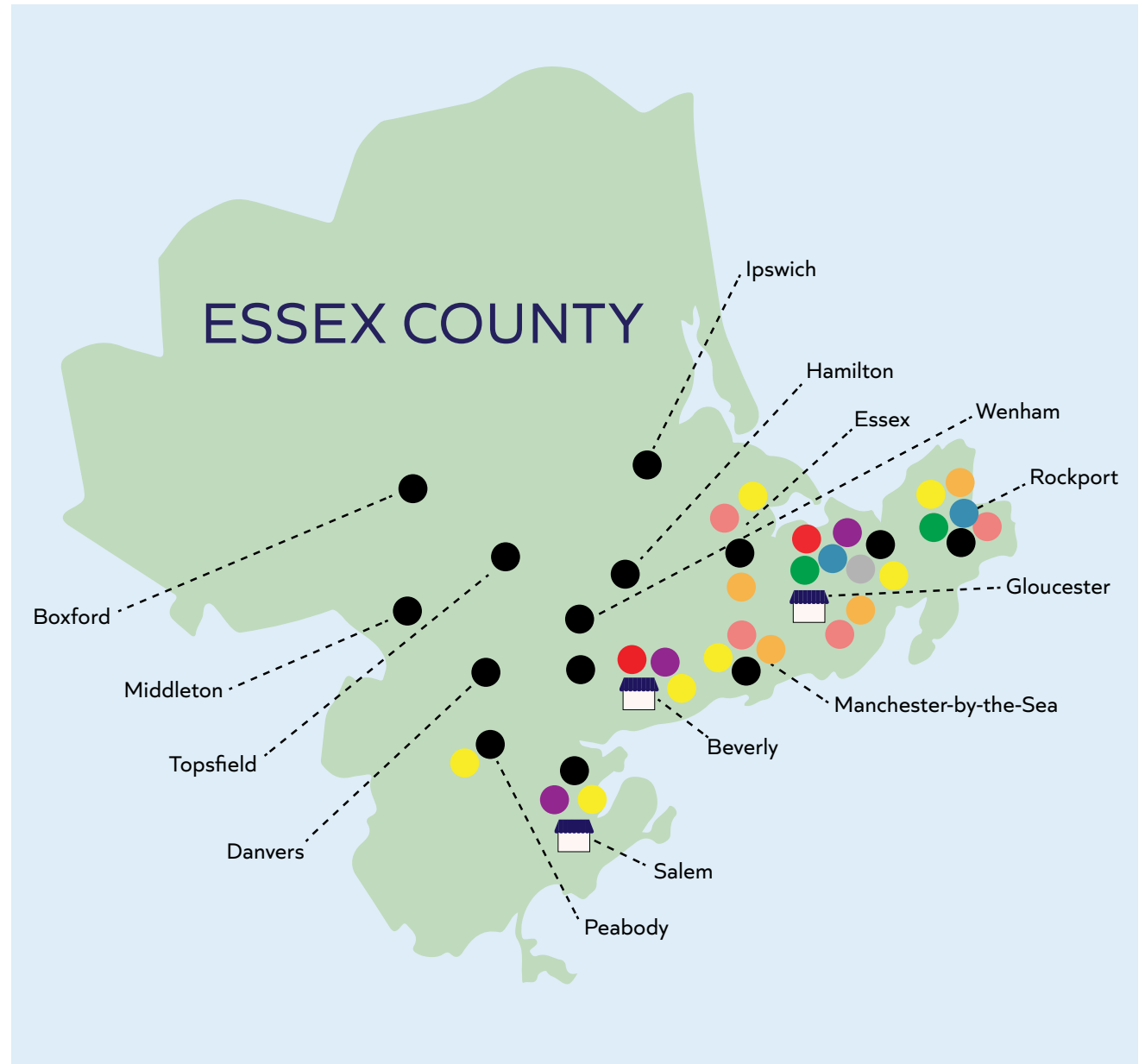
- Youth at Risk Program:**
 Serving Massachusetts and Southern NH

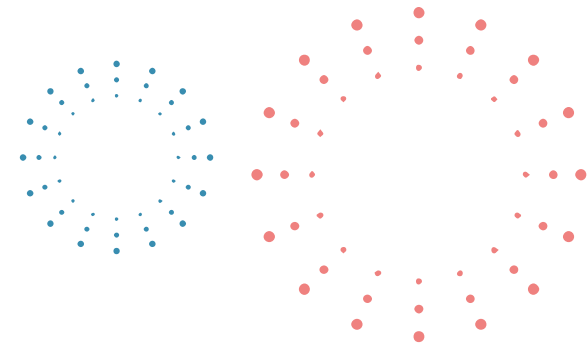
- Early Childhood Internships:**
 Beverly, Gloucester, Salem

- Social Work Internships:**
 Gloucester

- Career Pathways:**
 Beverly, Gloucester

- Dolly Parton's Imagination Library:**
 Beverly, Essex, Gloucester, Manchester-by-the-Sea, Peabody, Rockport, Salem





You Make a Difference to Families Like Sahar's

WE NURTURE CHILDREN

Each child is unique, and the pathway to every child's full potential is different. Pathways' programs and services are designed to help our students establish a foundation that will set them up to achieve more in school and life, be physically healthier, emotionally resilient, and ready to successfully participate in society.

"Pathways gives strength back to families. I'm so happy to be a part of it."

My daughter is four going on five and she started at Pathways this year. My son is just 2 and 9 months old and he'll be joining the program next week. They are very excited. They love coming into the building, seeing the teachers. In her time here, my daughter has really grown in her independence. She gets excited about the things they are doing, and even likes picking out her outfit with me the day before. She loves having other kids in the classroom... I think after COVID, just socializing with other children on a daily basis and creating those relationships is so important for her.

Pathways has been good for me too this year! We don't really have a lot of family, and obviously through COVID a lot of people got separated and had to quarantine. In general, my kids don't have a lot of cousins and aunts and uncles around. So, these teachers and staff have kind of become that for us. They're like a little family – a community.

It's not just about your kids coming here. They really care about you as a family. I feel that's amazing because it makes you feel you're a part of something bigger. They take care of us in all types of ways. They give strength back to families. I am so happy to be a part of it.

– Sahar, Pathways parent

Whole Family Support Services

We believe that providing extensive wraparound services is vital to a child's development and that children whose health and wellness needs are met will be more focused, and better able to learn. Therefore we have established a holistic, whole family support system that includes:

Social Work Support – Pathways' highly trained social workers apply a child-centered, family-focused, trauma-informed approach to working with children and families. They connect families with critical resources and become trusted family partners in times of need and crisis, and help caregivers achieve family goals.

Comprehensive Health and Nutrition Services – The Health and Nutrition staff conduct hearing and vision screenings, develop menus that include healthy meals and snacks and communicate with teachers, parents and pediatricians when health issues arise.

Special Education/Mental Health Services – Behavior Support Specialists provide support to students with emotional and behavioral issues and engage with families to address those issues. They conduct developmental and behavioral screenings and refer students to special education services from Early Intervention and the Public Schools.

Parent Involvement Activities – In order to support parents in their role as the primary educators and role models for their children, our staff strive to include parents in all areas of our Early Head Start and Head Start programs. Parent involvement opportunities are designed to support parents in developing the leadership skills they need to confidently engage with schools and other community organizations that impact the lives of their children.

Below are some ways parents are encouraged to be involved in their child's program:

- Parent/Teacher Conferences and Home Visits
- Parent Volunteer Opportunities
- Parent Meetings
- Family Goal Identification and Assessment
- Parent Education Programs
- Parent Committees
- Leadership and Advocacy Opportunities
- Policy Council

DOLLY PARTON'S IMAGINATION LIBRARY

In December 2020, Pathways learned that the state earmarked funds to launch Dolly Parton's Imagination Library on Cape Ann, naming Pathways as the administering agency. Private funding was secured to launch the program in Beverly, Peabody and Salem beginning June 2021. The Imagination Library is a book-gifting program for children ages 0-5 that sends one high quality, age appropriate book directly to the homes of registered children each month.

Dolly's vision was to foster a love of reading among preschool children and their families by providing them with the gift of a specially selected book to call their own. Over the last 25 years, Dolly Parton's Imagination Library has sent out tens of millions of books to children under age 5 at no cost to the family.

**570 children
were sent 2,080
books through
DPIL.**

Head Start and Early Head Start

Early Head Start: Serving low-income families with children under age 3

Head Start: Serving children from age 2.9 to 5 from low-income families

The premise of Head Start is simple: all children, regardless of circumstances at birth, have the ability to reach their full potential. Pathways' Head Start programs (Early Head Start and Head Start) promote the school readiness of children from birth to age five with a comprehensive approach centering on four key components.

- **Education:** Provide a variety of learning experiences to help children grow intellectually, socially, and emotionally.
- **Health:** Help families access health services such as immunizations, dental, medical, and mental health, and nutritional services.
- **Parent Involvement:** Involve parents in their child's education and program activities.
- **Social Services:** Provide outreach to families to determine what services they need.

Our research-based curriculum promotes measurable progress and aligns with the Massachusetts Preschool Learning Guidelines, Infant and Toddler Guidelines and the Head Start Early Learning Outcomes Framework. Our staff works hand-in-hand with families to build on each child's individual strengths and needs.




We at Pathways believe that parents are their children's first and best teachers. We partner with families to build mutually respectful and goal-oriented relationships that support strong parent-child relationships, family well-being, and ongoing learning and development for both parents and children.



EHS/HS DATA

Receiving WIC	53 families
Receiving SNAP	54 families
Experienced homelessness:	10 families
Received medical care:	
Head Start:	93% of children*
Early Head Start:	88% of children*
Received dental care:	
Head Start:	62% of children*
Early Head Start:	6% of children*
Children in foster care	16
Receiving Transitional Aid to Families with Dependent Children (TAFDC)	
	17 families
Involved with the MA Department of Children and Families	
	25 families

*Since many health and dental care offices were not taking patients for routine care during much of FY21 these numbers are lower than in typical years.

Center/Program	Number Served*	Average Monthly Enrollment*	Percentage of Eligible Children Served*	Funded Enrollment*
 GLOUCESTER				
Early Head Start	14	87%	87%	16
Head Start	57	57%	50%	100
 BEVERLY				
Head Start	50	55%	35%	90
 SALEM				
Head Start	40	38%	28%	104

*Based on Funded Enrollment

Note: Due to COVID and staff shortages, Head Start allowed for 50% enrollment resulting in higher student/teacher ratios and lower number of children served.

The Report on Pathways' Head Start issued by the US Health and Human Services Secretary stated, "From February 8, 2021 to February 12, 2021, the Administration for Children and Families (ACF) conducted a Focus Area Two (FA2) monitoring review of the Pathways for Children, Inc. Head Start and Early Head Start programs. This report contains information about the grantee's performance and compliance with the requirements of the Head Start Program Performance Standards (HSPPS) or Public Law 110-134, Improving Head Start for School Readiness Act of 2007." The report summary stated that the Head Start and Early Head Start program met in full all of the applicable Head Start Program Performance Standards as required by all federal grantees. Meeting all applicable requirements in full signifies no findings or deficiencies of any kind in any department, thereby, categorizing the program as 100% compliant with all performance indicators.

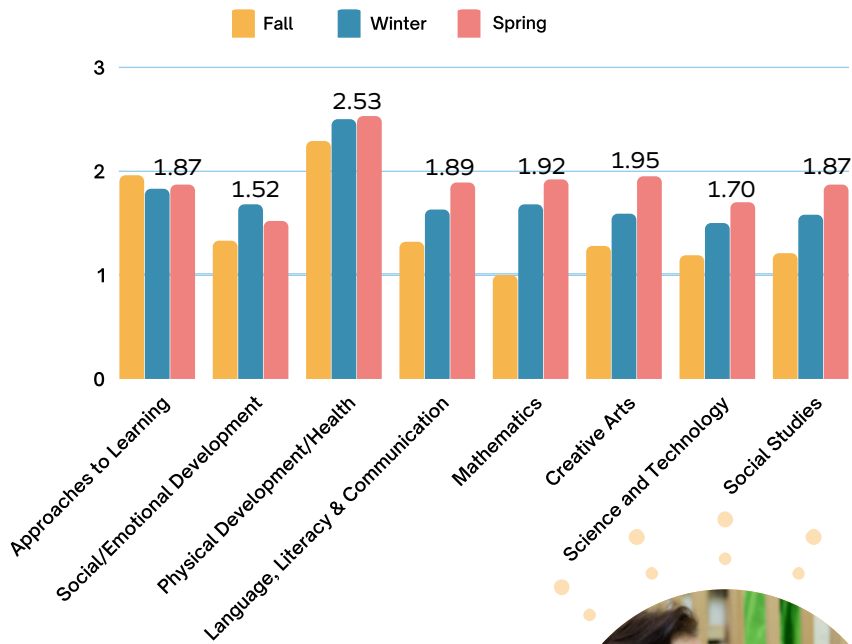
STUDENT ASSESSMENT

Student Assessment is an ongoing process that provides information about a child’s development and learning over time. It helps inform curriculum planning, teaching, and individualized planning for each child across all Head Start Early Learning Outcomes Framework domains. Pathways uses the COR Advantage observational assessment tool linked to our curriculum and lesson planning. The following scores are based on a 0 to 3-point scale for Early Head Start and 0 to 7-point scale (with 7 points as the highest rating) for children ages 0-5. The categories align with the Head Start School Readiness Domains.

EARLY HEAD START

Total Children Enrolled..... 82

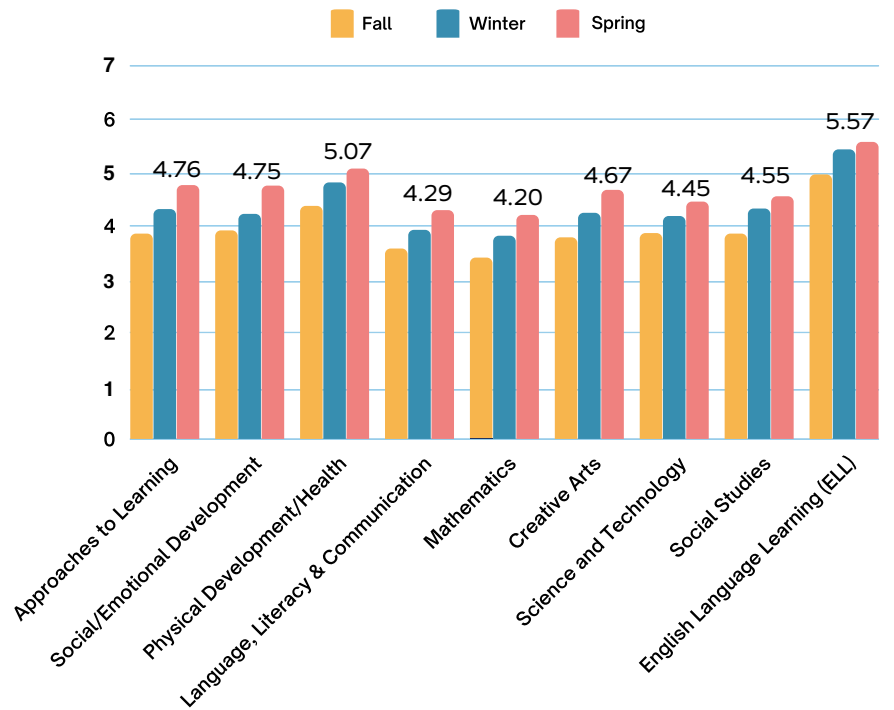
Total Children Assessed..... 82



HEAD START

Total Children Enrolled..... 147

Total Children Assessed..... 77



Note: Due to COVID and staff shortages, Head Start allowed for 50% enrollment resulting in higher student/teacher ratios and lower number of children served.



You Make a Difference to Parents like Yda

“I want people to know this school literally changed my life.”

I've been a part of Pathways for 8 years. My first son who is 11 has been coming to Pathways since he was 3, then my daughter attended; she's now 6. Now my three-year-old is attending Head Start. I've been here a long time, and I am in love with Pathways for all my kids.

My oldest was born four weeks early and had a speech delay, so we were referred to Pathways through Early Intervention. He also had trust issues, because his father left at such a young age, so it was hard for him to open up and let people get close. Every day, his teacher would come and hug him. She developed a special hand shake just for him. Over time he opened up and learned it's okay to let strangers come in and love and care for you like your own mom does.

It means a lot to me as a mom that he and all my kids have a special bond with their teachers. They are amazing people. You can go to them, confide in them and they won't judge you. They don't look at you differently. They want to help. There have been problems I've had, and they were there for my kids and myself, with resources and support. Without them, I probably wouldn't be where I am today.

I just want everyone out there to know that this school literally changed my life.

– Yda, Pathways parent

School Age Care

When school's out, Pathways is in! Pathways' School Age Care program (or SAC) provides education and care in a safe and structured environment for children from ages 5 to 13, after school, in the summer and during school vacations. SAC offers fun and interactive enrichment activities designed to engage students creatively, emotionally, intellectually and physically, empowering them to explore and discover the opportunities in their lives.

The program incorporates into all of its activities a strong focus on social and emotional learning to support each student's ability to overcome the challenges they face on a daily basis, to help them set and meet their goals, and develop to their full potential. Teachers create opportunities for students to learn, and a variety of Science, Technology, Engineering, Arts and Math (STEAM) and recreational enrichment activities are enjoyed daily. Students learn to dance, act, sing, cook, paint, play instruments, participate in performances, and explore a variety of creative media.

SAC's strength-based approach recognizes, builds and nurtures students' innate skills and talents. School Age Care's goal is for our students to experience a healthy and successful childhood – leading to a healthy and successful adulthood.

The School Age Care program served 66 children in FY21.

This year SAC established a partnership with the Cape Ann YMCA, allowing our students to attend two times each week during the summer program.



WE SUPPORT FAMILIES

Parents and caregivers are among the most important people in the lives of children. Pathways recognizes the unique strengths that families bring to each child’s foundation.

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 successfully. 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.

In FY 2021, FEP acted quickly to meet families’ needs amid the stress of the COVID-19 pandemic, providing 2,122 supportive actions (referrals, calls, follow-ups, grocery gift cards, holiday help, etc.) as compared with 1,234 in the previous year - a 72% increase.

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 a wide variety of experiences. We also provide evidence-based parenting programs designed to strengthen the bond between children and their families.

Nurturing Parenting® Program is a nationally recognized program that involves the entire family. The 15 week program is designed to build caregivers’ skills and child development knowledge so they may provide their children with safe, stable, and nurturing environments. The program is offered in English and Spanish to families with children from birth to 12 free of charge.

Parent Mentor Program recruits and trains community members to mentor parents in need of one-on-one support. Mentors model healthy relationships, interact with their mentees in a non-judgmental, supportive manner, and assist mentees 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 professionally guided, drop-in support group that provides parents with a forum for support and discussion, offered weekly in English and monthly in Spanish.

FEP DATA

FEP served 156 individuals and 124 families in FY21

Nurturing Parenting® Program:	47 participants
Crianza con Cariño:	10 participants
For School Aged Children:	34 participants
Nurturing Skills:	3 participants
Parent Mentor Program:	9 parents with 8 volunteer mentors
Teen Mentor Program:	9 school-aged children with 8 volunteer teen mentors
Parent Connection, offered in English and Spanish:	62 participants

You Make a Difference to Caretakers Like Barbara

“This class, the staff, the other parents, the friends I made – they all taught me so much and I taught them. We help each other, encourage each other.”



I came to Pathways when my granddaughter came to live with me. You see I'm 63 years old, and it's been a long time since I've raised a baby. When my youngest and her daughter moved in, I was doing most of the parenting and knew it wasn't always working. I said to myself, "I'm going to take a class; maybe I can learn a few things." And I did – a lot more than I thought I could.

And then my daughter made a mistake – a huge mistake.

We had a lot of loss in the family. My husband died early, from brain cancer after only 2 months. Then my son died when he was just 23 – a severe asthma attack. My daughter... she just bottled it up. She fell in with some wrong people, and on July 4th, she overdosed while the baby was with her. I picked up the baby, but DCF came to the house that night and took my granddaughter away. My daughter never did anything wrong before, never been in trouble. I told her, "You made one bad decision. It happens, but if it happens twice, that's not a bad decision. That's it." I was so angry she put my granddaughter in that position. It hurt me – hurt me bad.

I knew right away that once my daughter was released from custody and treatment, she would come back to live with me – forever. And her baby too. That way I could keep an eye on them, help my daughter fight her fight and make sure my granddaughter has what she needs. I've met with DCF, the rehab people and the judge. I told them about the Nurturing Class, that I am making sure I know what is right parenting these days. Like I learned you can't give babies apple juice! Things have changed. The judge, DCF – they all know that I am committed to my granddaughter's well-being. DCF just did a home inspection and hopefully a few weeks after my daughter has been released into my care, we'll be ready for her daughter to come home too.

Being a parent is not easy. It's a 24/7-day-a-week job. You can't run away. You choose to be a parent. It's your responsibility now. This class, the staff, the other parents, the friends I made – they all taught me so much and I taught them. We help each other, encourage each other. There's no judging – we're all just there to do our best. I am so grateful and look forward to taking the class again.

– Barbara, Pathways grandparent

Coordinated Family and Community Engagement Program

The Coordinated Family and Community Engagement (CFCE) program is locally based and provides child development services and resources to families with young children. It provides educational activities, programs, information and resources to expectant parents and families with children from birth to age 8.

CFCE promotes and supports:

- Parent education and family engagement
- Early literacy and child development
- Collaboration between local early education and care partners
- Transition between early education and care settings
- High-quality programs and service delivery

CFCE provides families with access to comprehensive services, supports and programs including:

- **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.
- **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.
- **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!

CFCE also offers direct, one-to-one support for families in need of referrals, resources, and services within the community.

CFCE DATA

Welcome Baby/Happiest Baby	10
Positive Solutions	26
Playgroups	150
Gloucester Housing Authority	90
Countdown to Kindergarten	300
Resource, referral & information	200
Ages & Stages Developmental Screenings	15



WE ENHANCE COMMUNITIES

Pathways added career and professional development programming to our roster in FY 2021 to support and reinforce those our communities rely upon to help our children grow and thrive.

Even before COVID-19, childcare centers nationwide struggled to maintain enough trained staff to meet the needs of local families; the pandemic exacerbated this teacher shortage.

For Pathways, the shortage of qualified early childhood educators has been one of the most significant challenges of the pandemic, resulting in a wait list of families who are desperate to find affordable, high-quality care for their children. Providing career training and professional development opportunities is Pathways' answer to the challenge.



Career Pathways

Teaching future early childhood education teachers

Pathways partnered with North Shore Community College in 2020-2021 to bring the Career Pathways program to our communities. This program aims to strengthen and grow the field of qualified early childhood educators to meet families' needs for access to high quality, reliable childcare.

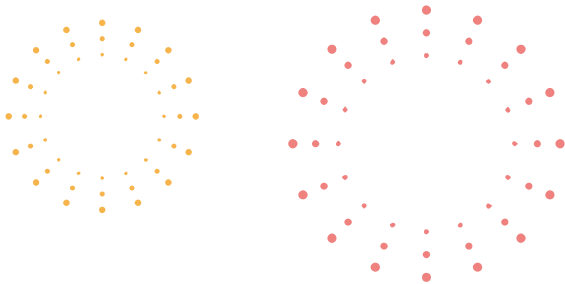
In FY 2021, Career Pathways provided free virtual classes and support to 86 adult students interested in entering the Early Childhood Education field. To remove barriers to participation, enrollment in the program included Chromebooks, textbooks, Market Basket gift cards, and Lakeshore Learning gift cards. In preparation for classes, both our Gloucester and Beverly sites received extensive renovations, creating state of the art learning centers.

Internships

Providing professional learning opportunities

Pathways believes in providing opportunities and experience for future generations of early childhood education and social work professionals. Participating students come from local community colleges and universities such as Salem State University and North Shore Community College.

Student/Teacher interns work in an early childhood classroom under the supervision of an educator committed to helping them practice and refine their skills. Social Worker interns work alongside seasoned professionals to hone their skills and fulfill their academic requirements.



Youth at Risk Conference

Changing the lives of youth service workers every year

In FY21 Pathways became the official nonprofit administering partner of the Youth at Risk (YAR) Conference, and with the support of the YAR Committee, successfully conducted the 20th annual conference virtually. The volunteer YAR Committee is comprised of nearly two dozen professionals representing key Essex County and state youth serving organizations.

The fully virtual YAR conference was held on May 26, 2021, with 585 attendees representing more than 247 organizations and 98 communities in Massachusetts and Southern New Hampshire. The conference focused on professional development, healing, wellness and celebration of the voices and spirit of youth.



The 2021 YAR Conference offered 38 specialized concurrent workshops and three Keynotes:

- **Dr. Robert Sege, MD, PhD**, Professor of Pediatrics and Medicine at Tufts University School of Medicine, explored ways to incorporate trauma-informed care into the services youth-at-risk professionals offer.
- **Carrie Stack, MEd**, a Certified Life Coach, author, motivational speaker and a YAR favorite, addressed the risk of staff burnout.
- The day ended with an inspiring presentation from **Project 351**, titled "Youth-Led Strategies for Racial Equity." Project 351 builds a movement of youth-led service by engaging a youth "Ambassador" from each of Massachusetts' 351 cities and towns. The presentation highlighted The Playbook Initiative, a partnership between Project 351 and the Boston Celtics, in which trained youth leaders worked with middle school students to combat discrimination and bias.

Pathways' Board of Directors established the Sue Todd Scholarship award at Salem State University for undergraduate and graduate social work students. Congratulations to the 2021 recipient, Katelyn Martin.

Financials

The financial statements of Pathways for Children, Inc. for the year ending June 30, 2021 were audited by AAFCPAs, Westborough, MA, whose unmodified opinions on the financial statements and compliance with the major Federal program were dated November 10, 2021. 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.

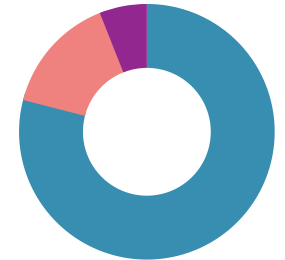
FY21 REVENUE

Federal Grants	\$4,464,564	54 %
State Contracts and grants	\$1,950,676	24 %
Private gifts, grants and in kind	\$1,597,015	19 %
Parent fees and other	\$ 248,874	3 %
Total Revenue	\$8,261,129	100 %



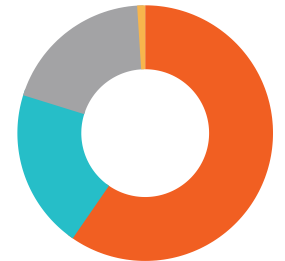
FY21 EXPENSES

Program Services	\$6,388,639	79 %
Administrative & Program Support	\$1,215,556	15 %
Fundraising	\$ 449,703	6 %
Total Expenses	\$8,053,898	100 %
Net Surplus/Loss	\$ 207,231	



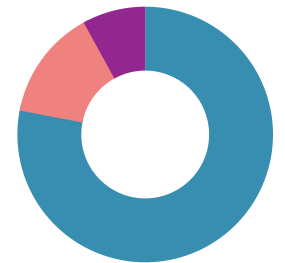
FY22 BUDGET - REVENUE

Federal Grants	\$5,202,496	59 %
State Contracts and grants	\$1,792,168	20 %
Private gifts, grants and events	\$1,710,000	19 %
Parent fees and other	\$ 113,000	1 %
Total Revenue	\$8,817,664	100 %



FY22 BUDGET - EXPENSES

Program Services	\$6,802,693	78 %
Administrative & Program Support	\$1,209,314	14 %
Fundraising	\$ 667,257	8 %
Total Expenses	\$8,679,264	100 %



PHILANTHROPY

provides opportunity and possibilities

Philanthropy allows Pathways to provide the expanded services that set us apart. Whether in the form of time, talent or treasure, Pathways supporters choose to gift POSSIBILITY to others.

Philanthropy provides more than 15% of Pathways' annual budget. Without that support, we'd have to do 15% less, serve 15% fewer people. Our purpose is NOT to do less. Our responsibility is to do more - to serve more people in more places with more programs and more services. As long as the need exists in Essex County, our goal is to be there.

Philanthropy provides the flexible funding needed to respond to crises and take advantage of opportunities. Philanthropy enables us to create opportunities for families that are easier to access; to meet families where they are.

Your choice to participate changes lives.

Pathways for Children is a 501(c)(3) not-for-profit institution and therefore tax deductible.

You can change lives through:

- Direct donations - visit pw4c.org
- Gifts of stocks, securities or life insurance
- Double your gift through your employer's Matching Gift Program.
- Naming opportunities available at various giving levels.

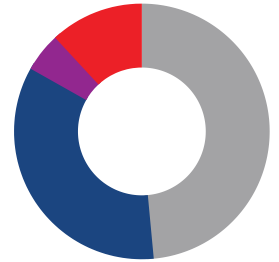
You can mail a check made payable to:

Pathways for Children
29 Emerson Ave
Gloucester, MA 01930
Attention: Development



FY21 DEVELOPMENT REVENUE

Individual Gifts	\$ 573,732	49 %
Foundation and Grants	\$ 411,850	35 %
Fundraising	\$ 54,350	5 %
Unsolicited / Memorial Gifts	\$ 141,417	12 %
Total Development Revenue	\$1,181,349	100 %



**This report is created
with deep appreciation
for all who make
our work possible.**

In-Kind Gifts from Individuals and Organizations made July 1, 2020 – June 30, 2021

The following households and organizations have made contributions of their time, talent or material goods to help support our work.

FY21 GIVING – IN-KINDS FROM INDIVIDUALS

Bonnie Angus	Michelle Fyrer
Zobeida Beaulieu	Erika Garcia
Dawn Bernard	Gail Gauthier
Joseph and Debbie Bishop	Abigail and Alex Gold
Fatima Bouzidi	Mary Goodwin
Laurie Buller	Joanne Granese
Jeanine E. Burns	Marcia and Richard Huttner
Shobanne Castro	Sara Ibrahim
Karen Feder Cooper	Jemilia MacDonald
Robyn Cunningham	Karen Marie
Liz Davidson	Wesley and Kristin
Cheryl and Paul DePrimio	McGinn-Straub
Joe and Monique Frate	Shaelene McGuinness
Johanna Fulford	Wanda Pagan Rivera

Guy Parsons and Carolyn Howard
Bo Perkins
Tefta Polena Golemi
Luz Rivas
Leann Schaejbe
Kim Schillinger
Matthew, Katelyn and
Mookie Stagno
Heather Swain
Laura Trainor
Diana Travascio
Leah Whitcomb

FY21 GIVING – IN-KINDS FROM ORGANIZATIONS

Action, Inc.	Heinemann Publisher
Balsam Technologies Inc.	Manchester Essex Regional High School
Beverly Fire Department	North Shore Head Start
Boston Children’s Hospital Injury Prevention Program	Pajama Program
Cabot Theater	Precision Roofing
College Women’s Club of Cape Ann	Salem Public Schools
Copper Dog Books	Salem State University
Cottage Gardening, Inc.	Sawyer Free Library
CrossFit Wicked	SeniorCare Inc.
Dollar Tree	Shore Country Day School
Endicott College	St. Vincent de Paul Society of Holy Family Parish
Ewing Enterprises Inc.	Star of the Sea Church

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 FY21 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, 2020 – June 30, 2021

FY21 GIVING – GREATER THAN \$25,000

John and Mollie Byrnes ♥	Clark R. Smith Family Foundation
Cummings Foundation	United Way of Mass Bay and Merrimack Valley
Essex County Community Foundation	David Walt and Michele May
Susan J. Gray	
The Linden Foundation	
Nordblom Family Foundation	
Small Steps Fund of the Essex County Community Foundation	

FY21 GIVING – \$10,000 - \$24,999

Amory and Deborah Aldrich	Eastern Bank Foundation	Novack Family Foundation
Alfred E. Chase Charity Foundation	William V. and Betty M. Ellis Foundation	Leslie S. Ray & Marcia C. Ray Foundation
Robert Amory	Garth and Lindsay Greimann	Judson and Lisa Reis ♥
Anonymous	Institution For Savings Charitable Foundation	Rockport Mortgage Corporation
Applied Materials Foundation	Loeber Family Foundation	Fred and Judy Schmid
Michael Bresnan and Mary Ann Sherry	Dan Lyons	The TJX Foundation, Inc.
Cell Signaling Technology, Inc.	Norman M. MacFarland	Jerome and Anne Trupiano
Charles Sanders Trust	Edward S. & Winifred G. Moseley Foundation	Winning Home Inc.
Jessica and Christian Connors ♥	New England Biolabs ♥	
Linzee Coolidge		
Robert Crandall		

Gifts Made July 1, 2020 – June 30, 2021

FY21 GIVING – \$5,000 –\$9,999

John W. Alden Trust
Dianne Anderson ♥
Bruce J. Anderson Foundation
Anonymous (3)
Beauport Financial Services, LLC ♥
Rein and Nancy Beeuwkes
Stephen and Jill Bell
Linda Bowden
Cape Ann Savings Bank
Allan and Kathe Cohen
Seth and Kelly Cutter ♥
The Douglass Family Foundation
Dunkin’
Foundation M
Gifford Family Foundation
Jim Gutstadt and Nancy
Goodman
Jerry and Margaretta Hausman
Claire Hurst
Stephen Kaloyanides Jr.
Lahey Health Shared Services
Arthur McCarthy and Janice
Coakley
Steve Mersky and
Heather Morris Kyer ♥
Joseph and Eileen Mueller
People’s United Community
Foundation of Eastern Mass, Inc.
Joseph and Maggie Rosa
Sarah G. McCarthy Memorial
Foundation
David and JoEllen Sweet ♥
TD Charitable Foundation
The Peter and Elizabeth C. Tower
Foundation
Cheryl and John Walsh ♥
Richard Weiss and
Barbara McLaughlin
Youth Villages
Tom and Kristin Zarrella ♥

FY21 GIVING – \$1,000- \$4,999

A. Lyons & Company, Inc.
AAFCPAs
Stefan Abramo and Barbara
Ennis-Abramo
The AMG Foundation
Anonymous (2)
BankGloucester
Beate Becker-Vavak
John and Janis Bell
The Blackburn Giving Fund
The blumshapiro Foundation
Bill and Katherine Bonaccorso ♥
Gina Bourgoin
Thomas Burger and
Andree Robert
Geoffrey and Elizabeth Buswick
Carlson Family Trust
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Ted and Jan Charles
Peter and Katherine Coakley
John and Bayard Cobb
Henry and Ann Cook
William and Stephanie Cuff ♥
Energy North Incorporated
Charles and Caroline Esdaile
Peter Feinstein and
Miriam Weinstein
First Church in Wenham
Congregational
Forest Foundation
Gloucester Female Charitable
Association
Beth Graham and William Schulz
Carl and Judy Gustin
Susanne Guyer and Thad Carpen
Kathy Hamilos ♥
Brian Harley
Bill and Rose Hausman
Jill Heine
Mary Hintlian

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Peter and Kim Macleod
Millet Trust Fund
Million Dollar Round Table
Foundation
Allison and Joseph Mueller
The Isaac Munroe Foundation
for Children
Nathaniel & Elizabeth P. Stevens
Foundation
Nicholas Novello and Shannon
MacDonald
Pediatric Associates of Greater
Salem and Beverly
Plummer Youth Promise, Inc.
Frank and Ellen Previte
Prudential Financial Inc.
Ralph and Faye Puopolo
Elizabeth Redmond
W.T. Rich Company
John and Wendy Root
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Adelard A. Roy & Valeda Lea Roy
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Kate and Don RuzECKI ♥
Arthur Ryan
Salem Five Charitable Foundation
Marlene Seltzer and
Janice Ambrose ♥
Kristina and Paul Simon ♥
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Greg and Nancy Smith ♥
St. John’s Episcopal Church
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Robert and Carolyn Stewart
Steven and Joyce Tadler
Anthony and Wendy Tarricone
William and Susan Wagner
Janet and Graham Walker
Robert and Lillian Welcome

White Mountains Capital LLC
Giving Committee
Richard Wilson
Kristen and Leo Zerilli
Chip and Margaret Ziering

FY21 GIVING – \$500- \$999

Francis and Rebecca Aliberte
Glenn Alto ♥
Edward and Mary Anderson
Anonymous
Babson & Company
Gordon Baird and Joanne Hart
Leif Bakland
Ann Banks
J.J. and Jacquelyn Bell
Kenneth and Nanci Bishop
Brookline Bank
Bethany and Joseph Calomo
Cape Ann Marketplace, LLC
Gib and Sarah Carey
Janice Carlberg
Jason and Kathryn Chamberlain
Eric and Francine Clausen
Chris and Bonnie Covington
Philip and Eve Cutter
Emily Delpadre
Marjorie and David Demeter
Dana Duhaime
Ira and Susan Evans
Roger Garberg and Marion Sibley
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Lisa and Andy Gonzales
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LeahGrace Kayler
Paul Kenerson and Elaine Abry

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Daphne Fevrier-Mitchell
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Ruth Pino
Geoffrey Richon
Laraine and Robert Rosenblum ♥
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Harbor
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Chris Sinagra
Michael and Diane Slezak
Thomas and Mary Spittle
Newton and Judith Spurr
Temkin Financial Group, LLC
Gavin Walsh
Thomas Wanderer
Alec and Anne White
Matthew Whitlock and
Penny Neal

Gifts Made July 1, 2020 – June 30, 2021

FY21 GIVING – \$100- \$499

Amazon Smile
Joan Amero
Judith Andrews
Anonymous
Applied Materials
Amanda Babson
James and Kathy Bacsik
Bass Rocks Golf Club
Ronald and JoAnn Beck
John and Joan Bediz
Karen Bell
Mikki Blazak♥
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David Brown
Amy Bruce
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Patricia and Kevin Burke
Hugo Burnham
William and Geraldine Butman
Joshua Cahill
Andy and Peggy Calkins♥
Michael and Nina Calomo
Cape Ann Mechanical Services
George and Judy Carter
Holly Cavanaugh
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Michael and Lisanne Cirullo
Kevin and Kathleen Clancy
Jay Clapp
Coffee Time Bake Shop
William and Eliza Colby
Hugh and Joan Collier
Tim and Emily Collins
Roger Corbin and Liz Serpa
Scott Cowen
Edith Craig
Denton Crews and
Katherine German

Charlie Crowley and
Claire Sanford
Joan Cummiskey
Mark and Jackie Curley
James and Marie Dawson
Paul and Beth Debski
Craig and Laurel Deery
Deborah deSherbinin
Stephen and Dawn Dexter
Joe and Susan Dorfmeister
Michael and Joanna Duda
East Coast Tire & Auto Repair
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Kenneth and Alice Erickson
Eversource Energy Foundation Inc.
Melia Fernandez
Ann-Margaret Ferrante
Lauren Festa
Wayne and Linda Figurido
Gayle Fischer
Richard Fischer
Mark and Ann Flaggy
Garth and Liz Fletcher
Susan Flynn
Joyce Fossa
Chuck and Mary Francis
Helene French
Ed and Kathy Frick
Howard Frisch
Max and Shelly Gabriello
Kari Gale
Dorothy Ganick
Jonas Gavelis and Bonnie
Sylvester
Robert Gillis and
Patricia Harrington
Ronald and Jane Gillis
Mary-Louise Giuliano and
Yuri Tuvim
Gloucester & Rockport
Real Estate, Inc.

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Universalist Church♥
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Curtis Gollrad and Dale Brown
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Rob and Beth Gordon
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Pauline Grady
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Carol Haynes
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Sharon Byrne Kishida
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Donna Kramich
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Robert and Pam Prichard
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Nancy Pugh
Dianne Quigley
David Ray
Re/Max Advantage Real Estate
John Redding
Derek and Karen Reed
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John and Sandra Ronan
Wallace and Carol Rowe
Robert Russell, M.D.
Nicholas H. Safford
Bill and Anne Saurman
Peter and Abby Schibli
Robert and Peggy Schleicher
Amy Seabrook
Richard Semple
Joel and Bonnie Shelkrot
Brett Sojda
Roslyn Sommer
Zach and Jan Soolman
Joe and Helen Soussou

Gifts Made July 1, 2020 – June 30, 2021

Scott and Pam Spearing
Sherman and Carol Spritz
Richard and Barbara St. Pierre
Barbara Stafford
Carroll K. Steele
Insurance Agency, Inc.
Charles J. Steiner
Jeffrey Story
Richard and Cynthia Tennant
John and Marilyn Thompson
Daniel Tieger
John and Patrice Tierney
John and Lesa Tilzey
Timberline Enterprises, Inc.
Miss Tina's Studio of Dance
Sue Todd
Trinity Congregational Church
Paul and Ann Tucker
Janet Ulwick-Sacca
Ed Unis
Nancy and Joe Unis
Glenn and Deb Vivian
Margaret Wallis
Bruce and Eileen Watkins
Peter and Thi Linh Wernau
Francine Whelan
Elizabeth Whiteway
Peter and Susan Willis
Kerri Wilson
Winning Solutions
June and Jim Wulff

FY21 GIVING – \$1-\$99

Joanne Aiello
Nubar Alexanian and
Rebecca Koch
Barbara Almy
Bruce Amero
Eben and Sandy Andrew
Constance R. Arcari
Donald and Nancy August
Hilary Baksa
Kimberley Ballard
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David and Sally Benjamin
Alicia Biggs
Judith Brackley
Alexandra Burke
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Christopher and Andrea Carlson
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Brian Cobb
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Robert and Jean Cunningham
Kitt and Theresa Dady-Cox
David and Barb Dancer
Brenda Daniels
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John and Janet Egan
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Grace Giacalone
Maureen Gleckner
Stephen and Kathleen Goeben
Richard and Rosalyn Gold ♥
Lisa Goldfarb
Robert Goodman
Lenore Graber
Marcia Greenbaum
Edward and Sue Hand
Thomas and Margaret Harvey
Mary Hasse
Eleanor Hatcher
Kristen Hayes Hoemke
Royce Hazard-Leonards
Herrick Lutts Companies, LLC
Linda Holt Stewart
Marie Hultin
Brian and Linda Hurley
Fred and Anne Johnson
Esther Joyce
Susan Julius
Ellen Kelley
Virginia Keville
Sandra M. Kirby
Robert and Kathleen Ladanyi
Dorothea M. Lam
Abbe Land
Thomas Lattof
Renee LeBlanc and
Howard Hurlich
Amy Lew
Leland and Sue Lewis
Victor and Marian Linden
Betsy Linsenmayer
Sarah Lonberg-Lew
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Scott MacDonald
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Maurice Keith Mader
Elizabeth Maier
Lori Maney
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Jane Marshall
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John and Aria McElhenny
Mary Jane McGlennon
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Richard McMullen
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Beatrice Nelson
Marysue Nienstedt-Santos
Nitsch Engineering
Brian O'Connor
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PayPal Giving Fund
Wendy Pearl
Cathy Perron
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Samantha Porter
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Claudia Schweitzer
Carole Secrest
Gretel Seeley
Linda Seeley
Jerry and Cindy Sharfstein

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Lois Simmonds
Wes Slate and Georgia Bills
Deborah Steeves
John Steiger
Adam and Diane Swanson ♥
Carol Sweet
Larry and Marilyn Swift
Barbara Talkov
Lawrence and Jackie Tennis
Vincent and Maureen Terrill
Mita Vanberkhout
Robine and Thomas Vaneck
Conrad Vitale
Hazel Von Rosenvinge
Brian and Susan Wall
We Are All In This Together
Julie White
Steven and Margaret White
WMWare Foundation
Julie Wood
Douglas and Robin Wright

Gifts Made July 1, 2020 – June 30, 2021

FY21 GIVING – LEGACY GIFTS

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

FY21 GIVING – MEMORIAL GIFTS

Brancaleone, Lucido and Francis Family	Samantha Pennell
Kari Gale	Steve Vavak
Carl Hurst	Ruth Viator
Arline Land	Deacon Winslow Harris
Maribeth O’Neill	

FY21 GIVING – HONOR GIFTS

Walter and Debbie Bakaletz	Jackie and Paul Littlefield
Adam and Michelle Belmonte and Family	Louise and Don Maier
Lauren and Pat Belmonte	Gina Maniscalco
Joel and Jenny Belmonte	Aaron Moore Family
Skip and Carol Boissonault	Martha Morgan
Ron and Leslie Brennan	Lindsay, Scott, and Max Murray
James and Rita Cassidy	Sara Remsen
Gloria Cole and Janet Heywood	Schaefer Family
Peter and Judith DeGange	Bob and Peggy Schleicher
Kathleen Giacalone	Steve Sojda
Beth Graham	Ron and Susan Stewart
Jack and Terry Hauck	Tausk Family
Hawkins Family	Sue Todd
Roxi Hazard	Marta von Roseninge
Emily and Stacey Jellerson	White Family
Gary and Stevie LeDuc	Sib and Judy Wright
Ken and Royce Leonard	Tom 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.



Gratitude Report FY 2021

July 2020 – June 2021

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.