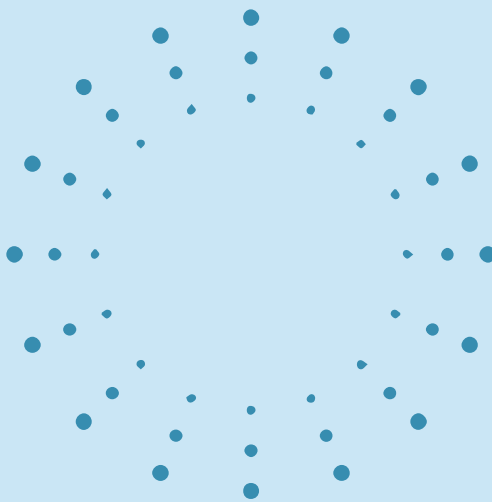
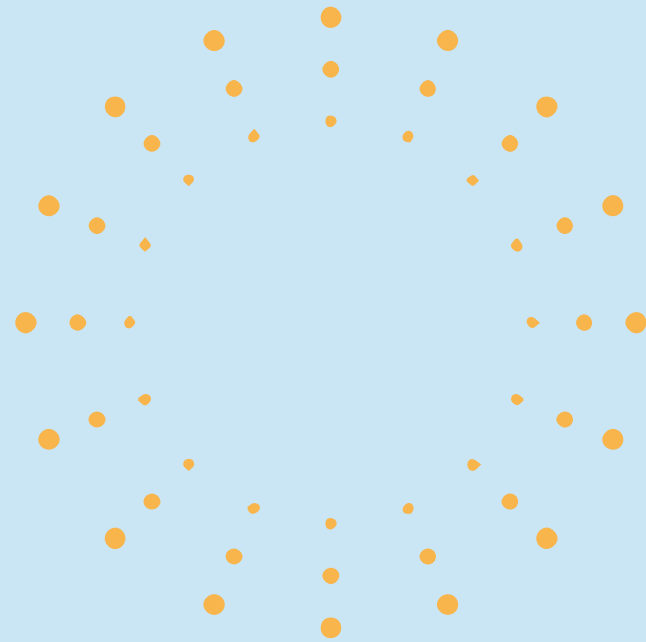
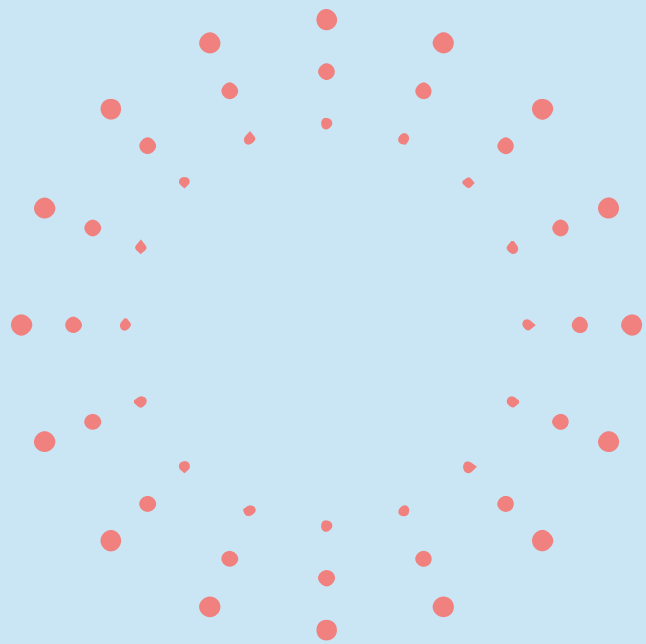


Every child deserves **Pathways for Children**



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

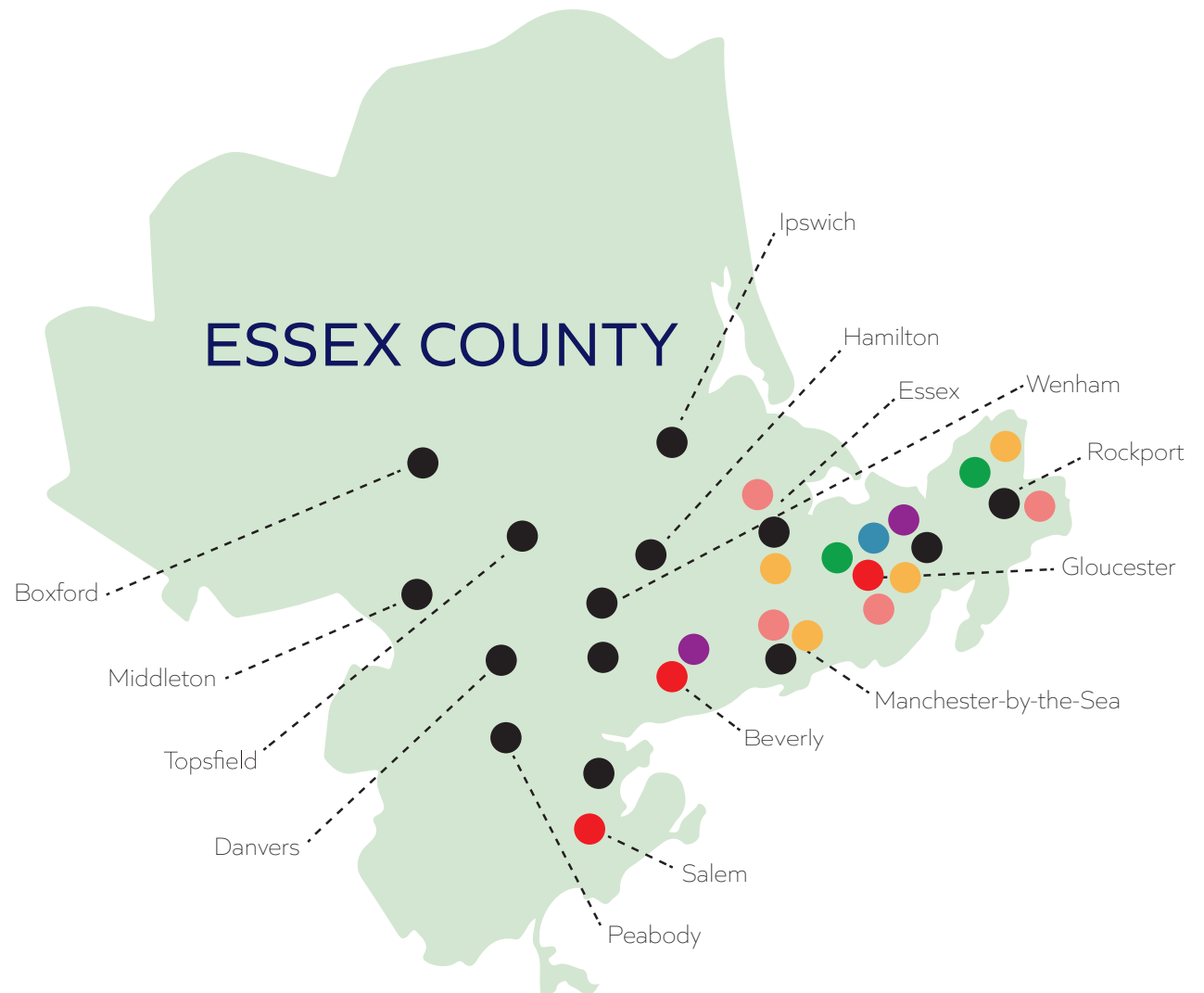
- Education Centers: Beverly, Gloucester, and Salem
- Teacher Training Centers in partnership with North Shore Community College: Beverly and Gloucester

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, Beverly99

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
Total	750

Meet Todd

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

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

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



Family Enrichment Program (FEP)

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

Service Areas: Essex County

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

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

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

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

EVERY CHILD DESERVES A SAFE HOME

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

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

What participants are saying:

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

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

"It helped me stay sober."

ENROLLMENTS BY PROGRAM

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

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
 James and Amanda Cook
 Thomas Coombs
 Michael and Mary Coyne
 Shannon Cram
 Holly Curtis
 Gaye Deyeso
 Jose Diaz
 Susannah DiPasquale
 Michelle Duason
 Meredith Edelstein
 Merci Emetem
 The Farrar Family
 Kasie Favazza
 Michael and Linda Finigan
 John French
 Johanna Fulford
 Kelly Galante
 Jeleiny Garcia Rijo
 Richard and Rosalyn Gold

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
 Mary Hasse
 Julie Hassler
 Lani and Justin Heath
 Ray Hendrickson
 Heather Herlihy
 Nina Horne
 Peter and Melissa Hueras
 Raquel Hufschmid
 Karolyn and George Iacono
 Sara Ibrahim
 Fleur and Bill Irvin
 Melissa Jaksland
 Teasha Jaksland
 Linda Josselin
 Minda Kamen
 Autumn Kane
 Eric Karlberg and Crystal Condakes
 Sloan Kendall
 Virginia Kiefer and Terry Langcor
 Leo and Susan LaRosa
 Edward and Rhonda Latham
 Dawn Leoni
 Amelia and Ernest Lopes
 Henry and Nancy Lucas
 Hailey MacDonald
 Jemilia MacDonald
 Amber Macione
 Christian and Caitlin Maki
 Suzanne and Bill Maki
 Karen Maley
 Jane Marshall

Jane M. Marshall
 Roger and Ann Martin
 Katie McClain
 Wesley and Kristin McGinn-Straub
 Sarah McLanahan
 Marie McMann
 Brian and Michelle McQuay
 Scott and Stacey Metternick
 Stephen and Barbara Miller
 Don Moody
 Thomas and Susan Mooney
 Jean Muniz
 Wayne Munroe
 Mark and Melanie Murray-Brown
 Mike Nolan and Carol Healy
 Felicia Ortiz
 Wanda Pagan Rivera
 David and Lisa Palazola
 Josh Palazola
 Nelson Paquet
 Kim Paratore
 Guy Parsons and Carolyn Howard
 Allison Patch Pedroza
 Emilia Phillips
 Dave Pleuler and Eileen Murphy
 Tefta Polena
 Dale and Leslie Pope
 Steve and Sandra Potter
 Pam Poulin
 Amy Prime
 Wyra Puerto
 Linda and Jonathan Rich

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

Many donors give both in-kind and financial gifts. These donors are identified on the following pages with a "♥" to denote their in-kind donation. We thank all of our FY20 donors. Please let us know if we have made any errors in our information about you or have inadvertently omitted your name.

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

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FY20 GIVING – IN-KINDS FROM ORGANIZATIONS

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

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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
Beaumont 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.

AAFPCAs

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	Virginia 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 Zorfias 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 Ruznecki
 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

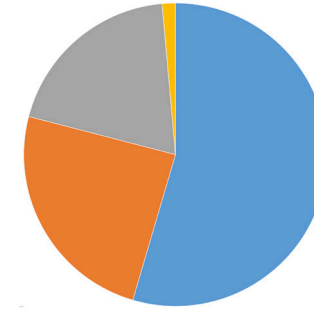
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Financials

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.

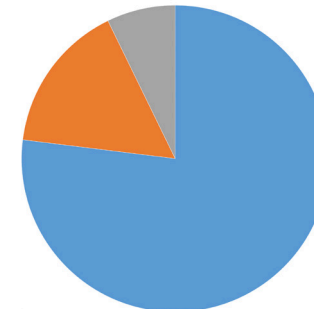
FY20 REVENUE

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 %
Total	\$ 8,389,287	100 %



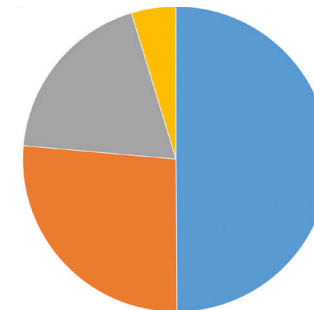
FY20 EXPENSES

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



FY20 DEVELOPMENT REVENUE

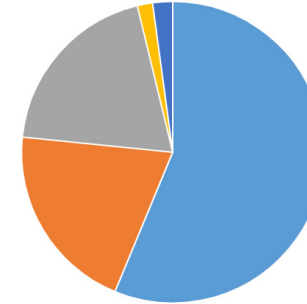
Individual Gifts	\$ 652,166	50 %
Foundation & Grants	\$ 346,000	26 %
Special Events	\$ 246,880	19 %
Unsolicited / Memorial Gifts	\$ 61,530	5 %
Total	\$ 1,306,576	100 %



Financials

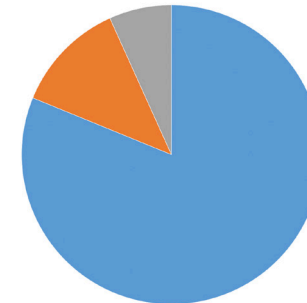
FY21 PROJECTED OPERATING REVENUE

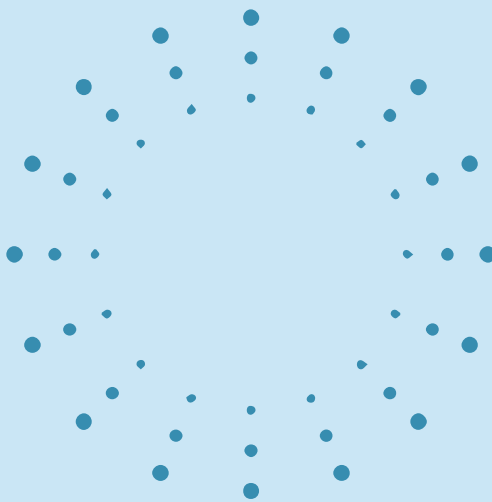
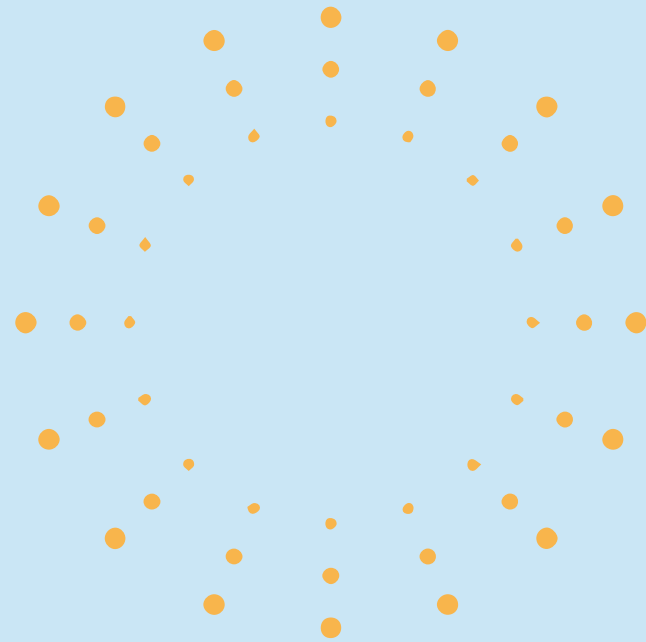
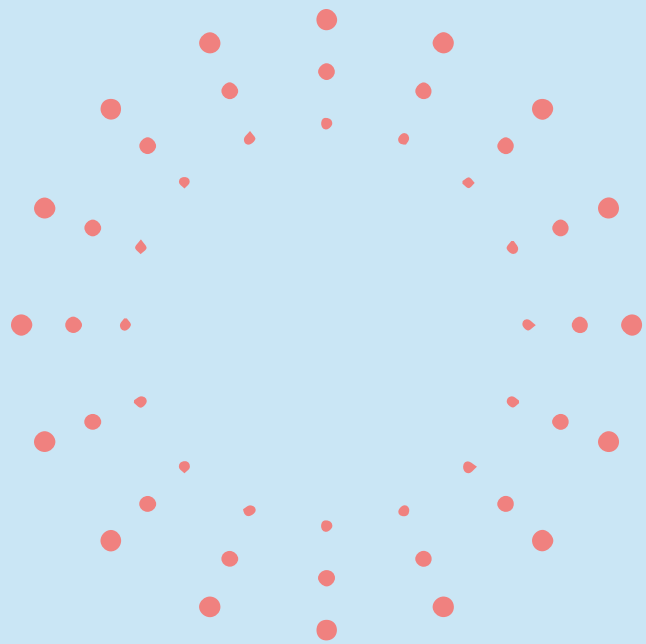
Federal Grants	\$ 4,827,908	56 %
State Contracts and grants	\$ 1,748,695	20 %
Private gifts, grants and events	\$ 1,683,808	20 %
Parent fees and other	\$ 141,000	2 %
Use of restricted funds	\$ 183,088	2 %
Total	\$ 8,584,499	100 %



FY21 PROJECTED EXPENSES

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

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

pw4c.org