



Providing Pathways for **Growth**

Gratitude Report
FY 2022

July 2021 – June 2022



Providing Pathways for **Growth**

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


Pathways for children
Since 1967

A Message from Our President and CEO Eric Mitchell

As I reflect on Fiscal Year 22 (July 1, 2021 – June 30, 2022), I am amazed at how much we as a community have weathered and celebrated! I am proud of the Pathways family for not only riding out the storm but for continuing to push forward to bring more programs to more people in more places. So long as the need exists, our goal is to be present to do what we can. I thank you for staying with us as we continue down that path.

With the pandemic enduring through 2022, our Pathways community was resilient in our efforts to fulfill our mission of supporting children and families safely and fluidly. We continued to adapt as necessary and provide innovative systems to ensure our staff, students, and community had the needed help and resources.

In March 2022, we rolled out a new Pathways for Children logo. The refreshed image marked a re-energized commitment to our organization's mission and values, as reflected in our communications pieces, website, building signage, and social media pages. We felt it was an important initiative when so many needed information, partnership, and a boost in spirit.



During the spring, Pathways celebrated a phenomenal run of events within six weeks of each other. The YAR conference, held at Endicott College, provided a successful venue for professional education, learning, and growth, serving more than 600 professionals who work in the field. Our Gala was great fun and an excellent fundraiser for Pathways, as was our second annual golf tournament at Bass Rocks Golf Club.

Pathways for Children also endured challenges throughout the year, but as John Adams said, "Every problem is an opportunity in disguise." We have only just begun to create new pathways for growth. Thank you to the dedicated and caring individuals who are the roots of our organization. YOUR participation provides countless opportunities for the children and families in our communities – for our neighbors and friends.

I thank you for choosing to take the journey with us.

Board of Directors

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.

OFFICERS OF THE CORPORATION

Eric Mitchell – President and CEO

Board of Directors FY22

Tom Zarrella – Chair

Greg Smith – Vice Chair

Adam Swanson – Treasurer

Jessica Connors, JD – Clerk

DIRECTORS

Bill Cuff

Chanel Jackson

Cheryl Marks

Steve Mersky

Judson Reis

Marlene Seltzer

Kristina Simon

We provide Pathways for **Growth** with

SERVICE

EDUCATION

- Early Head Start
- Head Start
- School Age Care



EARLY LITERACY & KINDERGARTEN READINESS

- Parent/Child Playgroups
- Dolly Parton's Imagination Library
- Literacy Task Force
- Countdown to Kindergarten



FAMILY ENRICHMENT

- Nurturing Program®
- Happiest Baby on the Block
- Positive Solutions for Families
- Parent Mentoring Program
- Parent Connection



WORKFORCE DEVELOPMENT

- Teacher Apprenticeship Program
- Social Work Internship Program
- Counselor in Training
- Youth at Risk (YAR)

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

- 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

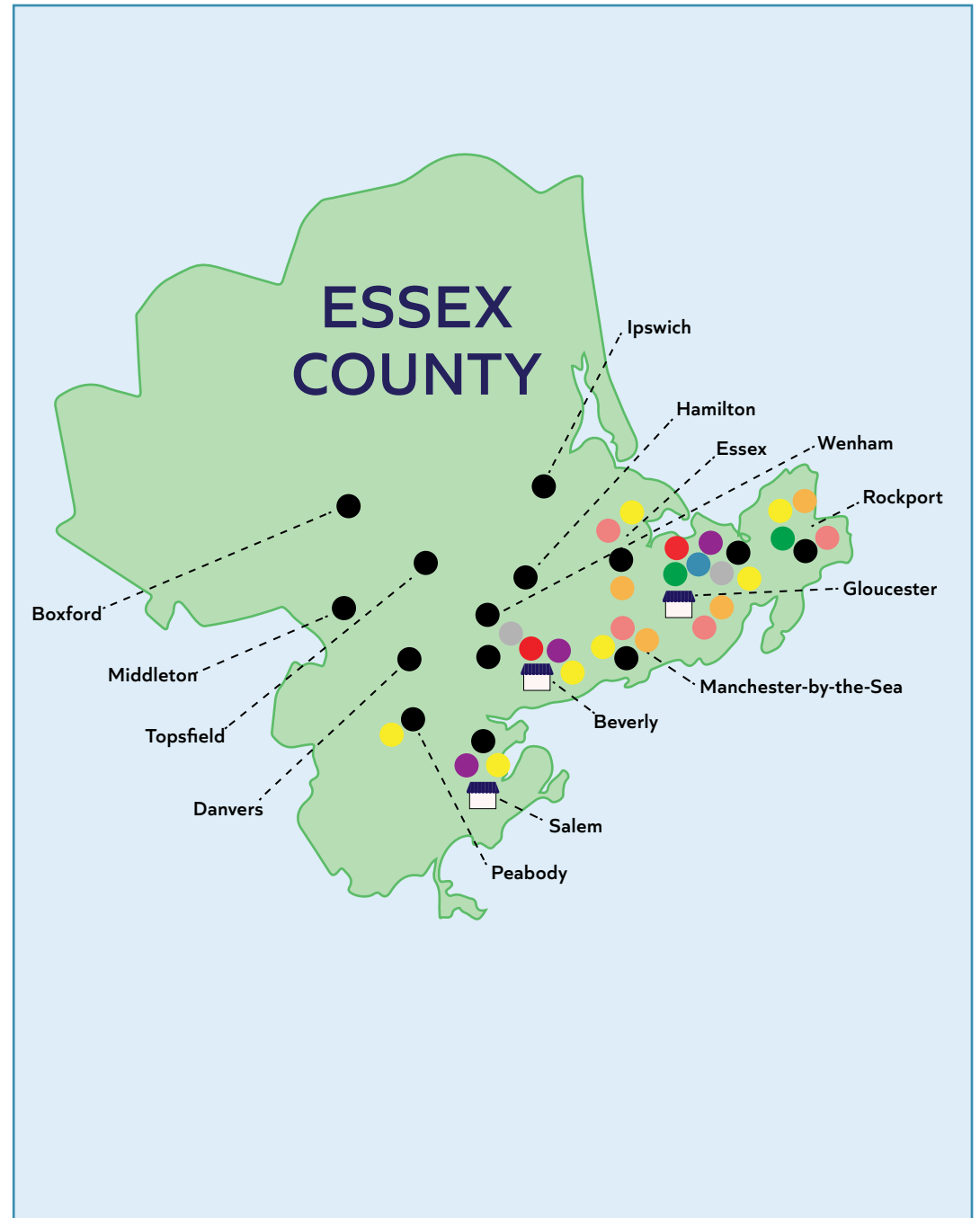
- Youth at Risk Conference:**
 Serving Massachusetts and Southern NH

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

- Social Work Internships:**
 Beverly, Gloucester

- Career Pathways:**
 Beverly, Gloucester

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



We provide Pathways for **Growth** through

EDUCATION

We believe each child is an individual with differing strengths who will forge their own pathway to reach their full potential when given a genuine head start. Pathways' programs and services establish a foundation designed to support the opportunities that school and life will offer, to create and educate students to be physically healthier, and emotionally resilient, and to garner an enthusiasm for learning that lasts throughout their formative years and beyond.



Artists such as Mamadou Diop & Ensemble have been visiting the students at Pathways in Salem for many years. Students experience drumming and dancing, led by Mamadou, and work together to produce authentic, rich, interwoven West African polyrhythms.

Head Start and Early Head Start

Early Head Start (EHS) and Head Start (HS) serve low-income families ages 0-3 (EHS) and ages 2.9 to 5 (HS).

The foundation 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 children's school readiness from birth to age five with a comprehensive approach centering on four key components:

- **Education:** Provide various learning experiences to help children grow intellectually, socially, and emotionally.
- **Health:** Help families access health services such as immunizations, dental, medical, 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.

"I can't say enough about how much Pathways helped me.

It takes a village. I know it. I see it. I live it."



Early Head Start (EHS) / Head Start (HS) Data

Receiving WIC

Head Start: 96 families (39%)
 Early Head Start: 2 families (15%)

Receiving SNAP

Head Start: 23 families (9%)
 Early Head Start: 3 families (23%)

Experienced Homelessness

Head Start: 9 families (3%)
 Early Head Start: 2 families (15%)

Received Regular Well-Child Visits/Immunizations

Head Start: 98% of children
 Early Head Start: 100% of children

Received Preventive Dental Care

Head Start: 98% of children
 Early Head Start: 62% of children

(The EHS number is lower because many dentists won't see children until they are three unless there's an issue, and it's harder to access dentists for pre-3 locally.)

Children in Foster Care

Head Start: 7 families (2%)
 Early Head Start: 2 families (15%)

Receiving Transitional Aid to Families with Dependent Children (TAFDC)

Head Start: 21 families (8%)
 Early Head Start: 2 families (15%)

Involved with the MA Department of Children and Families

Head Start: 18 families (7%)
 Early Head Start: 5 families (38%)

Program	Numbers Served	Average Monthly Enrollment*	Funded Enrollment	Percentage of Eligible Children Served*
Early Head Start	19	81%	16	100%
Head Start	287	80%	294	90%

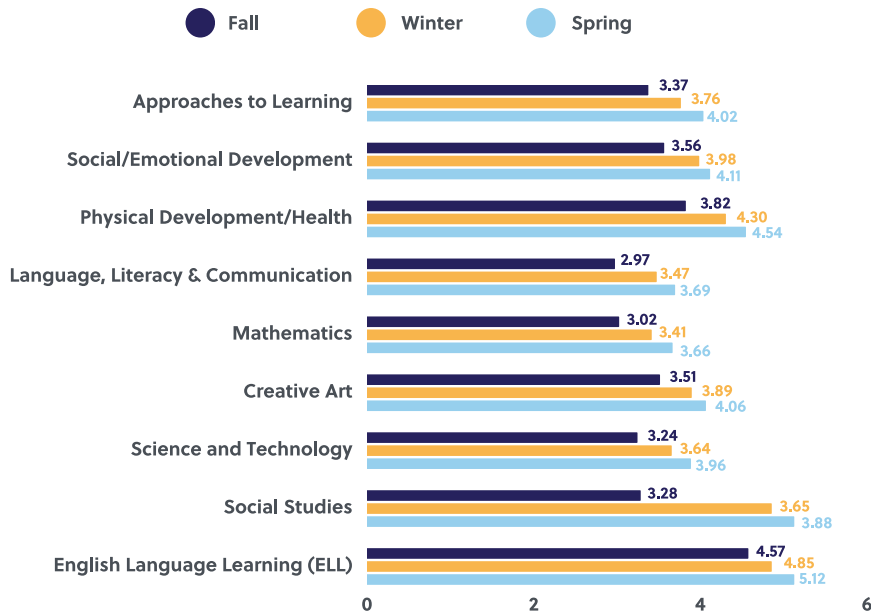
*Based on Funded Enrollment

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.

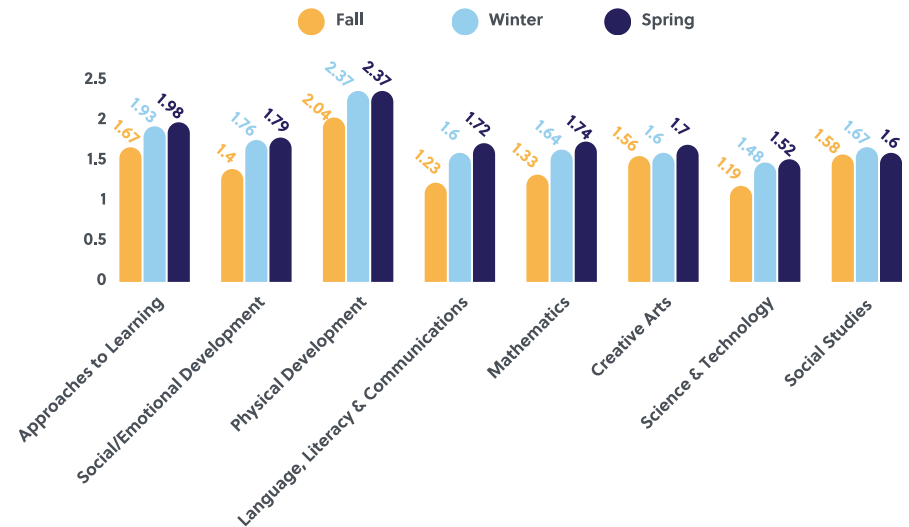
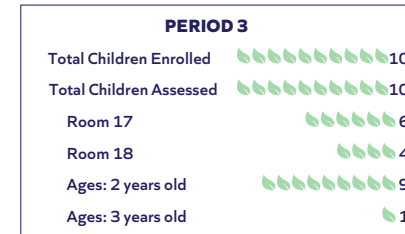
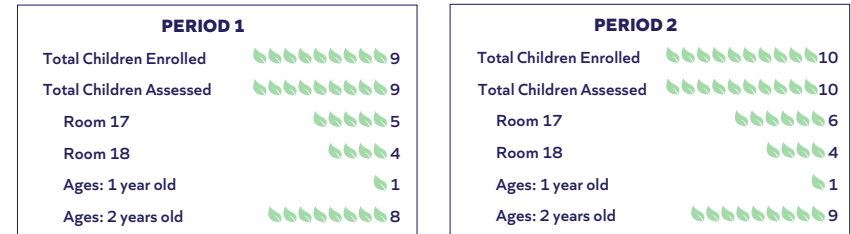
Student Assessment

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

Head Start Outcomes Data



Early Head Start Outcomes Data



HEAD START ENROLLMENT - Gloucester, Salem & Beverly

Average Total Children Enrolled..... 193

Average Total Children Assessed..... 182

School Age Care (SAC)

The School Age Care (SAC) program provides education after school and during school vacations (including summer) for children ages 5-12. The year-round program offered in Gloucester keeps children safe and learning while giving working parents flexibility. Children enjoy recreational activities, summer field trips, and homework help. The fee for families is low to none, depending on family income.

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 a strong focus on social and emotional learning into all of its activities to support each student's ability to overcome daily challenges, help them set and meet their goals, and to develop their full potential.

Teachers create opportunities for students to enjoy recreational enrichment activities within the curriculum. 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 68 children in FY22.



We provide Pathways for **Growth** with **EARLY LITERACY & KINDERGARTEN READINESS**



PARENT/CHILD PLAYGROUPS

Offered to families from Gloucester and Rockport, the free playgroups are a fun and engaging time for caregivers to interact and build skills with their children.

Playgroups are offered in collaboration with Cape Ann Early Intervention and funded through the Massachusetts Department of Early Education and Care. *Pathways served 180 families in FY22.*



LITERACY TASK FORCE

The Literacy Task Force consists of a group of volunteers working to promote the importance of literacy in our children and the joy of reading through various programs, including the semi-annual book fairs at Pathways for Children in Gloucester, Beverly, and Salem.



DOLLY PARTON'S IMAGINATION LIBRARY

Dolly Parton's Imagination Library supplies free books to children from birth up to five years old who live in Beverly, Essex, Gloucester, Manchester-by-the-Sea, Peabody, Rockport, and Salem. Children who register will receive a new book mailed to their homes every month. Every book is age-appropriate and hand-selected by the Imagination Library team.



COUNTDOWN TO KINDERGARTEN

Countdown to Kindergarten is a community celebration for incoming kindergarteners and their families of Rockport and Gloucester. Children meet teachers, staff & community supporters. All receive a free backpack, book, and giveaway. *The FY22 Countdown to Kindergarten hosted 310 attendees.*

We provide Pathways for **Growth** with **FAMILY ENRICHMENT**

It takes a village, and Pathways believes every family deserves extra support to help raise healthy and happy children. Our exceptional, evidence-based services combined with each family's unique strengths help provide an enriching and stable foundation for children and their families.

Our family support services – delivered through our Family Enrichment Program (FEP) and Coordinated Family & Community Engagement (CFCE) Program – provided parent education workshops, mentoring programs, support groups, playgroups, and community events to more than 400 participants in FY22 and presented outreach and referrals for nearly 1,000 community members.

Positive Solutions for Families

provides engaging workshops so caregivers of children ages 2-8 learn how to promote their child's social and emotional skills, understand problem behaviors, and learn positive approaches to behavior modification. Six-week sessions are offered twice yearly for families in Gloucester, Rockport, and other communities. *Pathways served 28 families in FY22.*

Happiest Baby on the Block is a free program for new and expectant parents in Gloucester and Rockport, offering caregiver training to boost parent confidence and teach valuable skills to quickly calm most crying and to promote better, safer sleep. *Pathways helped 16 families in FY22.*

Outreach Events are held six times per year as Family Fun Nights at the Gloucester Housing Authority community center, including crafts, social-emotional learning activities for children and parents, and community resource sharing. *Pathways served 110 participants through these events in FY22.*

The Parent Mentoring Program

matches community volunteers who are caring, nonjudgmental, and trustworthy with caregivers to provide the stepping stones to self-sufficiency and self-confidence. This free program is offered throughout the North Shore and Cape Ann. *Pathways hosted 6 mentors and 6 mentees in FY22.*

Parent Connection is a weekly, professionally facilitated drop-in support group offered in English and Spanish that provides parents with a forum for support and discussion. This free program is for families with children of all ages in Essex County. *Pathways supported 65 parents in FY22.*

The Nurturing Program® is a free, nationally recognized program designed to build parents' skills and knowledge to provide children ages birth to 12 with a safe, stable, and nurturing environment. This program is offered throughout Essex County and is free of charge. *Pathways educated 53 caretakers in FY22.*



Nurturing Fathers Program Provides a Platform for Compassion and Connection

One definition of **NURTURE** is to help something or someone grow, develop, or succeed. Sometimes, as hard as we try, we struggle to be the kind of caretakers our children need, especially if we have not benefited from positive parenting role models in our own lives. The Nurturing Fathers Program teaches the roots of fathering with nurturing skills. The program provides a forum for participants to discuss their feelings and offers education so participants can learn about male nurturing, fathering without violence and fear, overcoming barriers to nurturing fathering, and appropriate discipline. In addition, much fun is had while those attending heal their own fathering wounds.

Anyone identifying as a father or father figure may participate in the Nurturing Fathers program (dads, grandfathers, uncles, foster parents, etc.). The program runs for 2.5 hours weekly for 13 sessions with participants from various backgrounds. Attendees are self-referred or referred by DCF, schools, and other agencies in our service area. Dinner is provided and childcare is offered if needed.

One participant in the program stated, "I always knew I could be a better version of myself. I have learned to put in a consistent effort, and if I want to make changes, I have got to be real with myself. I appreciate how others have been role models to me."

The Nurturing Fathers Group is coordinated and often facilitated by Amy Morello, Nurturing Program Coordinator. She said, "I love this program because fathers need a platform to feel heard and seen. This program does both. It connects fathers, builds community, and changes families."

"This program made me feel accepted," remarked one father.

"It gave me the drive to explore with a conscious mind and helped me grow and develop into a father. I want to pass this on to other fathers who don't have the opportunity. Thank you, Amy; you are a blessing."

Family Enrichment Program (FEP) Data

Family Enrichment Program (FEP) provided supportive family services to more than 173 individuals and 111 families in FY2022 through the following core programs: Nurturing Parenting® Program, Parent Connection, and Parent Mentor Program.



We provide Pathways for **Growth** with **WORKFORCE DEVELOPMENT**

Pathways continued its career and professional development programming in FY2022 to support and reinforce the professional skills of those in our community who help our children grow and thrive.

The Teacher Apprenticeship Program with Pathways is a 38-week program for those wanting a career in early childhood education. Participants' benefits include obtaining college credits, a free Chromebook, in-classroom hours with a stipend, a teacher mentor, and supporting materials. Students receive an EEC Teacher certification and a Child Development Associate credential (CDA) at program completion.

The Counselor-in-Training (CIT) is an education program for Gloucester High School students in grades 10-12. CITs work to support Pathways' after-school program for children ages 5-12 during the school year. Students gain valuable experience while receiving high school credit.

The Social Work Intern Program offers students pursuing a BSW the opportunity to work on family case management, community collaborations, behavior management, and more. Students pursuing a BSW and MSW work individually through a mentoring program, group work, program development, and more.



The Youth at Risk Conference (YAR)

Pathways for Children is a partner and fiscal agent of the annual Youth at Risk (YAR) conference, the region's only all-day conference for professionals who work with at-risk children in a variety of settings — family, community, school, religious, healthcare, human service, recreational and legal. The conference provides engaging and practical workshops, Continuing Education Units across various disciplines, and networking opportunities.

The 2022 YAR conference was held at Endicott College on Wednesday, May 25th, with 648 attendees representing more than 250 organizations throughout Massachusetts and New Hampshire. Most participants were repeat attendees, with an average of 5.6 years in attendance. The featured keynote speakers were Sixto Cancel and Kim Bisset.

Sixto Cancel's experiences in foster care fuel his passion for shifting system policy and practice through technology and data. As CEO of Think of Us, Sixto co-led the design and execution of the first-ever White House Foster Care and Technology Hackathon which resulted in new federal regulations, new funding for technology in foster care, six additional hackathons, local technology initiatives, and helped shift the national conversation about foster care and technology. Sixto has served as a Young Fellow at Jim Casey Youth Opportunities Initiative since 2010, where he has worked on youth engagement, asset development, and permanency.

Kim Bisset, the founder of Radiate Career Consulting, comes to the field after 12 years in the field of business and education. Kim has a Doctorate in Educational Psychology and loves to explore and learn from individuals about their career journey. Kim is fascinated by how individuals choose, develop and achieve their careers. Kim loves working one-on-one with individuals and in groups to improve their resumes, cover letters, interviewing, and networking skills to help them find a great job match.

**"This is my 10th year of attending YAR!!!
I recommend it to everyone I know in the field!" - Attendee**

YaR Youth
at Risk
PATHWAYS FOR CHILDREN

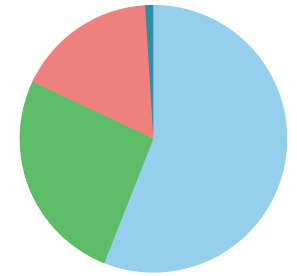


Financials

The financial statements of Pathways for Children, Inc. for the year ending June 30, 2022, were audited by AAFCPAs, Westborough, MA, whose unmodified opinions on the financial statements and compliance with the major Federal program were dated November 9, 2022. 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.

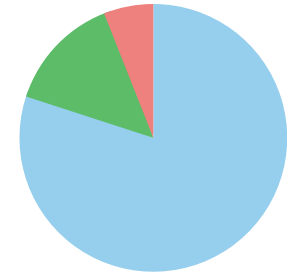
FY22 REVENUE

Federal Grants	\$5,542,586	56 %
State Contracts and grants	\$2,537,426	26 %
Private gifts, grants and in kind	\$1,707,901	17 %
Parent fees and other	\$ 55,176	1 %
Total Revenue	\$9,843,089	100 %



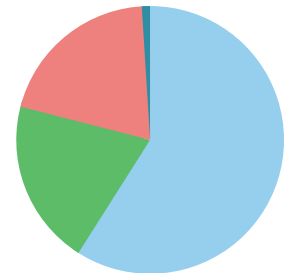
FY22 EXPENSES

Program Services	\$6,663,495	80 %
Administrative & Program Support	\$1,182,703	14 %
Fundraising	\$ 511,036	6 %
Total Expenses	\$8,357,234	100 %



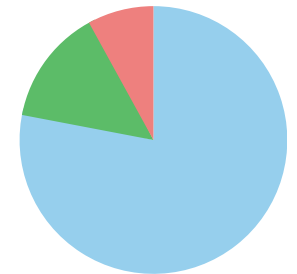
FY23 BUDGET - REVENUE

Federal Grants	\$5,135,946	59 %
State Contracts and grants	\$1,792,168	20 %
Private gifts, grants and events	\$1,710,000	20 %
Parent fees and other	\$ 113,000	1 %
Total Revenue	\$8,751,114	100 %



FY23 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 %
Net Surplus / (Loss)	\$ 71,850	



We provide Pathways for **Growth** with **YOUR PHILANTHROPY**



Philanthropy has the power to transform lives. Your support of our programming creates a ripple effect that provides the foundation for a child's educational journey and sets the course for a life-long love of learning.

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

You can change lives through:

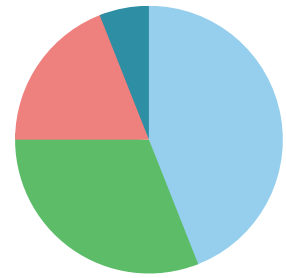
- Direct donations - visit pw4c.org
- Gifts of stocks, securities or life insurance
- Double your gift through your employer's Matching Gift Program
- Naming opportunities available at various giving levels

You can mail a check made payable to:

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

FY22 DEVELOPMENT REVENUE

Individual Gifts	\$ 573,732	44 %
Foundation and Grants	\$ 417,629	31 %
Special Events	\$ 260,221	19 %
Unsolicited / Memorial Gifts	\$ 72,695	6 %
Total Development Revenue	\$1,346,223	100 %



In-Kind Gifts from Individuals and Organizations made July 1, 2021 – June 30, 2022

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

FY22 GIVING – IN-KINDS FROM INDIVIDUALS

James Alvarez	John Rowe
Toni Borge	Kevin Roy
Laurie Buller	Stan Snavely
Laura Figurido	Heidi Symons
Joyce Kulhawik	Debora Taylor
Donna Locke	Lee Wagner
Robert and Heather Lovett	Betsey and Robert Williams
Matthew Meyer	Sal Zerilli
John Motzi	
Trish and Will Paulitz	
Dale and Leslie Pope	

FY22 GIVING – IN-KINDS FROM ORGANIZATIONS

A&B Burger	East Coast Tire & Auto Repair	Maison Esthetique	Salem Haunts
Addison Choate Inn	Essex River Cruises and Charters	Christiane Bourque Spa	Salem Inn
Amazing Pizza	Feather & Wedge	Masconomet Regional School District	Salem Public Library
Backbeat Brewing Company	Finz Seafood and Grill	Mila Nails and Spa	Saltwater Massage Studio
Bass Rocks Golf Club	FRANK	NBC Television Studios	Schooner Fame Salem
Beaumont Hotel	Gentile Brewing Company	North Shore Chamber of Commerce	Service Master Disaster Associates
Beverly Council on Aging	The Gloucester Adventure	North Shore Music Theatre	Sullivan Tire
Beverly Public Library	Gloucester Fraternity Club	Old Planters Brewery	Thacher Island Association
Book Shop of Beverly Farms	Golf Lounge 18	Paddle Boston	Together Gloucester, Inc.
Boston Tea Party Ships & Museum	Greater Beverly YMCA	Pamplemousse	True North Ales
The Cabot	Hamilton-Wenham Regional School District	Peabody Essex Museum	Turner's Seafood Grill and Market
The Cabot Lodge	Harborlight Montessori School	REVV Detail Pros	Unitarian Universalist Society of Rockport
Charles Riverboat Company	Hawthorne Hotel	Rockport Golf Club	Willow Rest
Cookie Monstah	The House of the Seven Gables	Rockport Music	Windward Grille
David Harrison DMD	Ithaki	Rossetti Restaurant	Winning Solutions Game Co.
Deacon Giles Distillery	Lyon-Waugh Auto Group	Rumson's Rum	Wolf Hill Garden Center
Dollar Tree	Magnolia 525		

Gifts Made July 1, 2021 – June 30, 2022

Many donors give both in-kind and financial gifts. These donors are identified on the following pages with a “♥” to denote their additional in-kind support. We thank all of our FY22 donors. Please let us know if we have made any errors in our information about you or have inadvertently omitted your name.

FY22 GIVING – GREATER THAN \$25,000

ASOST Commonwealth of MA	The Linden Foundation
John and Mollie Byrnes ♥	Dan Lyons ♥
Clark R. Smith Family Foundation	Arthur Ryan
Cummings Foundation	Small Steps Fund of the Essex County Community Foundation
City of Gloucester	United Way of Mass Bay and Merrimack Valley ♥
Susan J. Gray	David Walt and Michele May
Garth and Lindsay Greimann	
Lahey Health Shared Services	

FY22 GIVING – \$10,000 -\$24,999

Alfred E. Chase Charity Foundation	Essex County Community Foundation	The Peter and Elizabeth C. Tower Foundation
Robert Amory	Foundation M	Frank and Ellen Previte
Applied Materials Foundation	Institution For Savings Charitable Foundation	Judson and Lisa Reis ♥
Boston Foundation	Stephen Kaloyanides Jr. Foundation	Rockport Mortgage Corporation ♥
Michael Bresnan and Mary Ann Sherry	Leslie S. Ray & Marcia C. Ray Foundation	Fred and Judy Schmid
Charles Sanders Trust	Loeber Family Foundation	The TJX Foundation, Inc.
Henry and Ann Cook	Arthur McCarthy and Janice Coakley	Jerome and Anne Trupiano ♥
Linzee Coolidge	Steve Mersky and Heather Morris Kyer	William V. and Betty M. Ellis Foundation
Robert Crandall	Nordblom Family Foundation	Winning Home Inc.
The Douglass Family Foundation	Novack Family Foundation	Tom and Kristin Zarrella ♥
Mary Kay Dyer		
Edward S. & Winifred G. Moseley Foundation		

Gifts Made July 1, 2021 – June 30, 2022

FY22 GIVING – \$5,000 - \$9,999

Anonymous
Dianne Anderson
Balsam Technologies Inc.
Beaumont Financial Services, LLC
Linda Bowden
Burlington Stores Foundation
Cape Ann Lobstermen
Cape Ann Savings Bank
Allan and Kathe Cohen
Seth and Kelly Cutter ♥
Eastern Bank Foundation
Gifford Family Foundation
Hausman Family Charitable Trust
Claire Hurst
Norman and Maura MacFarland
Peter and Kim Macleod
McCarthy Family Foundation
Allison and Joseph Mueller
Joseph and Eileen Mueller
Nathaniel & Elizabeth P. Stevens
Foundation
Paul and Edith Babson
Foundation
Rogers Family Foundation
Joseph and Maggie Rosa
Sarah G. McCarthy Memorial
Foundation
Dennis Senecal and
Denise Bey Senecal
Kristina and Paul Simon ♥
David and JoEllen Sweet
Cheryl and John Walsh
Richard Weiss and
Barbara McLaughlin
Youth Villages

FY22 GIVING – \$1,000-\$4,999

Anonymous (5)
617 Wedding and Events
A. Lyons & Company, Inc.
AAFCPAs ♥
Stefan Abramo and Barbara
Ennis-Abramo
Action, Inc.
Adelard A. Roy & Valeda Lea Roy
Foundation
The AMG Foundation
James and Kathy Bacsik
BankGloucester
Baystate Benefit Services, Inc.
Beate Becker-Vavak
Rein and Nancy Beeuwkes
J.J. and Jacquelyn Bell
John and Janis Bell
Beverly Rotary Club
Foundation, Inc.
Rob and Gillian Bouchie
Devlyn Brackett
Thomas Burger and
Andree Robert
Pamela Bynum and Henry Ferrara
Jill and Peter Cahill
Traynor and Lauren Canny
Geoffrey Card, Mindy Haber
and Family
Carlson Family Trust
Michael and Jenny Ceppi
The Charles Family
Charitable Foundation
John and Bayard Cobb
Jessica and Christian Connors ♥
William and Stephanie Cuff ♥
Frank and Ginnie Curcio
Dunkin' ♥
Energy North Incorporated
Charles and Caroline Esdaile
Donna Fairservice

Peter Feinstein and
Miriam Weinstein
Ann-Margaret Ferrante
First Church in Wenham
Congregational
Michael and Linda Frieze
Martha Frigoletto
Roger Garberg and Marion Sibley
Gardiner Howland Shaw
Foundation
Geoffrey H. Richon Co., Inc.
Robert Gillis and
Patricia Harrington
Gloucester Female Charitable
Association
Beth Graham and William Schulz
Carl and Judy Gustin
Susanne Guyer and Thad Carpen
Gilman and Mary Hallenbeck
Kathy Hamilos ♥
Harborlight Community Partners
Brian Harley
Bill and Rose Hausman ♥
Wally Hess and Janice Cane
Robert and Diane Hildreth
The Isaac Munroe Foundation
for Children
Jason Hayes Foundation
Justice Resource Institute, Inc.
LeahGrace Kayler
David and Melissa Kelleher
Susan Kelly
Beth Lalik
David and Margaret Leeco ♥
Chris Lovasco
Cheryl and John Marks ♥
Mass General Brigham
Health Plan
Eric Mitchell and
Daphne Fevrier-Mitchell
New England Biolabs
North Shore Bank
Pediatric Associates of Greater
Salem and Beverly

Ruth Pino
Plummer Youth Promise, Inc.
Prudential Financial Inc.
W.T. Rich Company
Geoffrey Richon
Richard and Anne Rosenfeld
Kate and Don Ruzecki ♥
Salem Five Charitable Foundation
Salem State University
Marlene Seltzer and
Janice Ambrose ♥
Roy and Stephanie Serpa
Thomas Silveria
Tom and Sally Simons
Simply Business
Tara Singleton
Michael and Diane Slezak
Greg and Nancy Smith ♥
St. John's Episcopal Church
Robert and Carolyn Stewart
Adam and Diane Swanson ♥
Anthony and Wendy Tarricone
Temkin Financial Group, LLC
Jim and Kristin Todd
Sue Todd
Trinity Congregational Church
James Wagner
William and Susan Wagner
Warren Waugh and Karen Hanson
Robert and Lillian Welcome
Alec and Anne White
Paul Woodbury
Chip and Margaret Ziering

FY22 GIVING – \$500-\$999

Francis and Rebecca Aliberte
Edward and Mary Anderson
Babson & Company
Ann Banks
Kenneth and Nanci Bishop
BlackRock

Bill and Katherine Bonaccorso
Peter Brau and Bethany Fritzsche
Brookline Bank
Chris and Megan Buxton ♥
Bethany and Joseph Calomo
Cape Ann Marketplace, LLC
Gib and Sarah Carey
Kathryn Chamberlain
Law Office of
Kenneth M. Chiarello, LLC
Eric and Francine Clausen
Peter and Katherine Coakley
Common Crow Natural Market
Roger Corbin and Liz Serpa
Paul and Beth Coz
The Curtain Shop
Dean and Lucia Darr
Adrienne Dingee-Tybjjerg
Paul Donovan
Jessica and Shawn Ducrow
Element Care
Ira and Susan Evans
Ian and Josie Gardiner
Lisa and Andy Gonzales
Tom and Mary Grant
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Marjorie Halperin and Robert
Rosenfield
Shawn Henry and
Catherine Schlichte
Institution for Savings
Chanel and Jean-Luc Jackson ♥
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Michael and Barbara Kaplan
Maryanne and Thomas Kiely
Abby Kilgore
Chris Klem and
Susan Morser-Klem
Laura Koumarianos
Roberta Lemay
Liberty Mutual
Local Colors
Peter and Babette Loring

Gifts Made July 1, 2021 – June 30, 2022

Serena and Patrick Low
Lynn Maguire
Mary Malone
David and Nancy Manley
Marblehead Bank
Chester and Debbie Marcus
Moriah Marsh and
Jeremy Hathaway
Amleto Martocchia
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Ian Moss
Michele Narbonne
Penelope Neal
Amy Oaks
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Sandra Reinecke
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Barbara Russell
Steve Ryan
Patricia Salvucci
Claire Sanford and
Charlie Crowley
James and Barbara Siergiewicz
Robert and Marianne Smith
Thomas and Mary Spittle
Gavin Walsh
West Gloucester Trinitarian
Congregational Church
Richard Wilson

FY22 GIVING – \$100-\$499

Anonymous
Shawn and Karen Abbott
Ellen Ablow
Jerry Ackerman
Matthew and Heather Ahern
Timothy and Elizabeth Allen

Amazon Smile
Eben and Sandy Andrew
Martha Anger and Donald Taylor
Annisquam Sewing Circle
Christine Armstrong
David and Michelle Baer
George and Jean Baird
JoAnn Bell
Benco Landscaping
David and Sally Benjamin
Henry and Wendy Betts
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Robert and Maryanne Bland
Barbara Blankenship
Cynthia Bogarad
Anthony Boschetti
R. Billings Bramhall, Jr.
David Brodette
Dale Brown and Curtis Gollrad
David Brown
Sunniva Buck
Robert and Carol Bullivant
Patricia and Kevin Burke
Jonathan Burns
Andy and Peggy Calkins
Susan Casey and Peter Calkins
Samuel and Kathryn Camponescki
Cape Ann Chamber of Commerce ♥
Carroll K. Steele
Insurance Agency, Inc.
George and Judy Carter
Holly Cavanaugh
Philip Chalmers and Susan King
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City of Beverly
Kevin and Kathleen Clancy
Jay Clapp
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Hugh and Joan Collier
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Astrida Cutter
Philip Cutter
George Davis and Lisa Bonneville
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Meltem Demirors
Deborah deSherbinin
Stephen and Dawn Dexter
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Ken and Nicole Duckworth
Michael and Joanna Duda
Eileen Duff
Dana Duhaime
Kathy and Kevin Dyer
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Kenneth and Alice Erickson
Essex Family Chiropractic
Christine Farber
Lyn Fenollosa
John Ferren
Luceyus Fevrier
Kerry and Jay Fitzgerald
Judy and Jamie Fleck
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R. Clarke Fowler and Lisa Fowler
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Mark Glovsky and Livia Cowan
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GoldCoast Mortgage Service, Inc.
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Nathaniel and Joan Gorton
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Scholarship Organization
Christopher Mooney
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Brenda and Brian Murphy
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Charles and Stella Nahatis
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Ryan O'Quinn
Paul and Jen Orlando
Kim Paratore
Jerald and Lisa Parisella
Tad and Beth Parsons
Chandler D. Pearce
Timothy and Maura Peirce
Christopher Peterson
Wendy Pierson
Prevare, LLC-Complete
IT Solutions
William and Patricia Priesmeyer
Prudential
Gina Puleio-Razel
John Redding

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Derek and Karen Reed
Howard Reef
Kevin and Susan Rich
Ben and Courtney Richardson
Gordon and Nancy Rockafellow
John and Wendy Root
Richard Ross
Wallace and Carol Rowe
Robert Russell, M.D.
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Peter and Thi Linh Wernau
Elizabeth Whiteway
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FY22 GIVING – \$1-\$99

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Mary Benham
Dawn Bernard
Robert and Sheila Bodwell
Margaret Botticello
Judith Brackley
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Irene Christ
Shirley Christenson
Irma Cohen
Zoe Cohen
Linda Cook
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Lisa Dolan
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The Drumlin Group
Diane Eagle and Nolan Ring
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Norene Gachignard
Ann and Roger Girard

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Edward and Sue Hand
Edward Hart
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Marcia and Richard Huttner
Robert and Patricia Jedrey
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Esther Joyce
Riva Karrde
Kilter, Inc.
Anne Kinigstein and Ian Perkins
Moiria Lachance
Jacqualin LaFlam
Abbe Land
Gary Larrabee
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Thomas Lattof
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Amy Lew
Leland and Sue Lewis
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Betsy Linsenmayer
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Carol Sweet
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Peter and Kate Van Demark
Robine and Thomas Vaneck
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Amy Virgilio
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Andrea Walsh
Darlene Willnow
Katherine Woodman
Woodman & Eaton, P.C.

Gifts Made July 1, 2021 – June 30, 2022

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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	

FY22 GIVING – HONOR GIFTS

Skip and Carol Boissonault	Aaron Moore Family
Ron and Leslie Brennan	Patricia Petrou
Maura Briggs	Kevin Roy's team at Green Banana SEO
John Byrnes	Jen, Ken, and Kyle Schaefer
Claudette Chmura	Jeremiah Kashuba Shanahan
Gloria Cole and Janet Heywood	Muffy, Tad, Cal and Harley White
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Stevie and Gary LeDuc	
Ken and Royce Leonard	
Ryan and Bri Maione	
Mike and Michelle Maione	
Michael McCarthy	

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Anita Bernier	Fran Lucas
Sheila and Herb Collins	Arthur Ryan
Margaret J. Crandall	Samantha Pennell
Karin Scott Gunn Gale	John Sargent
Deacon Harris	Peter Sellew
Carl Hurst	Steve Vavak
James Hurst	Bayard David Waring
Joe Hotdog	



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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Gratitude Report FY 2022

July 2021 – June 2022



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Beverly Center

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