



50TH ANNIVERSARY  
**50**  
**Pathways**  
for children  
50 YEARS • 50,000 STORIES  
Since 1967

**50 AND FORWARD!**

2019 ANNUAL REPORT



# IT WAS GREAT TO CELEBRATE 50 YEARS. NOW LET'S TALK ABOUT TOMORROW.

*In the fall of 2018, our 50th Anniversary Gold Gala served as the capstone for a year-long celebration of 50 years serving the children and families of the North Shore and Cape Ann. The best part for us personally was having the chance to thank all of those who helped to get us to this point and to reconnect with some of the many people who had heartwarming stories to tell about how Pathways impacted their respective lives.*

*Another happy aspect to our anniversary celebration is that its culmination provided such fantastic energy to propel us forward into the future. We have our work cut out for us and we're prepared with an ever-growing list of supporters and friends ready to lend a hand. That's a good thing because it will take the efforts of many to counter the barriers wrought by poverty that so many of our families continue to face.*

*Pathways is ready to move forward, side-by-side, with our children, families, staff, volunteers, grantors and donors, the public schools, local organizations and businesses, elected officials, and the nearly 100 coalitions and partners we are connected to on Cape Ann and the North Shore. We're excited about our next 50 years of caring, listening, learning, nurturing, educating, and supporting. Plans are well underway to expand and adapt the ways we do those things to meet the challenges and opportunities that the next 50 years will inevitably bring.*

*As you read our annual report, please know that you are among our many community supporters that enable our great staff to go above and beyond each day. We couldn't do it without you! We thank you for your support and we celebrate you just as we celebrate the children and families whose stories and successes will shape Pathways for Children's next 50 years!*

Gratefully,

*Sue Todd*

Sue Todd  
President & CEO

*Tom Zarrella*

Tom Zarrella  
Chair, Board of Directors

## CORE VALUES

INSPIRING CHILDREN

GUIDING ADOLESCENTS

STRENGTHENING FAMILIES

SUPPORTING PARENTS

ENRICHING COMMUNITIES

## OFFICERS OF THE CORPORATION – STAFF

Sue Todd – *President and CEO*

## BOARD OF DIRECTORS – OFFICERS

Tom Zarrella – *Chair*  
Greg Smith – *Vice Chair*  
Steve Mersky – *Treasurer*  
Jessica Connors – *Clerk*

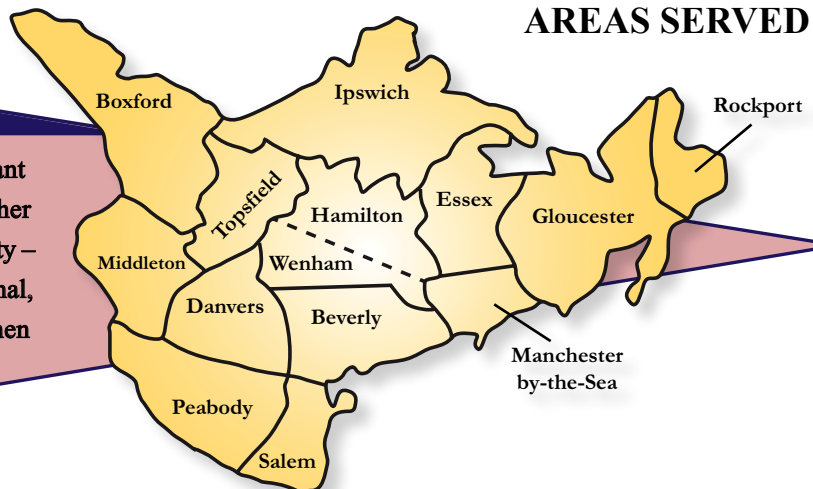
## BOARD OF DIRECTORS – MEMBERS

JoAnn Beck  
John Byrnes  
Clarke Fowler  
Dawn Leoni  
Jagruati Patel  
Judson Reis  
Kathy Schweitzer  
Marlene Seltzer  
Cheryl Walsh

## MISSION

Pathways' mission is to serve the best interests of infant through adolescent children and their families – whether disadvantaged by circumstance or in search of opportunity – by delivering the empowering gift of quality educational, social development and support services that strengthen the family unit and the community.

## AREAS SERVED





## MORE THAN \$40,000 RAISED FOR THE DEACON HARRIS MEMORIAL FUND AT PATHWAYS!



On June 1, 2019 The Bistro at North Shore Music Theater served as the perfect setting to celebrate the life and many gifts of Deacon Winslow Harris – “Deke” as he was fondly referred to by his many friends and loved ones. Deke was only on this earth for 30 years before an undiagnosed heart condition robbed so many of the gifts he had to offer. He loved children and he loved everything Pathways stands for. The long friendship between Deacon’s parents, Debra Glabeau and Ken Harris, and Pathways’ President & CEO, Sue Todd, resulted in an incredible evening celebrating Deke and raising over \$40,000 for The Deacon Harris Memorial Fund at Pathways.



The evening was the perfect reflection of Deke’s joie de vivre. Many people shared stories about his selflessness and generous spirit. Deke’s sister liked to say that “Deke loved to paint the town orange” and over 200 guests did just that! Fond memories were shared and fabulous items were auctioned. Karaoke showcased talents and dancing capped off a most memorable evening. He lived his life committed to making our world a better place in which to live – one relationship at a time. The life-changing impact that The Deacon Harris Memorial Fund at Pathways will have on the children and families that we serve is a fitting reflection of his unique brand of energy and joy. These funds are being directed to supporting our core services to financially at-risk children and their families.



It was said that he was an instant friend to all he met. We know that even in his absence he is a friend to vulnerable children on the North Shore.



## *Sparkles and Surprises at the*



On September 22, 2018 over 320 people gathered at the DoubleTree by Hilton in Danvers to celebrate Pathways’ 50th Anniversary and to honor 4 individuals who helped us to achieve that milestone. Mikki Blazak, State Representative Ann-Margaret Ferrante, Alec Dingee and Sue Todd were presented with Pathways Pioneers awards to a standing ovation and enthusiastic crowd. Respectively, they were saluted as Staff, Alum, Philanthropist and Leadership Pioneers.

The evening included cocktails and a silent auction as well as the premier of an engaging and informative video capturing all that Pathways does to support children and families on the North Shore. It was a big hit with the crowd! The beautifully decorated ballroom was a great setting for a lively Fund-A-Need that was followed by a competitive live auction helping to raise more than \$260,000 for Pathways’ 5 core programs and to extend our wrap-around social work services to all Pathways families.

After the special celebration of honorees, guests dined and danced then departed with a gift of champagne to show our appreciation for their support and to thank them for joining us in celebrating our 50th Anniversary Gold Gala!

# IT'S ALL ABOUT RELATIONSHIPS

The Development Team at Pathways seeks to serve as a bridge between our programs and services and the love and support that you, the generous members of our community, seek to give. You have the power to create life-changing opportunities for our children and families. We provide the structure to harness that power. It comes as no surprise to us that our supporters never cease to answer our call for engagement. You answer in the form of foundation and corporate grants, individual and family gifts, sponsorship of and attendance at events and countless in-kind contributions including the precious gift of time. These donations provide continuous learning opportunities for our children and wrap-around social support services for our families.

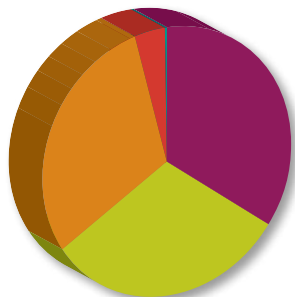
This year the Development Team successfully raised the necessary funding to expand wrap-around social work services to children and families in our School Age Care program. That giving was spurred by the team's production of a new video highlighting the importance of continuity in social services.



The development team's efforts also stewarded the gift of art by coordinating the efforts of well-known muralist Michelle Foy Sucaet, who wished to donate her time and talent to Pathways. We now have a beautiful wall mural at our Emerson Avenue center depicting the children in our programs on a field trip to the beach. It provides a warm welcome to our Cape Ann children and families every time they pass through the lobby.

The chart below depicts a simple enough concept. It shows the many different ways the Pathways Development Team successfully raises funds. But we like to view it a little differently. This chart shows the abundance of generosity that surrounds us. Your support brings that bounty into our classrooms, onto our playgrounds, with our children on field trips, and directly into the homes of the families that we serve.

As a supporter, you play the lead role in the partnership that exists between Pathways and the community. The Development Team is grateful for your ongoing trust in the work that we do, together.



■ Individual Gifts	\$410,859
■ Foundations and Grants	\$363,832
■ Special Events	\$357,957
■ Unsolicited/Memorial Gifts	\$44,430
■ Merchandising	\$2,506
<b>TOTAL</b>	<b>\$1,179,584</b>

## *We don't want to brag but...*



Each year the Greater Beverly Chamber of Commerce (GBCC) hosts the Greater Beverly Business Awards to celebrate the dedication and commitment of the business talent and the entrepreneurial spirit that exists in that region. This upscale event recognizes the exceptional talent of the business men and women who make a difference in the Beverly community and beyond.

In February of 2019 Pathways for Children was honored to be named Non-Profit Business of the Year at the GBCC Business Awards. The commendation is presented annually to a local business that recognizes the importance of providing resources and exceptional services to the people they serve in the community. This distinction recognized Pathways as an organization that leads by example and practices servant leadership skills within our organization.

The award resulted in a wonderful night of accolades that were deftly deflected by Sue Todd as she accepted the award on behalf of our committed front-line staff of educators and social workers as well as our generous donors and volunteers.

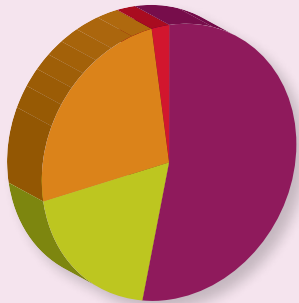
### *...and there's more!*

Three years ago, leadership from Pathways, the City of Salem, the Salem Public Schools and Salem State University began meetings to identify social needs that a more defined collaboration between these entities could begin to address. As a result of our alliance, the City of Salem proposed that Pathways move some of our classrooms into the first floor of the Horace Mann Laboratory School. Therefore, in the fall of 2018, our previously scattered-site classrooms were consolidated and relocated to the elementary school in Salem that also houses the city's K-5 lab school affiliated with the University.

Through this cooperation, the needs of at-risk children and families and the chronic shortage of qualified early education teachers were identified as challenges to the families we serve. In response, Salem State University (SSU) and Pathways worked together to develop an internship program to support early childhood teachers. SSU students majoring in early childhood education were offered internships in our Salem classrooms to complete their "pre-practicums". After completing their SSU programming, those students are eligible to apply for a paid position at Pathways.

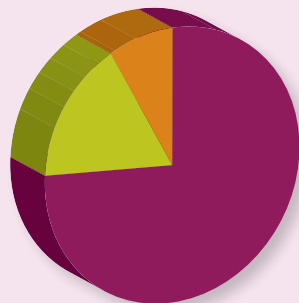
We're happy and proud of these accomplishments that represent the hard work of many and that help us to better serve the children and families of the North Shore and Cape Ann.

## REVENUES AND EXPENSES



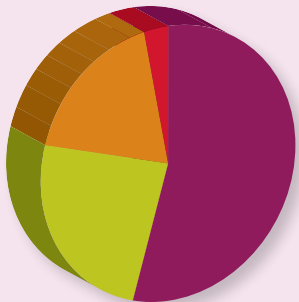
### FY 19 REVENUE

<span style="color: purple;">■</span> Federal Grants	\$4,704,164
<span style="color: green;">■</span> State Contracts & Grants	\$2,126,285
<span style="color: orange;">■</span> Private Gifts, Grants & Events	\$1,531,005
<span style="color: red;">■</span> Parent Fees & Other	\$245,322
<b>TOTAL</b>	<b>\$8,606,776</b>



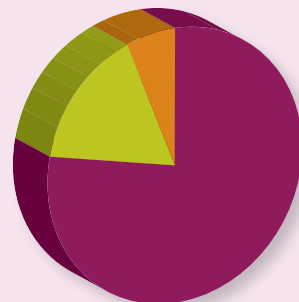
### FY 19 EXPENSES

<span style="color: purple;">■</span> Program Services	\$6,865,389
<span style="color: green;">■</span> Administrative & Program Support	\$1,364,831
<span style="color: orange;">■</span> Fundraising	\$514,024
<b>TOTAL</b>	<b>\$8,744,244</b>



### FY 20 PROJECTED REVENUE

<span style="color: purple;">■</span> Federal Grants	\$4,637,791
<span style="color: green;">■</span> State Contracts & Grants	\$1,657,851
<span style="color: orange;">■</span> Private Gifts, Grants & Events	\$2,204,820
<span style="color: red;">■</span> Parent Fees & Other	\$176,200
<b>TOTAL</b>	<b>\$8,676,662</b>



### FY 20 PROJECTED EXPENSES

<span style="color: purple;">■</span> Program Services	\$6,606,252
<span style="color: green;">■</span> Administrative & Program Support	\$1,391,966
<span style="color: orange;">■</span> Fundraising	\$678,444
<b>TOTAL</b>	<b>\$8,676,662</b>

*This report includes information from 7/1/2018 to 6/30/2019*

## PATHWAYS PROGRAMS SUPPORT CHILDREN AND FAMILIES

In FY19 Pathways for Children served more than 500 children from 14 communities on Cape Ann and the North Shore. Perhaps more importantly, we served those children and families in a holistic manner providing quality educational and recreational programming, supportive services and community referrals for the entire family through our comprehensive children and family-focused programs.

### EARLY HEAD START

27 infants and toddlers from birth to 2.9 years learned, played and were nurtured in this center-based program

### HEAD START

368 preschoolers from age 2.9 to 5 years received comprehensive services and enrichment programs — and learned what they need to know before they enter kindergarten.

### FAMILY ENRICHMENT PROGRAMS

117 families enjoyed family-focused outreach programs including nationally recognized workshops, parenting training and teen and parent mentoring programs.

### SCHOOL AGE CARE

80 students from age 5 to 13 received quality after school, school vacation and summer educational and recreational activities through 4 locally-focused enrichment programs.

### COORDINATED FAMILY AND COMMUNITY ENGAGEMENT PROGRAMS

More than 800 families took part in programs designed to enrich family life on Cape Ann through a collaborative network of educators, parents and community members.

*Average monthly enrollment was 94% of funded enrollment for Cape Ann Head Start, 99% for Cape Ann Early Head Start, and 97% for North Shore Head Start.*

*Cape Ann Head Start served 84% income eligible children, Early Head Start served 99% income eligible children, and North Shore Head Start served 97% income eligible children.*

# SPECIAL GIFTS

## SPECIAL AND NAMED GIFTS PROGRAM FISCAL YEAR 2019

We have a special Named Gifts Program at Pathways for Children. These households make three year commitments to our organization, to support our General Budget or a specific aspect or program of Pathways that matters most to the donor. The minimum gift is \$5000 a year. We thank these friends for investing in our children, our mission, and thus our community's future!

*Beauport Financial's Better Tomorrow Fund*

*The Mollie and John Byrnes Gift to Support Early Education*

*The Jan and Bob Crandall Children's Fund*

*The Alec Dingee and Susan Gray Fund for General Support*

*The Douglass Family Children's Fund*

*Mary Kay Dyer North Shore Development Fund*

*Garth and Lindsay Greimann Gift for General Support*

*Nancy LeGendre and Walter Herlihy Fund for Children*

*Michele May and David Walt Gift for General Support*

*Eileen and Joe Mueller Fund for General Support*

*The Maggie and Joe Rosa Support for the 21st Century Fund*

*Fred and Judy Schmid Fund for Early Education*

*Mary Ann Sherry and Mike Bresnan Gift for General Support*

## ONGOING NAMED MEMORIAL GIFTS AND FUNDS

These funds were originally established in memory of loved ones. Family members and friends continue to honor them by contributing to these program areas:

*The William Winfield Dyer Jr. Scholarship Fund • The Sami Pennell Fund for Infants and Toddlers  
Sheila Collins Memorial Fund for Special Support*

*As government support for comprehensive early education continues to be unpredictable for non-profits dedicated to early childhood education, these multi-year gifts and pledges offer a reliable source of funding for general operations, designated programs or special projects. We are most grateful for this support. For more information, please contact our Chief Development Officer Beth Graham - bgraham@pw4c.org or 978-515-5350.*

**IN HONOR OF THE  
50TH ANNIVERSARY OF  
PATHWAYS FOR CHILDREN,  
THESE SUPPORTERS  
SPONSORED US FOR THE YEAR:**

### ★ PREMIERE ★

John and Mollie Byrnes  
Linzee and Beth Coolidge  
Alec Dingee and Susan Gray  
Frank and Mary Fritsch

### ★ LEADERSHIP ★

Tom & Kristin Zarrella  
Beauport Financial Services

### ★ PARTNER ★

Hawkins Point Partners  
Marlene Seltzer and Janice Ambrose

Giving a gift to Pathways is a wonderful way to honor or pay tribute to someone special in your life. We especially appreciate these types of gifts as they not only benefit the children in our programs, but are also a unique way to recognize life's special occasions or to celebrate the life of a departed friend or relative. To view our FY19 Memorial and Honor Gift recipients please see page 13.

## VOLUNTEERS WORKING TOGETHER FOR PATHWAYS



Our families and staff at Pathways for Children have benefitted immensely from dedicated volunteers who have given generously of their vibrant energy and many precious hours. In fact, our talented volunteers are a major reason Pathways has had such a notable impact in 14 communities on the North Shore. Volunteering at Pathways is a fantastic way to improve lives in our community and beyond, and as any of our volunteers will tell you – it feels great!

This past year, nearly 250 Pathways community volunteers donated over 8,000 hours of time in a myriad of ways helping children. These numbers would be much higher if we counted all the hours our dedicated parent volunteers put into strengthening Pathways' programs.

There is no way to place a monetary value on what is truly invaluable. Nevertheless, it's certainly amazing to see that the time donated adds up to over \$150,000 in support for Pathways' programming.

Volunteerism is key to making the Pathways experience exceptional for the more than 500 children in our programs. Whether helping out with field trips or classroom activities, assisting with administrative tasks, holding toy, book, clothing and school supply drives, or lending a hand with special events and other projects – whatever your talents are – we will find a way to put them to good use. Educators, artists, musicians, dancers, theater and school groups, athletes, yoga teachers, readers and storytellers are especially encouraged to apply!

# EARLY HEAD START PROGRAM

**Early Head Start (EHS)** is our comprehensive, federally funded program serving students ages 6 weeks to 2.9 years of age. It is a center-based program, which focuses on attaining infant-toddler school readiness goals and connects directly with our families to provide support and training. Early Head Start is conducted in our Gloucester site. We provide an age-appropriate outdoor playground and indoor play space for children to run and play. EHS creates a happy, healthy setting where children are encouraged to take an active role in their own social, emotional, cognitive and physical growth. EHS recognizes each child is an important member of a unique family. Our bilingual/bicultural staff is trained to support each child's home language and culture during the critical early years. We also offer support to our EHS expectant families and parenting teens.

# HEAD START PROGRAM

**Head Start (HS)** is our comprehensive, federally funded education program serving children 2.9 to 5 years of age. It is a center-based program focused on attaining formal school readiness goals and helping families achieve self-sufficiency. HS is offered in Gloucester, Salem and Beverly centers. HS recognizes the whole child in the context of a unique family. Although income is the primary basis for admission, homeless families and foster children are given priority for admission and at least 10% of slots are reserved for children with disabilities. HS provides routine screenings to assess each child's development, including health and nutrition status. We also meet with parents to identify and obtain needed support or resources. We provide age-appropriate outdoor playground and indoor play space for our children to run and play.

*In FY19, 100% of our enrolled Early Head Start children and 98.5% of our enrolled Head Start children received medical exams.*

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*100% of our enrolled Early Head Start and 97% of our enrolled Head Start children received dental exams.*

## CHILD OUTCOMES REPORT SCHOOL YEAR 2019: ALL CENTERS

Total Children Assessed: 306  
Cabot = 82 • Emerson = 105 • HM = 106

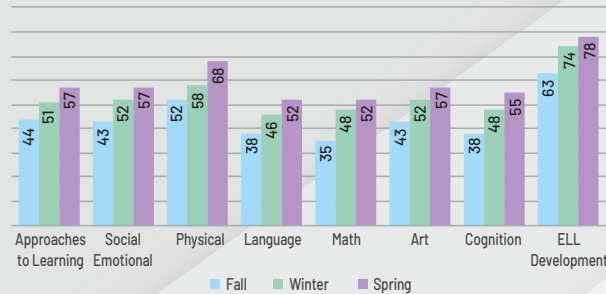


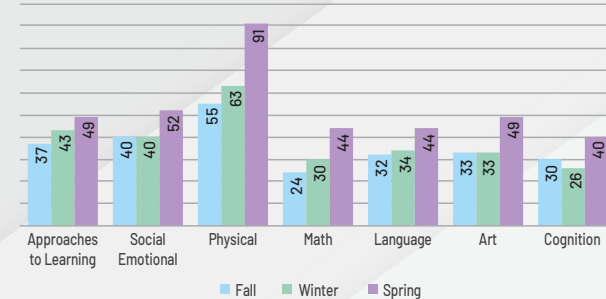
Chart shows % of children meeting or exceeding developmental expectations. Scores averaged a 15% gain from fall to spring. Aggregation of scores were based on children who were present in all 3 assessment periods.

### WHAT THE DATA SHOWS

The above data is taken from the COR Advantage © Outcomes Report. It shows the percentage of overall progress towards meeting or exceeding preschool developmental expectations in 7 key areas. Bars depict the benchmark assessment scores in early fall (October) winter progress (February) and end of year outcomes (May). The COR system categorizes a child's development using an emerging baseline score (0) to a fully accomplished skill level (7) that aligns with the key developmental progressions of the Head Start Early Learning Outcomes Framework 0-5. ELL shows the percentage of children on target with English language and literacy development.

## CHILD OUTCOMES REPORT FULL YEAR 2019 REPORT: EARLY HEAD START

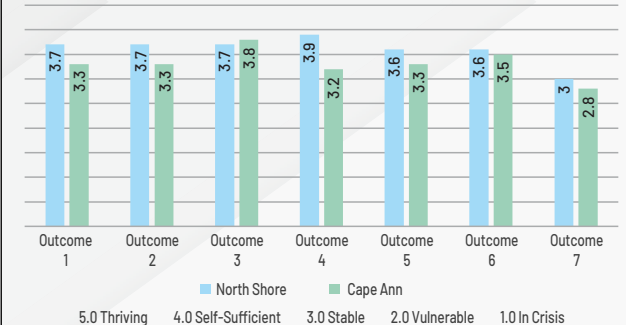
Scores reflect EHS (toddlers and twos) for children present in all 3 assessment periods. Total assessed = 13



### WHAT THE DATA SHOWS

The above data was taken from the COR Advantage © Growth Report. It shows the percentage of overall progress towards meeting or exceeding Infant-Toddler developmental expectations in 7 key areas. Bars depict the benchmark assessment scores in early fall (October), winter (February), and spring (May). The COR system categorizes a child's development using an emerging baseline score with progressions that align with the key developmental areas of the Head Start Early Learning Outcomes Framework 0-5.

## PFCE OUTCOMES REPORT NORTH SHORE/CAPE ANN • SY 2019



### Parent, Family, and Community Engagement Framework

- Outcome 1: Family well-being
- Outcome 2: Positive Parent-Child Relationships
- Outcome 3: Families as Lifelong Educators
- Outcome 4: Families as Learners
- Outcome 5: Family Engagement in Transitions
- Outcome 6: Family Connections to Peers & Community
- Outcome 7: Families as Advocates and Leaders

### School Year 2019:

Amount of families with completed family outcomes assessments = 174 North Shore  
Amount of families with completed family outcomes assessments = 114 Cape Ann

## SCHOOL AGE CARE

Pathways' **School Age Care (SAC)** program provides out of school time education for children from kindergarten through age 12 in our Gloucester center. These are the years in which children most easily learn to make plans and set goals, to persevere and adapt, to develop relationships and share pro-social values like personal responsibility, empathy, respect, and compassion for others. We teach these skills to equip children with the tools they need to make the best choices as young adults.

In addition to teaching the above skills, the SAC program offers homework help and recreational activities. SAC offers four (4) locally-focused educational, recreational and social/emotional enrichment programs designed to provide our school age students with the skills they need to succeed in school and in life. Those programs are: *STEM Works* which increases students' knowledge of science, technology, engineering and math concepts; *Milestones*, a character and leadership building & social emotional learning program for young people promoting successful academic and behavioral outcomes; *Pathways Moves*, our healthy body and mind initiative; and *Community Builders* which exposes students to the arts utilizing our rich Cape Ann resources.

SAC provides year-round services with part-time after school and full days during the summer and school vacations.

## COORDINATED FAMILY & COMMUNITY ENGAGEMENT

Pathways is the lead agency for the Cape Ann **Coordinated Family & Community Engagement (CFCE)** grant. CFCE is funded by the Massachusetts Department of Early Education and Care, which provides local, family-focused programming and services, resources and support. Families residing in Cape Ann with children ages birth to 12 years may participate in various free community programs to support parents as their child's first teacher. CFCE also coordinates community-wide resources that provide supports to address the needs of children and families. A CFCE advisory council assures that community needs are being met. The advisory council includes representatives from public schools, Early Intervention, various child/family agencies and parents.



### PLAYGROUPS!

CFCE runs two free playgroups every week in our Gloucester center and a weekly playgroup at the Rockport Public Library.

#### **Benefits from playgroup participation include:**

- *Engaging in meaningful play with your baby/toddler*
- *Increased social interaction for parents and children*
- *Access to growth and development information and resources*

### GRANDPARENTS RAISING GRANDCHILDREN – CAPE ANN

In FY19 CFCE continued to provide services, information and support to local grandparents raising children. Cape Ann, like communities throughout the state and country, has seen an increase in relative caregivers due, in part, to the ongoing opioid epidemic. Working with the Massachusetts Commission on the Status of Grandparents Raising Grandchildren and representatives from local social and enrichment service providers, CFCE has spearheaded the effort to meet the needs of impacted families. A community forum & information event was held in the spring and free weekly support groups were established. Children are engaged in enrichment programming during the support group sessions. CFCE continues to offer assistance, programming and resources to grandparents, families and professionals adjusting to changes in family life.





# FAMILY ENRICHMENT PROGRAM

Family Enrichment Program (FEP) provides free, high quality, evidence-based programs designed to help support and strengthen the family unit including:

- The *Nurturing Program*<sup>®</sup>: a strength-based program offered to families with children ages birth to 12. Parents learn approaches to discipline, stress management, communication and more. This year we held our first 15 week program at our Beverly Center using the Nurturing Program<sup>®</sup> for Parents of School-Age Children curriculum. Our Gloucester center offered two different curricula options: The Nurturing Program<sup>®</sup> for Parents of Infants, Toddlers & Preschoolers, and the Nurturing Program<sup>®</sup> for Parents of School-Age children.
- The *Parent Mentor Program*: mentors model healthy relationships, interact with mentees in a supportive manner, and assist them in accomplishing goals. It helps reduce isolation, enhance parenting skills, improve communication, and increase access to community resources.
- The *Teen Mentor Program*: high school students mentor young children who benefit from a positive role model. The relationship helps strengthen self-esteem, improve academic performance, reduce isolation, and model social skills.
- *Parent Connection*: a weekly, professionally facilitated, drop-in support group that provides parents with a forum for support and discussion.

One participant shared that she was “learning to validate feelings and appropriately talk about them with children and others...Love it!”

Two Masters of Social Work (MSW) interns - one from Salem State University and another from Simmons University - dedicated a total of 1,031 volunteer hours to FEP. One of the main intern projects of the year involved developing an online training module for the Parent Mentor Program, allowing us to reach more mentors, and thereby serve more parents, as mentors are now able to complete the training on a rolling basis as soon as they express interest in volunteering.

## MENTORING CAN CHANGE PEOPLE’S LIVES!

**At Pathways we offer mentoring opportunities for teens and parents. This year’s highlights from those programs include:**

- 10 volunteer mentors for the Parent Mentor Program completed 12 hours of training with the FEP Social Worker and participated in monthly group supervision sessions for the duration of the year-long program. 12 parents were matched with mentors. One parent stated, “My mentor is someone I can talk to. She does not judge me” while another stated, “My mentor is the best. She is helpful and understanding.”
- 13 high school students completed 9 hours of training through the Teen Mentor Program to become volunteer mentors for children in the community. The training focused on encouraging community involvement for adolescents and building self-worth in both the teens and the children they mentored. 13 children were matched with teen mentors and met weekly for six months. The aunt of a child in the teen mentor program stated, “Out of all the programs we have brought my nephew to and all the therapy, this has been the most impactful.”



FOR THE MENTEE	FOR THE MENTOR
Strengthening self-esteem	Making a positive impact on another person's life
Reducing isolation and experiencing new things	Learning more about themselves
Improving communications skills	Gaining a better understanding of other cultures and developing a greater appreciation for diversity
Having fun!	Having fun!

***This year our parent mentors were able to support their mentees through particularly difficult times such as these:***

- Supporting a family from Iraq who is new to the community and helping the mother obtain her citizenship and more recently her driving permit.
- Helping a single mother enroll in college readiness class to prepare her to start college in the Fall.
- Working with a father who speaks Spanish who recently obtained custody of his three children. The mentor provided support and a translator to help with custody and accessing resources.

# In-Kind Gifts from Individuals made July 1, 2018 – June 30, 2019

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.

## FY19 IN-KINDS FROM INDIVIDUALS

Hafsa Ahmed	Andrew and Dyane Cotreau	Raquel Hufschmid	Mark and Melanie Murray-Brown	Laura Smith
Beth Almeida	Katherine Couture	Nicole Hupin-Otis	Michael and Kimberlie O'Connell	Julie Spencer
Glenn Alto	Michael and Mary Coyne	John Hurley	Nora O'Connor	Michelle Sucaet
Bonnie Angus	Shannon Cram	Richard and Marcia Huttner	Kaylee O'Neil	Heather Swain
David and Nan Araneo	Abby Croyle	Teasha Jaksland	Alicia Oliver	Paige Swanson
Liane Ayres	Makayla Cruz	Carol Jones	Katie Oliver	Pamela Sweet
Dorothy Babine	Robyn Cunningham	Eric Karlberg and Crystal Condakes	Brian and Bernadette Orr	Marie Swinson
Julitza Baez-Rivera	Holly Curtis	Joachina Karol	Felicia Ortiz	Jon Sylvester
Tylah Baseman	Caitlin DeBiere	Andrea Kordis	David and Lisa Palazola	Sarah Tabbi
Patricia Belanger	Sue DeCarolis	Emma Lacey	Josh Palazola	Stephanie Tallo
Delaney Benchoff	Patrick and Melissa Dempsey	Terry Langcor and Virginia Kiefer	Adriana Parianos	Britney Tarantino
Leslie Bennett	Lisa Denton	Leo and Susan LaRosa	Mark Parisi	Debora Taylor
Bill Bergmann and Anne Ouellette	Gaye Deyeso	Edward and Rhonda Latham	Mary Ann Parker	Elinor Teele
Jessica Berman	Mary Anne DiAnno	Kristen Lauze	Jenessa Pease	Isobel Thomas
Alicia Bielik	Julia Dillon	Julie Little	Bo Perkins	Michael Todd
Fatima Bouzidi	Patricia Earle	Maria LoContro	Heather Perry	Laura Trainor
Lynn Browne	Erika Edgar	Ernest and Amelia Lopes	Michelle Picneny Langille	Grace Tucker
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# In-Kind Gifts from Organizations made July 1, 2018 - June 30, 2019

The following organizations have made contributions of their time, talent or material goods to help support our work. Our Federal Head Start grant requires us to match 20% of our federal funding (more than \$800,000) with in-kind donations each year. We offer our special thanks to the following for making this possible.

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