Annual Report 2008

A report to stakeholders on activities and progress at Pathway Homes in 2008.
A Message from Pathway Homes’ Executives

Our mission at Pathway Homes is “to make available to long term seriously mentally ill adults a variety of non time limited housing including the necessary subsidies to make such housing affordable, and to assure the individualized services to enable them to realize their potential in the least restrictive environment in which they are capable of living.” As we summarize our year we recognize significant accomplishments and continuing challenges. We emphasize and embrace input from the individuals we serve, partner with, and challenge ourselves to remain recovery based in providing evidenced based best practice services throughout the region.

As a non-profit agency, Pathway Homes depends upon federal, state, local and private funding sources to ensure the continuation of our programs for those we serve. We continue to actively partner with our state and region as we plan to eradicate homelessness. Pathway Homes continues in this effort to expand our continuum of services throughout the region with creative and collaborative approaches to stimulate existing and new funding streams, and secure, maintain and extend resources necessary to provide for the array of housing and supportive services needed.

Our successes continue to provide Pathway Homes with the motivation and drive to address the economic challenges and human service concerns. As we continue to build upon our demonstrated foundation of excellence, we understand that we must maintain fiduciary prudence, continue to engage in new opportunities for partnership and growth, and continue our philanthropic vigilance to enhance recovery opportunities for those we serve.

While we reflect upon the challenges and accomplishments of the past year, we remain fully invested in our mission, and committed to the values that have navigated Pathways to continuously seek to integrate best practice recovery-based services. On behalf of our dedicated staff, we are pleased to provide this report for your review, and hope that you find this information useful and informative.

Joel McNair, LPC, LMFT
Chief Executive Officer

Sylisa Lambert-Woodard, Ed.D, LCSW, LSATP, MAC
President and Chief Operating Officer
Mission Statement

Pathway Homes, Inc.’s mission is to make available to long-term, seriously mentally ill adults a variety of non time-limited housing, including the necessary subsidies to make such housing affordable, and to assure the individualized services to enable them to realize their individual potential in the least restrictive environment in which they are capable of living.

Vision Statement

The vision of Pathway Homes is to provide a broad base of the highest quality homes and individualized services for all adults with serious mental illness in Fairfax County. These responsive and flexible services will include, but not be limited to:

- Psychiatric and medical emergency care
- Aging and geriatric care
- Intensive treatment for substance abuse
- Accommodations for the physically challenged, and
- Other programs expanding our continuum of care.

This will be accomplished through the integration of community collaboration, charitable support, an expanded role of residents and their families, and a network of influential Board Members and friends. A hallmark of our operations will be our financial stability and self-sufficiency.

Our vision will be achieved by a highly professional staff empowered by progressive training and development opportunities. Our employees will deliver the highest quality case management and care to a diverse consumer base. The effectiveness of these services will be documented and emulated as a national model.

The pathways we travel with our residents will lead to the realization of their dignity, worth and highest individual potential and success.

Statement of Values

In fulfilling our mission to provide the highest quality services and programs to adults with serious and persistent mental illness, we value:

- **Consumer Empowerment.** We encourage choice and assist consumers of our services to assume increasing degrees of independent living, self-sufficiency and self-confidence.

- **Dignity.** We respect the inherent worth and dignity of all individuals and promote self-determination as an expression of self-worth.

- **Diversity.** We respect individuals of all backgrounds and beliefs, and utilize the widest variety of talents, skills and viewpoints. We demonstrate compassion through caring, and appreciation and tolerance for individual choices, differences and needs.

- **Flexibility.** We seek creative ideas and opportunities and develop dynamic and innovative solutions to challenges that arise. We offer an array of individualized services and programs which are responsive to the diverse needs of all individuals we strive to serve.

- **Integrity.** The strength and quality of our programs and services rests upon the dedication, commitment and ethical behavior exemplified by our staff and Board of Directors.

- **Staff Empowerment.** We promote and maintain a competent and satisfied workforce by respecting one another, recognizing each other’s achievements, and valuing our employees within a supportive environment which encourages professional growth.

- **Teamwork.** Our ability to fulfill Pathway Homes’ mission is strengthened and enhanced through collaborative efforts towards our common goals and the participation of consumers, family members and service providers.
Recovery at Pathway Homes

Philosophy
Pathway Homes embodies the spirit of recovery: embracing an attitude of hope, self-determination and partnering with each individual on their personal journey toward achieving self-fulfillment and realizing their dreams.

Guiding Principles
- Recovery from mental illness is possible!
- Pathways promotes individual rights.
- We focus on the whole person.
- We focus on the strengths of individuals.
- Individuals are responsible for the solution, not the problem.
- Pathways strives to eliminate stigma through advocacy, community education and social change.
- We foster hope and self-determination.
- Recovery must occur at the pace and direction of each person.
- We partner with individuals to achieve their highest quality of life.
- Pathways encourages individuals to identify mutual support systems that allow for the sharing of experiences, strengths and hope.
- Pathways recognizes and supports the value of each person’s spirituality in the recovery process.

Recovery in Action: In Their Own Words

“Staff was very willing to accommodate me throughout the process.”
- Welcome Survey

“From day one — helping with the move, feeding me necessary information, listening to me, and always smiling — I’ve been blessed by God with a new friend.”
- Welcome Survey

“Everyone was very helpful.”
- Welcome Survey

“Everything is OK with Pathways.”
- Discharge Survey

“I found the process smooth and organized. My client was able to make the transition with very little problem due to the supportive and welcoming manner demonstrated by everyone involved. Introducing him to several peers was very helpful.”
- Referral Source Survey

“I love the help that Pathways provides. I truly wouldn’t be able to do my job effectively without it.”
- Referral Source Survey
Recovery in Action: Sue’s Story

Sue Zywokarte came to Pathway Homes in November 2002 after a long history of both successes and failures with living independently while trying to maintain a path of recovery from both a substance disorder and mental illness.

The Supported Housing Options Program (SHOP) has provided Sue with a solid foundation of support in the form of permanent housing placement, counseling and case management services and targeted support services.

“I have relied on Pathway Homes’ belief that I can experience recovery and have a fulfilling life,” she says. “It is this belief that carries me through when I’m struggling with a desire to give up or to engage in self-destructive behaviors.”

In 2008, Sue was closing in on her stated goal of obtaining an Associate of Science degree. When she did obtain her A.S. in May of 2008, she immediately extended her original goal and decided to pursue a B.S. in Biology with a minor in Geographic Information Systems. She was admitted into George Mason University as an upper-classman and began pursuing her B.S. in the Fall of 2008.

Sue has appreciated the opportunity to share her story with local elementary and middle schools as part of Pathways’ participation in the Help the Homeless Walk, putting a face on what it means to have been homeless. She has also been an active member of the Pathway Homes Recovery Committee where she educates staff members on how to empower consumers to believe in themselves and to instill hope that they can achieve a degree of recovery from their disabilities. Sue has served as a consumer representative on Pathway Homes’ Board of Directors since 2006.

Recovery in Action: Andy’s Story

There are many ways to describe Andy. He is a loving father, a Veteran of the U.S. Army, a tie-dyed t-shirt and Grateful Dead lover, a passionate member of his church and 12 Step communities, and most recently a resident of Pathway Homes. Five months ago Andy moved into his own Supported Housing Program apartment in Falls Church. Looking down the road, he says “I don’t know what I’ll be doing exactly, but I know where I’ll be — right here.” His new home is non-time-limited, a real place to call his own that is comfortable for not only himself, but also for his nine-year-old son who visits on weekends. Andy explains that he traveled a long and sometimes tumultuous road to get here. He begins his story by emphasizing that everyone has his or her own path. “What happened and worked for me may not work for someone else. I had to be willing to ask for and accept help.”

Andy says much of his life he was drinking, doing drugs and depressed. In 1991, after multiple substance-related legal charges, he was court ordered to go through drug and alcohol treatment. At first he just went through the motions and got sober because “I was tired of being pulled over and even my favorite bars didn’t want to see me anymore.” Eventually, he surrendered himself to the fact that he had a problem with drugs and alcohol and embraced the traditions of Narcotics Anonymous and Alcohics Anonymous. He’s been an active member ever since. Years went by, but although drugs and alcohol were no longer in his life, he could no longer work due to a host of physical problems. Without an income, he could not keep a stable home. “Most people are just a paycheck or two away from being homeless,” he says.

Rotating through friends’ homes, the streets and shelters limited Andy’s ability to visit with his son, always a priority for him. Years of this left him depressed, unable to sleep, defeated and overwhelmed. He sought mental health support, and was able to get himself linked to ongoing treatment through a mental health center. He obtained a shelter bed, worked on a disability application, and got the healthcare and medication he needed.

After six months in the shelter, he was accepted into a subsidized apartment program in Alexandria that was perfect in many ways except for that it was transitional, meaning he had to move within two years. In 2008 he moved into his Pathway Homes apartment. Now that he does not have to worry about where to go, he is able to move forward and has big plans for his future. He is exploring going back to school to become a substance abuse counselor and has become actively involved in a local advocacy group for more affordable housing. “I want to take bigger steps in my advocacy work and church. I will still be involved in 12 Step because I never want to forget where I came from. I will still be connected to my mental health network and just continue to rise above.”
Performance Improvement

Pathway Homes tracks its continuous quality improvement activities through the implementation of several plans. The Service Delivery Improvement Plan tracks the agency’s progress in meeting clinically based outcomes that measure effectiveness, efficiency, access to services, and stakeholder satisfaction. The Business Functions Improvement Plan tracks progress in areas that include accounting objectives, maintenance issues, human rights complaints, and performance in meeting regulatory and accreditation standards.

SERVICE DELIVERY

- Total consumers served = 431 (47 more than in 2007).
- Number of consumers staying in permanent housing in 2008 = 390.
- Number of consumers discharged from Pathways = 41. Seven were a result of the contract that ended with Arlington County.
- Three others transitioned to Arlington County as a result of changes in their Medicaid status or in one case, a need for services for the elderly.
- Seven of the remaining 31 that were discharged, were deceased. The remaining 24 went to the following destinations:
  - Nursing facility - 1
  - Inpatient facility - 5 (one medical)
  - Prison/Jail - 2
  - Family/Friends - 2
  - Own apartment - 2
  - More intensive setting - 3
  - Discontinued services - 4
  - Unknown - 5

Performance Improvement

BUSINESS FUNCTIONS

The agency’s outcomes management plan is intended to address the efficiency and effectiveness of the agency’s business functions as a whole. This includes feedback from stakeholders (in this instance, consumers) regarding how satisfied they are with the services we provide to them overall. During this reporting period, we met or exceeded four of our six identified goals.

- Eighty-six percent of non-emergency maintenance issues were resolved within 60 days — we exceeded our goal of 80 percent.
- One hundred percent of program services met all applicable regulatory requirements.
- All consumer concerns were satisfactorily resolved through the informal grievance process.
- Ninety-six percent of consumers reported satisfaction with the overall services they receive — we exceeded our goal of 90 percent.

Maintenance Technicians Mauricio Rosida (left) and Estanislao Diaz (right) were presented with plaques honoring their role in exceeding Pathways’ non-emergency maintenance goal by Vice President for Finance and Administration Brenda Brennan (center) at a recognition event held May 23, 2008.
Consumer Satisfaction

Forty-six percent of consumers surveyed responded. Of these, 96 percent reported overall satisfaction with the services they receive from Pathway Homes. Also, 95 percent reported that Pathway Homes has provided them with opportunities to improve their overall health and wellness.

Other areas in which consumers reported a high level of satisfaction include:

I feel the services I get at Pathways help improve my life. 97%
My Pathways counselor meets with me as scheduled or reschedules with me as needed. 95%
Pathways clearly explains any fees or rental that I pay and any related Recertification, or other documentation. 95%

The results of the survey over the years have shown a steady rate of consumer satisfaction in key areas that are tied to the agency’s performance improvement outcomes.

Employee Satisfaction

Pathway Homes conducted its first electronic survey through uSPEQ, a subsidiary of the Commission on Accreditation of Rehabilitation Facilities (CARF). Seventy-eight percent of staff surveyed responded. Of these, 95 percent reported overall satisfaction with their current position.

Other areas in which staff reported a high level of satisfaction include:

I support the overall direction of Pathway Homes. 99%
Pathways has a strong focus on customer service and satisfaction. 99%
Overall, I am treated with dignity and respect at Pathways. 99%
I understand my job responsibilities. 99%
I am aware of Pathways’ mission. 96%

In comparison to the top five items in aggregate uSPEQ survey results for 43 organizations (5,480 responses) in the U.S. and Canada, Pathway Homes scored higher in all but one area:

I am aware of [ORG NAME]’s mission 96% 98%
I understand my job responsibilities 99% 95%
I support the overall direction of [ORG NAME] 99% 94%
My coworkers and I work well together 95% 93%
I am encouraged to work as part of a team 95% 92%

Eighty-six percent of the organizations that participated in the survey were non-profit organizations, and 37 percent, the largest group, were of similar size to Pathways.
2008 Annual Highlights

In 2008 Pathway Homes continued to make strides towards our strategic goals:

- Funding was maintained for existing projects funded through the Department of Housing and Urban Development (HUD) and the Consolidated Community Funding Pool (CCFP). In addition, Pathway Homes received new funding from HUD to provide housing and support services to seven individuals with mental illnesses and co-occurring substance use disorders.

- A team-building and employee recognition event was held on May 23, 2008. Employees who had been with Pathways for five, 10 and 15 years were honored for their service. Three employees were given Annual Employee Achievement Awards (see photo right). During the year, four employees were named as Employee of the Quarter: Stephanie Moneyhyun (Spring), Jean Reynolds (Summer), Edward Tungol (Autumn), and Meredith Bunn (Winter).

- Through a combination of low home prices, access to government loans and philanthropic support, Pathways was able to purchase two homes to replace previously leased properties.

A new home known as “Dave’s House” was made possible by a major gift from Board Member Ron Wilesky and his wife, Lin, and named to honor the memory of her brother, David Jefferys.

- The Brain Foundation, in collaboration with Pathway Homes, opened a third Laura’s House town home that houses four consumers who were previously homeless. Through this collaborative partnership the Brain Foundation, a local advocacy organization, buys houses for use by individuals with mental illnesses and Pathway Homes provides support services that are partially funded through the Collaborative Community Funding Pool (CCFP). Five consumers graduated from this program in 2008, allowing us to offer services to others on the waiting list.

- Pathway Homes continued to expand creative partnerships with interested family members through its quarterly educational meetings. In 2008 internal and external experts presented on the following topics as they relate to mental health: Love and Boundaries; Spirituality; Mind and Body Connection; and Medications and Mental Illness.

- Daniel Gray, Esquire, joined the Pathway Homes’ Board of Directors. Mr. Gray is an attorney and partner at Cooper Ginsberg and Gray in Fairfax, Virginia. He is also Vice-President of the Northern Virginia Mental Health Institute Consumer Advisory Council.

Family member Marie Peppe (left) visits with Audrey Moss, M.D. (right), after one of two interactive presentations discussing mental illness and psychiatric medications.

Three employees were honored for their outstanding accomplishments with Annual Employee Achievement Awards: (left to right) Lauren Pellet received the Visionary Service Award, Ludwig Edoard received the Mission in Action Award, and Ray Rogers received the Support and Teambuilding Award.

Daniel Gray, Esquire
2008 Annual Highlights

- Pathway Homes continued its tradition of support, leadership and participation in Fairfax’s Annual Mental Illness Awareness Week Conference.

- Pathway Homes expanded its Medicaid-funded services through an innovative service delivery modification in two of its group homes.

- The Consumer Advisory Council at Pathway Homes, which was formed in 2001, has remained active serving as a conduit for residents’ involvement in the agency. John Payne, after many years serving as Council President, passed the gavel to Gwen Davis.

- In August, 2008, the Philip L. Graham Fund made a $20,000 grant to Pathway Homes for the purchase of an eight-passenger van for transportation of Stevenson Place residents. Kathy McKay of Jim McKay Chevrolet in Fairfax found a vehicle that met Pathways’ needs and provided generously discounted pricing.

2008 Annual Highlights

- Two large recreational events are held each year for residents to get together and socialize over good food, fun and door prizes donated by local merchants. The 20th Annual Summer Picnic was held on June 7, 2008 at Nottoway Park, and the Resident Holiday Party was held on December 4, 2008.

- Ten Pathway Homes’ employees were designated as the agency’s Cultural Diversity Trainers and completed two days of intensive Train-the-Trainer sessions offered by the Multicultural Research and Resource Center at George Mason University.

- For the tenth year, Pathway Homes was a beneficiary of the annual Help the Homeless Walk. Pathway Homes conducted Mini-Walks at three National Capital area schools, educating students about homelessness prevention. On November 22, 2008, consumers, staff, and other stakeholders walked on the National Mall. A total of just over $39,000 was raised through these efforts.

The 2008 Summer Picnic featured a circus theme, complete with a big-top backdrop. Here Pathways’ President and Chief Operating Officer Sylvia Lambert-Woodard and Fairfax County Board of Supervisors Chairperson Sharon Bulova strike a pose worthy of the setting.

Students at a Mini-Walk run by Pathway Homes employees hold up signs showing their support of people who are homeless.
2008 Financial Summary

Reznick Group, P.C., a national Certified Public Accounting firm, performed audits as of June 30, 2008, for The Pathway Group, which includes Pathway Homes, Inc., Pathway Living, Inc., Pathway Visions, Inc., Pathway Options, Inc. and Pathway Homes, Inc. HUD. A summary of the Combined Financial Statement for The Pathway Group is presented here.

Combined Statement of Activities

SUPPORT AND REVENUE

Government Grants and Contracts $6,873,636
Fees and Rents 829,579
Contributions 185,869
Interest and Dividends 101,633
Total Support and Revenue $7,990,717

EXPENSES

Program Services:
24 Hour Residential Facilities $3,087,607
Supported Residential Facilities 3,351,363
Total Program Services $6,438,970
Management and General $1,599,650
Fund-raising and Development 18,620
Total Expenses $8,057,150

Change in net assets ($ 66,433)
Net Assets, Beginning of Year 2,844,465
Net Assets, End of Year $2,818,032

A summary from the Audited Financial Statement for fiscal year ending June 30, 2008 as prepared by Reznick Group, P.C.
Gratefully acknowledging the following individuals and businesses who made monetary contributions to Pathway Homes between January 1, 2008 and December 31, 2008.

Mr. Roman P. Abanador
Mr. and Mrs. Ace Acosta
Mr. and Mrs. James W. and Jane W. Adams
Mr. and Mrs. Leigh Alexander
Ms. Tenna V. Allen
America’s Charities
Mr. and Mrs. John and Suzanne Anderson
Arlington/Fairfax BPO Elks 2188
Ms. Abigail Arms
Mr. and Mrs. James and Barbara Augustine

B

BAE Systems Employee Community Fund
Ms. Sandra Barksdale
Mr. and Mrs. Walter and Christine Barr
Mr. and Mrs. Daniel Bauder
Ms. Terry Bauder
Mr. and Mrs. Levine J. Bearden
Mr. and Mrs. J. Lamer Beasley
Ms. and Mrs. Fred and Vivienne Becchi
Mr. and Mrs. Frederic Beck Jr.
Mr. and Mrs. Grant Beck
D

Ms. Delores M. Benn
Mr. and Mrs. George M. and Ruth Bennsky
Mr. Barbara Berlingo
Ms. Annette Billings
Mr. Kenneth Bingham
Ms. Elizabeth Blakney
Ms. Bettele Bleiberg
Mr. Samuel H. Bleier
Mr. and Mrs. John T. and Celis G. Boarlein
Mr. Walter Bolander, Jr.
Mr. and Mrs. Walter M. and Mary C. Boland
Mr. and Mrs. Merritt Bradson
Ms. Brenda Brennan
Ms. Joyce Bros
Mr. and Mrs. William and Lynne Brum, Sr.
Ms. Margaret K. Brunstet
Mr. and Mrs. James and Phyllis Buchheister
Mr. and Mrs. Thomas E. and Janice Burns
Ms. Sue Busch

C

Mr. and Mrs. Philip and Carol Canner
Mr. and Mrs. John and Margaret Canner
Mr. and Mrs. David G. Davies
Mr. and Mrs. Mary Lou and Carol Davis
Mr. and Mrs. Celeste H. Day
Mr. and Mrs. Joan Denig
Ms. Abigail Denice
Mr. and Mrs. Edward Denrice
Ms. Barbara Denison
Ms. Nigisti G. Desta
Mr. and Mrs. Carl and Audrey DiPietro
Ms. Darla Downham
Ms. Paula Dubberly
Mr. and Mrs. Eugene C. and Joan Durman
Mr. and Mrs. John and Margaret Elliott
Mr. Devadatta Madhira
Mr. Vidyaassaghra Madhira
Ms. Kathy Erzen
ExamMobil Corporation

D

Mr. and Mrs. Thomas Dale
Mr. and Mrs. Tom A. Davidson
Mr. and Mrs. David G. Davies
Mr. and Mrs. Gregory and Carol Davis
Ms. Celeste H. Day
Mr. and Mrs. Joan Denigh
Ms. Abigail Denice
Mr. and Mrs. Edward Denice
Ms. Barbara Denison
Ms. Nigisti G. Desta
Mr. and Mrs. Carl and Audrey DiPietro
Ms. Darla Downham
Ms. Paula Dubberly
Mr. and Mrs. Eugene C. and Joan Durman
Mr. and Mrs. John and Margaret Elliott
Mr. Devadatta Madhira
Mr. Vidyaassaghra Madhira
Ms. Kathy Erzen
ExamMobil Corporation

E

Mr. and Mrs. John and Margaret Elliott
Mr. Devadatta Madhira
Mr. Vidyaassaghra Madhira
Ms. Kathy Erzen
ExamMobil Corporation

F

Mr. and Mrs. Glenn B. Fatzinger
Mr. John J. Flynn
Mr. and Mrs. Herbert and Anna Ford
Mr. James R. Foster
Mr. and Mrs. Emil and Hazel Franks
The Freddie Mac Foundation
Mr. Audrey Free
Mr. Harry Free

G

Mr. and Mrs. Anthony Gaukeinger
Ms. Judith Ann Gaukeinger
Ms. Pamela G. Galloway
Mr. Donald J. Gantner
Ms. Mamatha Garige
Mr. and Mrs. James and Christine Garner
Mr. and Mrs. Steven and Joyce Gibson
Ms. Pauline Gidlon
Mr. James Gnoe
Ms. Lenore Gordon
Ms. Gersonam Gurevitz
Mr. and Mrs. Pernin and Linda Gower
Mr. and Mrs. Larry and Peggy Graham
Mr. and Mrs. Richard H. Gramm
Mr. Daniel Gray, Esq.
Dr. and Mrs. Philip and Carol Greco
Mr. and Mrs. Clifford R. Green
Ms. Batsy Samuelson Green
Mr. and Mrs. Sydney and Ann Gurlay

H

Mr. and Mrs. Daniel and Mary Harker
Mr. and Mrs. James R. Hardcastle
Ms. Mary M. Hardy
Ms. Dorothy S. Harmon
Mr. and Mrs. Stanley P. and Rose Harris
Dr. and Mrs. Joseph Hard
Ms. Kathryn L. Harp
Mr. and Mrs. Daniel and Kate Hartman
Ms. Barbara Hartnett
Ms. Crystal Haber
Ms. Margaret W. Hay

I

Mr. and Mrs. George and Georgiana Ridlon
Mr. Joseph U. Hinshaw
Ms. Sharan Hoover
Mr. and Mrs. Ridgeley Hopkins
Ms. Jeri Lynn B. Hoy
Mr. and Mrs. James A. and Kay E. Huenne
Ms. Leslie Hurdle

J

Mr. and Mrs. William and Deborah Iwign
Ms. Elizabeth Jenkins
Ms. Lorraine Johnson

K

Mr. and Mrs. Takeko and Linda Kato
Mr. and Mrs. Harry L. and Mildred Key
Ms. Jacqueline Kennedy
Ms. Cynthia A. Kenny
Mr. and Mrs. Earl A. and Martha Kessler, II
Ms. Sandra Kingsley
Ms. Kima Kippin
Mr. P. Franklin Klein, Jr.
Mr. Louis P. Kokosis
Mr. and Mrs. William Kreher
Mr. and Mrs. Bryant L. and Rita B. Krizek
Ms. Elizabeth H. Lennard
Ms. Linda Landwehr
Ms. Gloriou K. Larson-Jodio
Mr. and Mrs. Henry and Marjorie Latimer
Mr. Jean LeFroge
Mr. Martin Lichtenstein
Ms. Ann C. Linn, LCSW
Mr. and Mrs. Ray List
Mr. and Mrs. Dave Luttski
Ms. Norine Lyons

L

Ms. Judith Meidvin
Mr. and Mrs. Michael and Marie Mann
Mr. John Y. Maroney
Ms. Karla Marraquin
Mr. and Mrs. Owen and Annabelle Massey
Mr. and Mrs. John R. and Barbara Meyfield
Ms. Carol A. McFhleen
Mr. and Mrs. Harvey McConnell, Jr.
Ms. Amelia McMillan
Ms. Danni McKea
Mr. and Mrs. Harold and Bethor McKenzie
Mr. and Mrs. Ken and Jennifer McKenzie
Mr. Joel McNair
Ms. Eric A. McPheen
Dr. and Mrs. David and Melanie Miles
Ms. Linda Miller
Mr. Roger Miller
Ms. Karen Milligan
Ms. Kieran Mitchell
Ms. Cassandra Moran
Ms. Alyssa Ford Morel
Mr. Gerard Morris
Mr. and Mrs. Bill Mosley
Mr. and Mrs. John J. and Gloria Mayhew
Mr. David Murphy
Mr. Bruce R. Myers, CLU

N

Mr. Amjad Najada
Ms. Linda Neuhaus
Mr. George Nisbet & Ms. Jennifer Dorsey
Mr. and Mrs. Ray O’Neill
Mr. and Mrs. Robert and Jean Orben

O

Mr. and Mrs. Irvin and Mary Padgett
Mr. and Mrs. Larry and Kathleen Parker
Mr. and Mrs. Dennis Parelll
Ms. Patricia Pearson
Ms. Marie E. Poppe, Sr.
Mr. and Mrs. Dr. Anthony E. and Carol B. Perez
The Philip L. Graham Fund
Mr. and Mrs. Alex and Lynne Phillips
Mr. and Mrs. Gary and Virginia Phillips
Ms. Mary Catherine Phillips
Mr. and Mrs. Harry Piccirollo
Mr. and Mrs. Philip and Linda Pickert, III
Mr. Russell D. Pierce
Mr. and Mrs. Robert L. and Helene Podell
Mr. and Mrs. Dean and Hallie Polkett
Ms. Kymberly M. Powell

P

Ms. Nancy E. Quintere

Q

Mr. and Mrs. Michael and Linda Verdoo
Mr. John Y. Maroney
Ms. Karla Marraquin
Mr. and Mrs. Owen and Annabelle Massey
Mr. and Mrs. John R. and Barbara Meyfield
Ms. Carol A. McAfee
Mr. and Mrs. Harvey McConnell, Jr.
Ms. Amelia McMillan
Ms. Danni McKea
Mr. and Mrs. Harold and Bethor McKenzie
Mr. and Mrs. Ken and Jennifer McKenzie
Mr. Joel McNair
Ms. Eric A. McPheen
Dr. and Mrs. David and Melanie Miles
Ms. Linda Miller
Mr. Roger Miller
Ms. Karen Milligan
Ms. Kieran Mitchell
Ms. Cassandra Moran
Ms. Alyssa Ford Morel
Mr. Gerard Morris
Mr. and Mrs. Bill Mosley
Mr. and Mrs. John J. and Gloria Mayhew
Mr. David Murphy
Mr. Bruce R. Myers, CLU

R

Col. Celeste T. Richardson, (Ret.)
Ms. Lillie Mae Roberts
Ms. Anita Robinson
Ms. Ruth Rubin
Ms. Eleanor R. Rogers
Dr. and Mrs. John and Joan Rogers
Mr. and Mrs. Howard and Anita Ress
Mr. Gerard Morris
Mr. and Mrs. James A. and Kay E. Huenne
Ms. Leslie Hurdle
Mr. and Mrs. William and Deborah Iwign
Ms. Elizabeth Jenkins
Ms. Lorraine Johnson
Mr. and Mrs. Thomas and Barbara Augustine

S

Ms. Evelyn Salomn
Ms. Jane Sampson
Col. and Mrs. William and Patricia Schneider, USA (Ret.)
Mr. and Mrs. Raymond Schreiner
Mr. Dan Scott
Ms. Joseph Tui Sebora
Ms. Nite G. Shelton
Mr. and Mrs. Larry and Ronn Shusman
Mr. and Mrs. William and Kathleen Smith
Mr. and Mrs. William and Roswell Swann, Jr., USAF, Ret.
Ms. Elaine Flynn Sommerr
Mr. Ramraj Soundarajan
Mr. and Mrs. Robert and Mary Ann Sparks
Thomas B. Stage, M.D.
Mr. and Mrs. James and Barbara Starrs
Ms. Joyce Stebhauer
Mr. and Mrs. Clark Stephens Stephens
Col. and Mrs. Henry F. Strickland, (Ret.)

T

Mr. Harriet L. Tenney
Mr. and Mrs. Clary E. Thompson, Jr.
Ms. Jean Thompson
Ms. Sarah Tisdale
Ms. Theresa Tisdale
Ms. Nicole Tyson
Ms. Kathleen Trepper
Ms. Elana V. Turina
Mr. Dori A. Turner
Mr. and Mrs. Daniel W. and Nancy Ulrich

V

United Way/ECF of the National Capital
Mr. and Mrs. Michael and Linda Verdoo
Mr. and Mrs. Grady A. Vickers, Jr.
Ms. Eleanor Vincent
Mr. and Mrs. Van Ty Vuong & Kim Chiem Do.
Board of Directors

Jennifer McKenzie
Chairperson
Associate Rector
Christ Episcopal Church

Ron Wilensky
Vice Chairperson
Retired Senior Vice President for Human Resources
Marriott Vacation Club

Wayne Gardella
Secretary/Treasurer
Senior Loan Officer
Export Import Bank

Dara Aldridge
Senior Mortgage Officer
Gateway Funding

Emil Franks
Retired CBS Manager

Anthony Gallagher
Retired U.S. Government Accountant Analyst

Daniel Gray, Esquire
Attorney
Cooper, Ginsberg, Gray, PLLC

James A. Ross
Executive Consultant
Computer Sciences Corporation

Thomas Rowe
Vice President, Finance and Administration
Vie de France Yamazaki, Inc.

Kathleen A. Trepper
Director, Membership and Leadership Development
The Construction Specifications Institute

Susan Zywokarte
Student/Pathways Consumer Representative

Staff Leadership

Joel B. McNair, LPC, LMFT
Chief Executive Officer

Sylisa Lambert-Woodard, EdD, LCSW, LSATP, MAC
President and Chief Operating Officer

Brenda Brennan
Vice President of Finance and Administration

Sherry Meyers, LCSW
Vice President of Clinical Services

Alyssa Ford Morel
Vice President for Philanthropy

Lauren Taub, LCSW
Vice President of Supported Living

Anita Robinson, LCSW
Associate Vice President of Clinical Services

Eleanor Vincent, MPA
Director of Quality Improvement

Consumer Advisory Council

Gwen Davis
President

Renee Hollingsworth
Maria Navia

Vickie Wolfrey
Vice President

John Payne

Sherril Crawford
Secretary

Chris Stich

Randy Thai

Harold Graetz
Sandy Uphold
Contact Pathway Homes

Pathway Homes, Inc.
10201 Fairfax Boulevard (Formerly Lee Highway)
Suite 200
Fairfax, Virginia 22030

Phone: (703)876-0390
Fax: (703)876-0394
Website: http://pathwayhomes.org
Email addresses for all managers are available at: http://pathwayhomes.org/Contact.html