



PATHWAY HOMES, INC.
Supportive Residential Mental Health Services

Pathways to Recovery

ANNUAL REPORT 2017



PROVIDING HOUSING AND SUPPORTIVE SERVICES IN NORTHERN VIRGINIA FOR 37 YEARS

Our Mission:

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. We fulfill our mission by making available to individuals with mental illness and co-occurring disabilities a variety of non-time-limited housing and services to enable them to realize their individual potential.



President's Message

“The idea is to write it so that people hear it and it slides through the brain and goes straight to the heart” - Maya Angelou

Pathway Homes has had a pivotal year! A year filled with challenge, and the opportunity to create new and emerging pathways to recovery.

We continued to accomplish a great deal:

- We are the leading provider of permanent supportive housing in Northern Virginia (locally, nationally, and internationally recognized)
- We are community-based, collaborative, flexible, innovative, and outcomes-oriented
- We are cost-effective; leveraging systems to maximize the return on investment
- We are rated one of the Best Non-Profits to Work for in 2017 by the Non-Profit Times
- We have earned a four-time accreditation from the Commission on Accreditation of Rehabilitation Facilities (CARF), including a perfect score on our most recent survey.

Yet, I venture to say that, despite our mission and the amazing work we do, we still find it challenging to get the industry to stop being conventional thinkers, and to embrace true recovery-based thinking.

In the United States today, one in five individuals suffer from a mental illness. Agencies that understand the importance of having their decision makers be reflective of the individuals they serve, will know it is the key to improving business results. Along those lines, Pathways' Consumer Advisory Council impacted both state and federal policy, this past year, through their advocacy for consumer input in the design and provision of services. Pathways was thrilled to have this opportunity for lawmakers to hear the voice of the consumer. They heard directly from the men and women most affected by the legislation they are considering and the decisions they will ultimately make.

This past year we took the opportunity to embrace a paradigm shift from traditional methods, and entertained new ways of thinking and addressing the needs at hand. As the leader of this organization, I am clear about our purpose and what is distinctive about us. We remain thought leaders and consultants in our community. We also remain partners with those we serve within our permanent supportive housing best-practices programs.

- We do not take lightly your support, and fully understand that without your financial assistance we could not exist, given the framework of our current infrastructure.
- We do this with a dedicated volunteer Board, Consumer Advisory Council and replication of evidence based best practices.
- We are an agile, highly educated and experienced workforce which ensures our organization's solvency and positions us for future growth.
- We acknowledge information and organizational capital are key in the delivery of processes and the implementation of our newly revised strategic plan.

- We accept that to maintain and achieve a high level of performance, we must attach clear metrics to our strategy.

All consumers should have choice. As the non-profit landscape becomes more competitive in the face of shrinking public dollars, it is more important than ever to focus on measurable outcomes to make the case for your continued support. As important as the financials are to our planning, we will need to collaborate in radical new ways to make a difference in the lives of over 500 individuals who are currently awaiting services in our community. Therefore, we continue to look for new ways to garner your support for our initiatives, which ultimately address the social determinants of health. The social determinants are social and physical circumstances in which people find themselves that affect the way they live, and their risk of illness and premature death.

This year, as we celebrate 37 years of service to the community, we have the continued privilege of recognizing the individuals we serve who are in recovery from their illnesses, and are positively impacting the lives of others and our community. As one individual receiving services from Pathways said, ***“The difference between my daily life before and after I started working with Pathways is night and day. I'm very thankful for the skills I've gathered to enjoy life the best I can.”*** The Pathways' experience provides an infusion of hope!

During this our 37th year, we continued to receive significant grants and support from the DHCD, HUD, OPEH, DBHDS, private foundations, and many other community partners. Our amazing network of colleagues and friends continue to expand across Northern Virginia and Central Florida allowing us to extend housing and services to an additional 181 individuals in 2017.

Pathways is both humbled and empowered to continue to strive for excellence in the provision of housing and services to the most vulnerable individuals with serious mental illnesses, substance use disorders, and histories of chronic homelessness.

It is you, our supporters, that make the difference! On behalf of our Board, the individuals we serve, and the passionate employees of Pathway Homes, I thank you! We remain grateful to our existing sponsors and supporters, and look forward to influencing others to join our mission.

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





Kevin had beat all the statistics as a young African-American male born in the 60s, raised in the 70s with no parents in a disruptive and chaotic household, running the streets beginning at age 5 and emancipated by law at 16. Despite these challenges, he managed to go to college, have a promising career and the ideal middle-class family life. Then at the age of 42 his life changed with the onset of mental illness.

The onset of mental illness manifested in many ways starting with mild symptoms of obsessive compulsive disorder (OCD), epileptic seizures, post-traumatic stress disorder (PTSD) and depression. He first denied his symptoms and kept telling himself that he had overcome adversity before and would do it

alone again. Regrettably, he found that he needed help with this one. His "ideal" life began to slip away. He and his wife separated, he lost his job, was evicted from his apartment and found himself homeless. Navigating this day-to-day existence to seek shelter and food became his daily routine. There were many days when he felt hopeless and had to rely on his faith to get him through. Kevin credits the survival skills he learned as a child, with helping him to persevere on a path that led him to Pathways.

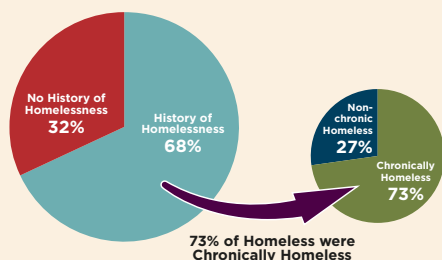
Kevin shares how Pathways changed his life, *"Pathways is a place that supports not enables, provides an affordable place to call home and a CHANCE to get stable so that I can spend the time needed to work on my brain problems. I have replaced the daily grind of finding shelter and food with working on my recovery in a safe and stable home. I have met friends with similar experiences and we support each other. Recently, I joined others in Richmond to meet with members of the Virginia General Assembly to talk about the importance of permanent supportive housing. While I still have struggles, I feel like I can meet these challenges for myself and I seek ways I can use my voice to help others."*



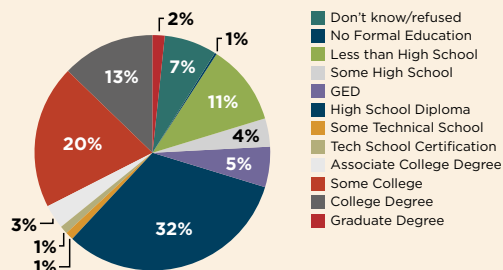
Tina has lived with mental illness most of her life. She hears voices and suffers from depression. She feels the symptoms

of her illness led her to bad relationships, drug use and homelessness. For the past ten years she credits having stable housing and services with giving her a path to continue her recovery journey. She has moved on from her unhealthy relationship, works every day to stay clean and she uses her voice to support our community and others who are traveling their own journeys. She admits it has been a long difficult voyage and one where she strives to take another step every day. Over the past year, she has been reconnecting with her family and wants to spend more time with her grandchildren. She says it feels good to have her family and friends back in her life.

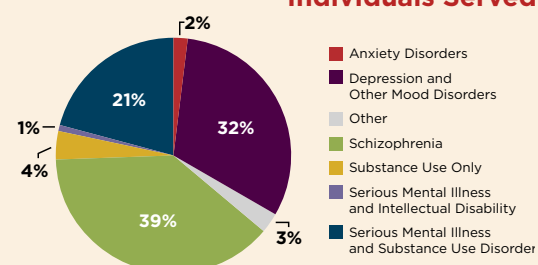
History of Homelessness



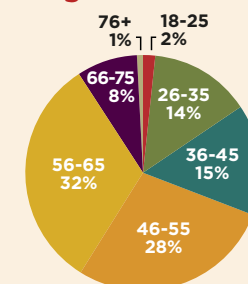
Education Levels



Diagnoses of Individuals Served

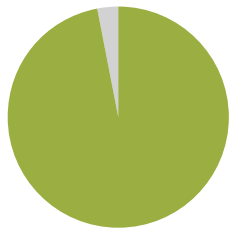


Age Distribution

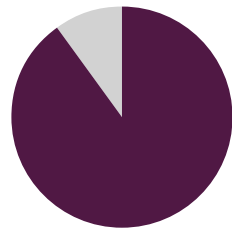


FY 2017 Consumer Outcomes

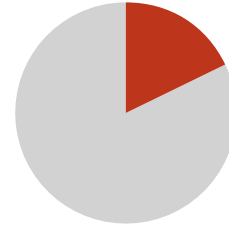
Measuring outcomes show how our services make a difference in the lives of people we serve.



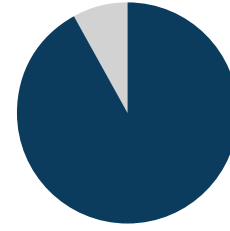
97%
remained in
permanent
housing



90%
remained out
of psychiatric
hospital



18%
were
employed
(15%-20%
industry average)



92%
reported
overall satis-
faction with
the services
they received

FY 2017 financials

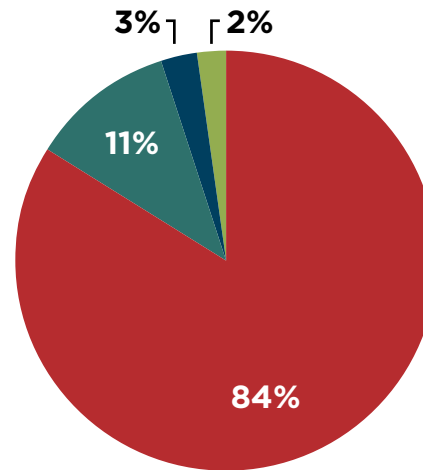
CohnReznick, a national Certified Public Accounting firm, performed audits as of June 30, 2017, for Pathway Homes, Inc. A summary of the Financial Statement is presented here.

SUPPORT AND REVENUE

Government Grants and Contracts	12,103,918
Fees and Rents	1,604,625
Contributions	444,212
Sublease and Other Income	185,501
Total Support and Revenue	\$14,338,256

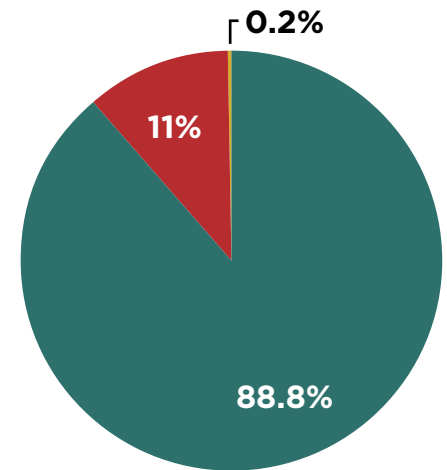
EXPENSES

Program Services	
24 Hour Residential Facilities	2,681,231
Supported Residential Facilities	8,532,850
Total Program Services	\$11,214,081
Management and General	1,432,094
Fund-raising and Development	37,358
Total Expenses	\$12,683,533



SUPPORT AND REVENUE

Government Fees & Grants	84%
Fees and Rent.....	11%
Contributions.....	3%
Sublease and Other Income.....	2%



EXPENSES

Program Services	88.8%
Management & General.....	11%
Fund Raising	0.2%

Our continuum of services makes it possible for individuals to move from highly intensive to highly independent settings as their needs change. Our services result in measurable results over time!

SERVICES PROVIDED
Psychoeducation

SHORT-TERM IMPACT
Increased understanding of, and management of illness and symptoms

MEDIUM-TERM IMPACT
Ability to manage stressors and increased levels of independence

LONG-TERM OUTCOME
Remain in permanent supported housing or move to other permanent housing
Decreased need for hospitalization or risk of incarceration

SERVICES PROVIDED
Teach activities of daily living skills

SHORT-TERM IMPACT
Increased self-efficacy
Ability to meet basic daily needs with less support

MEDIUM-TERM IMPACT
Increased accessibility to stable housing opportunities

LONG-TERM OUTCOME
Remain in permanent supported housing or move to other permanent housing

SERVICES PROVIDED
Provide social skills training

SHORT-TERM IMPACT
Development of new or improved interpersonal skills

MEDIUM-TERM IMPACT
Increased ability to manage personal and landlord-tenant relationships

LONG-TERM OUTCOME
Remain in permanent supported housing or move to other permanent housing

SERVICES PROVIDED
Teach medication management skills

SHORT-TERM IMPACT
Increased understanding of medication effects and side effects

MEDIUM-TERM IMPACT
Increased motivation and ability to use medications appropriately

LONG-TERM OUTCOME
Management of symptoms in the community and decreased need for hospitalization or risk of incarceration

SERVICES PROVIDED
Provide job readiness skills training

SHORT-TERM IMPACT
Increased knowledge, skills, and confidence

MEDIUM-TERM IMPACT
Ability and confidence to apply for jobs

LONG-TERM OUTCOME
Employment and decreased dependence on benefits

SERVICES PROVIDED
Link with community resources

SHORT-TERM IMPACT
Improved access to community supports

MEDIUM-TERM IMPACT
Increased ability to manage health or financial challenges

LONG-TERM OUTCOME
Increased self-sufficiency and community integration

SERVICES PROVIDED
Provide advocacy/teach self advocacy

SHORT-TERM IMPACT
Increased access to benefits/services

MEDIUM-TERM IMPACT
Continuity of healthcare

LONG-TERM OUTCOME
Improved quality of life
Reduced stigma

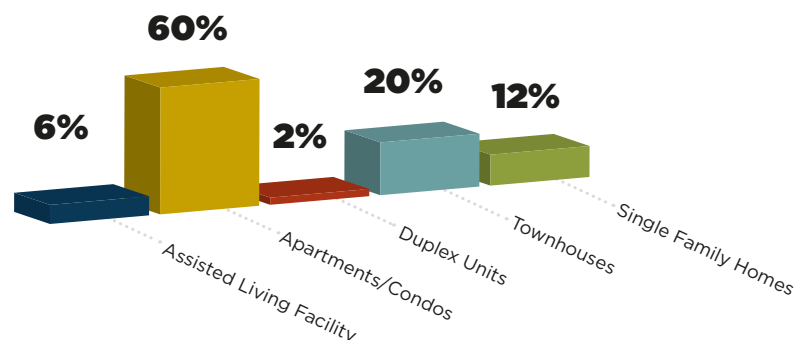


Pathways Housing Story

From the very beginning, our work focused on the healing benefits of having a place to call home. What started out as one leased property, with two residents and one live-in counselor, has grown into a network of 317 owned, leased, or managed properties. From our two assisted-living facilities to apartments, condos, townhouses, and single-family dwellings, 743 men and women went to bed at night during the past year in a place they call “home”.

Where Pathways Residents Live

Percent of Pathways Residents



Total Properties in Inventory	317
Properties Owned by Pathways	70
Condos	38
Duplex Units	4
Townhouses	17
Single Family Homes	10
Assisted Living Facility (SFH)	1

Additional Properties Served by Pathways	247
Apartment Units	232
Townhouses	12
Single Family Homes	2
Assisted Living Facility	1

Pathway Homes fully embraces and operates on the Housing First model of care. Our work is based on the concept that a homeless individual’s first and primary need is to obtain stable housing, and that other issues that may affect the individual can be addressed after housing is obtained.

Last year, Pathway Homes received \$544,804 from the U.S. Department of Housing and Urban Development (HUD). This award was used to house 22 chronically homeless men and women who had been living in the woods, on the streets, and in emergency homeless shelters. These individuals were assessed to be at increased risk of dying on the streets due to a combination of untreated chronic, sometimes terminal, medical conditions, mental and/or physical disabilities, and other psychosocial challenges. Also, last year, The Potomac Health Foundation awarded \$125,000 to Pathways, for three years, to continue service expansion into Prince William

County. The Potomac Health Foundation awards grants to support community health initiatives.

Earlier this year, Pathways Homes’ *first* regional Department of Behavioral Health and Developmental Services (DBHDS) project to serve 35 individuals in Fairfax County, Prince William County, and Alexandria City received new funding of \$177,000 to serve 10 additional individuals in Prince William County. This was due to the success of the program, which is currently serving two more than the projected 35 and will be serving a total of 47 by the end of this year.

No longer focused solely on securing safe shelter, these men and women can now set other goals, and continue their personal journey toward achieving self-fulfillment and realizing their dreams.



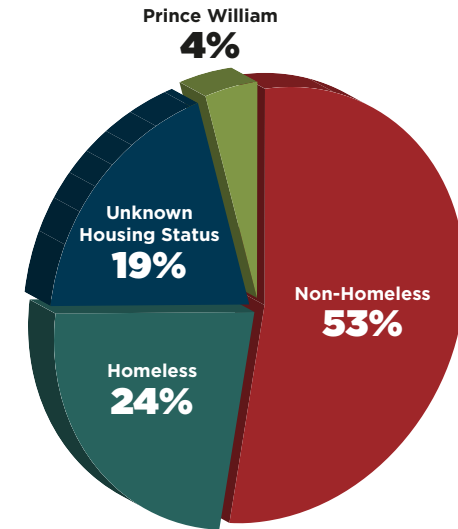
The Need:

Through dedication and hard work, the numbers have been trending downward over the years. However, the latest Point-In-Time survey for 2017 illustrates the continuing need:

- **11,120** homeless people in the Greater Washington Region, including 964 in Fairfax County, and 400 in Prince William County
- **1,484** unsheltered single adults in the region, including 104 in Fairfax County and 119 in Prince William County
- **41%** of homeless individuals in the region have a diagnosed serious mental illness and/or substance use disorder, including 44% in Fairfax County and 30% in Prince William County

The unique challenge of providing non-time-limited housing is that in order to serve more people we have to acquire more properties. As of this printing, there are nearly 507 men and women who are waiting for placement in a Pathways' home. While we face a continuing need for services, we also contend with tightening resources to meet those needs. Over 50 percent of the people on our wait list do not meet eligibility requirements for funding programs that currently support most of our housing stock.

**507 Housing Applications
Active on the Last Day of FY17**



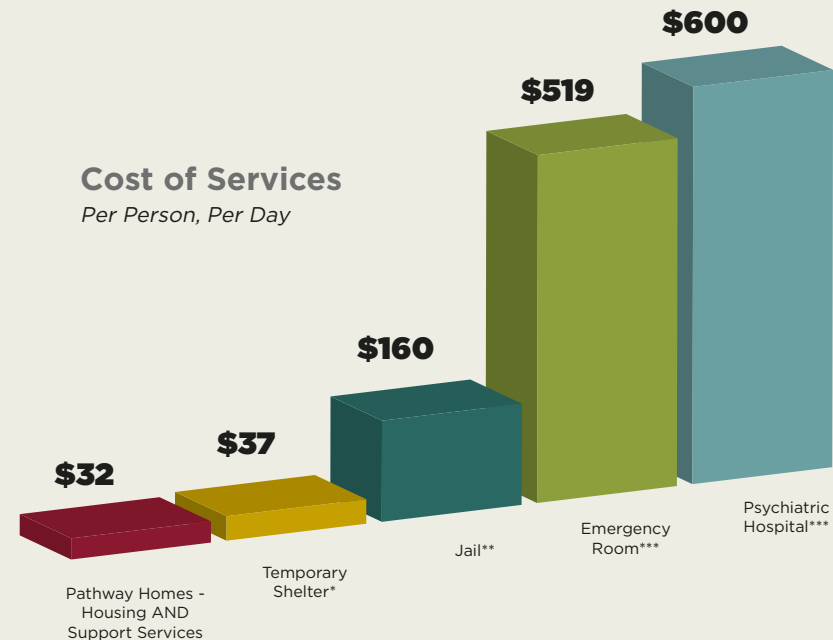
The Solution:

Our client outcomes measurements over the years document the success of our model. Plain and simple, it works for the people we serve, and it's cost-efficient for the community. Since 1980, Pathway Homes has been providing non-time limited housing and supportive services for men and women with mental illness and co-occurring disorders. Employing the Housing First model of care, Pathway Homes served 743 men and women in FY2017.

Pathway Homes' service delivery methods are also the model of cost-effectiveness and efficient use of community funds. Our costs represent a significant savings to the community compared to the costs of incarceration or hospitalization, as the chart indicates.

The unique challenge of providing non-time-limited housing is that in order to serve more people we need more homes. Property acquisitions, and the funding to support such expansion, are the key factors to meeting the needs in our community. Simply put, more people in need, with limited government funding, means we need your help to fill the gap. No one should "fall through the cracks."

Cost of Services
Per Person, Per Day



(Sources: *Fairfax County Community Plan to Prevent and End Homelessness. **Virginia Compensation Board Jail Cost Report to the General Assembly FY2012. ***Virginia Coalition to End Homelessness' State of Permanent Housing Report 2016.)

Addressing Medical Challenges in Permanent Supportive Housing

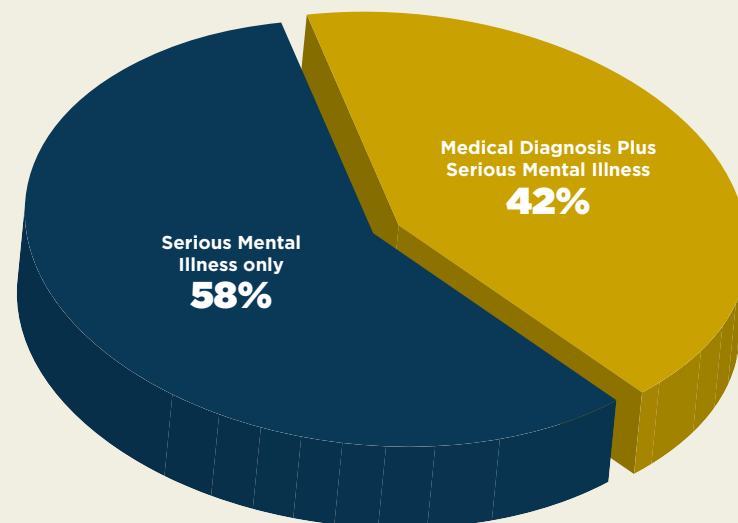
Research has shown that people with severe mental illnesses (SMI), such as schizophrenia, bipolar disorder, schizoaffective disorder, and major depressive disorder, have a higher mortality. Specifically, these studies show that the mortality rate for this population is two or three times as high as that of the general population, which translates into these individuals dying 13-30 years earlier than individuals in the general population (De Hert et al., 2011). The factors that impact this discrepancy include lifestyle choices, the long-term impact of psychotropic drugs, and the disparity in the availability and affordability of health care for individuals with SMI compared to the general population.

The individuals we serve are not only at higher risk of developing acute medical conditions, or having to deal with chronic medical conditions daily, they are also aging in place as more of them become housed and maintain housing stability. Over a third (38%) of individuals Pathways served in FY 2017 had a diagnosis of at least one chronic medical condition in addition to a SMI; 8% had two or more medical conditions. Additionally, of the 87 individuals hospitalized during the same time, 49 (56%) were hospitalized for medical reasons.

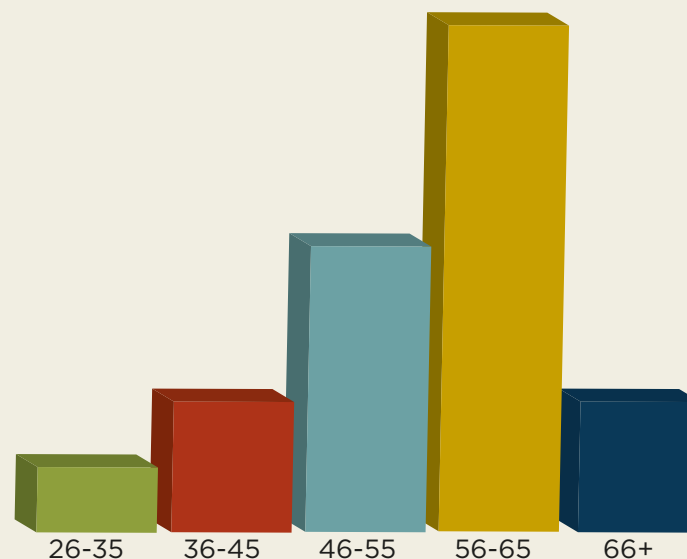
As these individuals age, their medical conditions become more challenging to manage and require more specialized services and skillsets to meet individual needs. For example, during the year, the highest number of medical hospitalizations (52%) was in the 56-65 age range. This is 4% lower than the previous year for the same age range and can be attributed to the flexible nature of Pathways' supportive services. Often, the supports provided to individuals have to be adjusted to meet these medical and age-related needs so that individuals can stay in their homes as long as possible. Due to these flexible and mobile supports, 69% of these individuals were able to return home after hospitalization and continued to be supported in managing these co-occurring conditions in the community. This is unchanged from last year. Without this type and level of support, fewer of these individuals would be able to maintain stable housing in the community, and might even end up in institutions long-term.

* De Hert et al., (2011). Physical illness in patients with severe mental disorders: Prevalence, impact of medications and disparities in health care. World Psychiatry, 10(1), 52-77. Available <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3048500/>

Medical Diagnoses Among Individuals Served



Medical Hospitalizations by Age Range

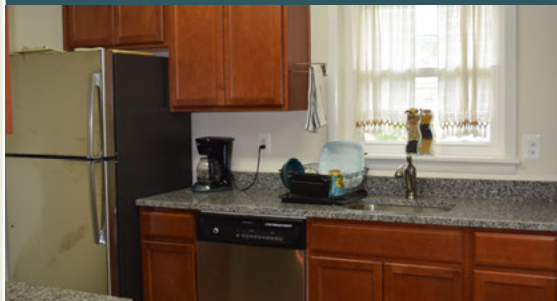


BRING YOUR TEAM OUT



Teams of employees from Fannie Mae spent three days in May rejuvenating four Pathways' properties. Businesses, schools, and community groups partner with Pathway Homes to improve the quality of life of residents while fulfilling community service requirements. These volunteer work days demonstrate the spirit of giving, improve the grounds and homes, and ensure that limited funds are devoted to providing direct services.

PROVIDE YOUR EXPERTISE



From business practices to staff development, from plumbing and heating to landscaping, Pathway Homes benefits from pro-bono work provided by generous members of the local business community. The HomeAid Foundation, with member CarrHomes, is just one of the businesses that provided their expertise in the past year. CarrHomes renovated a 70s era kitchen into an efficient and beautiful place to cook donating not only their labor but all the appliances and materials.

SERVE ON OUR BOARD



Pathway Homes' Board members come from diverse fields and backgrounds and support the agency's growing capacity to meet the needs of those with mental illness in our community. Their passion and drive make a difference every day.

PROVIDE FINANCIAL SUPPORT



Financial contributions greatly enhance our ability to provide services and maintain our properties. Private funding from individuals, businesses, corporations, and foundations is essential to meeting the increasing needs of those seeking services who are not eligible for public-sector-funded programs. Your generous support is critical to our mission to serve individuals in need. Krafft Services has underwritten the cost of our annual benefit breakfast the last two years so that all funds contributed by donors at the breakfast go directly to supporting our consumers.

ADVOCATE



Pathway Homes values the consumer voices and know when our consumers share their voice people listen. This past year members of the Pathway Homes Consumer Advisory Council traveled across the region educating local officials and government agencies about the impact government decisions have on their lives and that of the entire community.

You can make a difference too!

Contact Anna Smith,
Director of Development at

703.876.0390

or visit our website
www.pathwayhomes.org

PLATINUM LEVEL

ARC of NOVA Family Funded GRO Mari Reynolds
Bank of America Foundation
Catholic Campaign for Human Development
Diocese of Arlington, VA
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The Morris and Gwendolyn Cafritz Foundation
Potomac Health Foundation
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Virginia Housing Development Authority

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Mr. and Mrs. Mark and Anna Smith
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Temple Rodef Shalom
Dr. Theresa Tisdale and Mr. Melvin Roger White
United Way/CFC of the Nat. Capitol
Wells Fargo Foundation
Mr. and Mrs. John and Kathryn B. White

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Mr. Pete Abella
Mr. Daniel Abera
Ms. Nita Acey
Ms. Ayan Addou
AEM Corp.
Mr. Joseph Ahr
Ms. Dara Aldridge
AmazonSmile Foundation
Ms. Ann Andreatos
Anonymous
Mr. Joseph M. Antkowiak
AYR Properties SEP, LLC
Ms. Sondra Barksdale
J. Lamar and Jannette Beasley
MG and Mrs. Ron and Judy Beckwith
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Mr. and Mrs. Anthony Gallagher
Mrs. Leslie Gallahan
Ms. Chava Gal-Or
Mr. Donald J. Gantzer
Mr. and Mrs. Wayne L. and Pilar Gardella

Pathway Homes wishes to thank the 311 individual volunteers and 8 volunteer groups who gave 2,028 hours of service in the past year. Using Independent Sector's valuation of \$24.14/hour, these volunteer hours are valued at just over \$48,956. We also greatly appreciate the skilled labor we received from members of HomeAid valued at over \$20,000.

Ms. Edna Garvin
Ms. Isabella Geary
Ms. Michelle Geary
Mr. and Mrs. Steven and Joyce Gibson
Mr. and Mrs. Robert and Michie Gluck
Golden & Cohen, LLC
Ms. Carolyn Goya
Ms. Wendy Gradison
Ms. Kate Grannemann
Mr. and Mrs. Daniel and Kristin Gray
Ms. Michelle Graziano
Ms. Molly Grimsley
Ms. Suzanne E. Grimsley
Mr. Bob Grisetti
Mr. Stephen M Haddock
Ms. Cenith Hall-Tibbs
Ms. Ann L. Hamann
Mr. R. Hansen
Mr. Brandon Harpold
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Ms. Sandy Hill
Mrs. Mildred Holdaway
Mrs. Teresa Hollandsworth
Mrs. Meredith Hovan
Ms. Jerilyn H. Hoy
Ms. Judith Hoy
Ms. Lisa Humes
Ms. Leslie Hurdle
Mr. Albert Ip
Mr. Jason Jalali

Ms. Barbara Jamborsky
 Ms. Teresa Jensen
 Ms. Connie Jeremiah
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