

For the sake of what?

Does this move us in the direction of our mission?

Is this the best use of resources?

Is this the direction we said we want to go?

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.

PATHWAY HOMES, INC.

Board of Directors

Monday, July 8, 2013
7:00 P.M.

3219 West Ox Road
Herndon, Virginia 20171



- 6:00 **Board Appreciation Cookout**
- 7:00 Call to Order
- 7:05 Presentations
 - Leadership Team* –Members of Leadership Team
 - IT Outcomes*—Eleanor Vincent
- 7:45 Approval of Minutes of Meeting April 8, 2013*
- 7:50 CEO's Report – Dr. Sylisa Lambert-Woodard
- 8:00 Treasurer's Report - Brenda Brennan
- 8:05 Chairperson's Report and Comments
- 8:15 Committee Reports
 - 1. Philanthropy Committee—
 - 2. Board Development Committee—
 - a. Angie Garcia Lathrop—prospective member
- 8:30 Old Business
- 8:35 New Business
 - 1. Motion to change October Board meeting date
 - 2. Board Member Election
- 8:40 Announcements
- 8:45 Adjournment

* Materials Enclosed in Packet

ADDENDUM TO BOARD AGENDA

July 8, 2013

- Pathway Homes is continuing to respond to the economic challenges and regional opportunities. The previous quarter has been filled with advocacy and systemic planning to prepare for the changing economic and political landscape. I have enclosed the items that will be covered in my report at the quarterly Board meeting on July 8, 2013. Please review these informational items. I will be pleased to address or expand on any details at your request.

Board Matters:

- On April 22, 2013 Ron Wilensky, previous board member, and his wife Lin visited Dave's House II. The home is named after their generous contribution to celebrate their late brother. Because Ron was unable to attend the last board meeting, due to scheduling difficulties, they were provided a formal proclamation and plaque on behalf of the Board. Additional recognition and appreciation for service will be featured in the July edition of *InRoads*.
- The Philanthropy Committee report from Maiko Ashby and the Treasurer's Report from Brenda Brennan are provided as attachments. Please review these two reports before the meeting; any questions or clarifications will be addressed during the meeting.
- Sequestration has had wide-ranging effects on a number of federal programs, including the Housing Choice Voucher (HCV) program. Unfortunately, the Department of Housing and Community Development (DHCD) cancelled the awards of all Project Based Vouchers (PBV) awarded, to include those 10 designated to Pathway Homes. DHCD has relayed that it intends to reopen the competitive process; however variables beyond their control will ultimately drive this process. Pathway Homes has since responded by contracting with the Community Services Board (CSB), and private pay consumers to lease all current properties that PBV's were intended to fund.
- In January, we submitted a grant proposal to the Virginia Department of Housing and Community Development under their Permanent Supportive Housing Program (SHP) competition for a grant of **\$500,000** to purchase four *projected*, one-bedroom condominiums. These condominiums would have been leveraged with PBV's from the Fairfax DHCD. Pathway Homes is currently reviewing options to partner with Fairfax County CSB or Prince William CSB to maximize the use of this valuable grant.
- Dr. Sylisa Lambert- Woodard and Jennifer McKenzie were invited to meet for a Roundtable discussion with Delegate David Bulova of the 34th District House of Representatives. Pathway Homes operates several properties, including Stevenson Place and our central office, in his District. We seized this opportunity to highlight the impact of sequestration, Medicaid reductions, and Fair Housing violations on the operations of

Pathway Homes, Inc. Jennifer represented the board in providing education highlighting the invaluable cost savings of utilizing non-profits, and the benefit of non time limited housing.

- Since this meeting, Sylisa has been invited to meet with Delegate Joseph D. Morrissey of the 74th District at the General Assembly to specifically voice concerns on behalf of non-profits of pending rate cuts by Department of Medicaid Assistance (DMAS). As detailed in the previous addendum, DMAS has provided notification to state providers of Medicaid Support Services (MHSS) reimbursement levels at \$91 per unit being reduced to a currently proposed rate of \$52 per unit. This potential decrease is anticipated to impact Pathways' current MHSS reimbursement by approximately 40% over the upcoming year.
- Fairfax Connection featured an article by Sylisa "Campaigning in Support of Homeless Solutions." This article focused on the local impact of federal sequestration and state reductions on the homeless (attached).
- Pathway Homes continues to engage in conciliatory discussions pertaining to potential Fair Housing violations with Dwoskin and Associates. Agreement has been reached to relieve the elimination of corporate leases, allow for Pathways to continue to co-sign leases to maintain funding eligibility through Shelter Plus Care, and continue to renew leases without requiring successful credit checks by our residents. At current, no residents have been displaced. Continued negotiations are in progress to resolve additional concerns detailed by Pathway Homes. Legal representation continues to be provided by Michael Allen of Relman, Dane & Colfax, PLLC.
- We recently completed a process in Leadership and Management Teams of making some positive revisions to the structure of our 30-year old salary scale, to better conform within current market conditions and to changing agency needs. While not great in substantive scope, we have implemented certain changes and efficiencies in the structure that will benefit and strengthen the agency in the long run. The revisions included no salary reductions for any current staff, no furloughs and no changes in the starting salaries we have in place for agency positions. The basics are as follows:
 - Rather than the "10-year cap" devised 30 years ago in our salary structure, we have established "Salary Ranges" (most commonly seen these days) for each position consistent with agency needs and comprehensive pay parity studies of National and Regional salary surveys, which we extensively reviewed and utilized in our decision- making.
 - We implemented new incentives for staff with "preferred skills" specific to the position they are hired for as a means to invest in talent management and more focused succession planning within the agency. Starting salaries for agency positions are now divided into Grades 1, 2 or 3 (some only have grades 1 and 2, or grade 2) based on the skill levels brought by the applicant: 1-below, 2-required, 3-preferred.

- The new salary range schedule will lower the cap for some positions as compared to what it was under the old 10-year cap schedule. Any staff whose salary is currently over the new salary range cap will be frozen at that level but will not receive any salary reduction.
- All salaries will remain under our current pay-for-performance annual increment and incentives structure. In returning to our pay-for-performance evaluation structure over the relatively minor 2-3% or nonexistent COLA's determined by the CSB, we have remained ahead of most regional governments and nonprofits in recent years in allowing each employee to earn a 3-6% annual merit increase (more than the regional average).
- Members of Leadership Team have met with all program teams to review and discuss the changes, which has been a positive process. Though fairly small in scope, we believe the revision of our very old structure, which we have studied and discussed for a long time, will help ensure Pathways maintains our competitive position in the marketplace and our strong financial solvency. It will also maintain the strongest incentives possible to attract and retain our highest quality staff and the highest quality services for which we are known.
- Pathway Homes is requesting funding in the amount of \$100,000 from the competitive grant pool of the Housing Trust Fund for a multitude of activities necessary for the pre-development and viability study of a large 53 unit and complex Single-Room Occupancy (SRO) project that would greatly and positively impact the critical need for permanent supportive housing for homeless and other adults, many with severe disabilities, in Fairfax County. A great deal of necessary and costly predevelopment work needs to occur if this potentially exciting and beneficial project is to be realized as viable.
- Pathway Homes submitted a response to a Request for Proposal (RFP) for Mental Health Intensive Residential Services in Prince William, VA. This would potentially be the first contract between Pathways and Prince William County, and would regionally expand our agency. Pathways was notified that Prince William CSB would like to enter into cost proposal negotiations to contract for services, and recently has begun this process.
- The Consolidated Community Funding Pool (CCFP) funding of \$250,000 over two years, which was awarded to serve 35 individuals, is currently showing increased capacity serving **39** consumers to date. Also, the \$70,000 of essential long-term funding that was awarded to serve 14 individuals over the next two years is showing increased capacity currently serving **9** consumers. This project continues to be operational and exceeding identified targets set forth in the proposal.
- The Annual Employee Recognition event was held on April 12, 2013 from 1:00-4:00 p.m. honoring employees celebrating milestone anniversaries in 2012. This event took place at PJ Skidoo's. Strong board participation was appreciated by employees and volunteers.

- The 25th Annual Cookout was held at Nottoway Park on Saturday, June 1, 2013 from 12:00 – 3:00 p.m. with more than 250 in attendance representing board, residents, family and friends.

PATHWAY HOMES, INC.

Minutes of the Meeting of the

Board of Directors

April 8, 2013

A quarterly meeting of the Board of Directors was held on April 8, 2013. Dan Gray called the meeting to order at 7:02 p.m. and called for the Board to recite the Pathway Homes mission statement aloud in union. The following individuals were present and participated throughout the meeting:

MEMBERS

Dan Gray, Chair
Tom Rowe, Secretary & Treasurer
Dara Aldridge
Maiko Ashby
Patrick Chaing
Emil Franks
Jennifer Judelsohn
Jennifer McKenzie
Jim Ross

STAFF

Sylisa Lambert-Woodard, President & CEO
Brenda F. Brennan, V.P. for Finance
Eleanor Vincent, V.P. for Operations
Anna Smith, Director of Development and
Major Gifts

The following individuals notified the office or other Board Members that they would not be present for this meeting: Sue Zywockarte, Angie Garcia Lathrop (potential Board Member)

Mike Schwartz, Director of Community Relations at Freddie Mac, was present for the presentation portion of the meeting.

PRESENTATION

Give or Get Policies: Mr. Schwartz gave a brief background of the SMILE organization for which he is a Board Member. He conducted an exercise regarding funding sources, changes in revenue and funding streams as well as what the Board would do to address upcoming budget shortfalls.

Mr. Schwartz asked how Pathway Homes could double its income in fundraising next year. The Board discussed the Combined Federal Campaign (CFC) and advertisements in *InRoads*. Mr. Schwartz gave an example from SMILE – they organize a rally and do a press release when something happens in the news that is related – resulting in donations coming in. He also asked if Board members have a connection with media/PR persons, suggesting that the Board would benefit from someone with a background in communications, social media or public relations as well as a second person with a finance background.

A Give or Get Policy demonstrates the organization's policy toward giving and role models for others. Giving can come in different models (i.e., people who cannot give monetarily, but can give other skills/contacts that add a lot more value than an amount donated). A Give or Get Policy is recommended; the Board Chair sits down with individuals to identify what he/she can give or get – a small piece of the bigger responsibility the Board has to fundraise.

Follow-up discussion

Dan thanked Mr. Schwartz for a thought-provoking and useful discussion. Next steps will be:

- a) Come up with a list of people/skills needed on the Board
- b) Philanthropic Committee will come back with some direction for the Board
- c) Jennifer McKenzie asked if this means the Board should look at its own structure?
Consider a two-tiered Board?

Dan asked for a motion to defer further discussion due to time constraints. Jim made the motion and it was seconded by Tom Rowe. It was approved unanimously.

MINUTES

Dan Gray made a motion to approve the minutes from January 14, 2013 as presented. The motion was seconded by Emil Franks and approved unanimously.

CEO Report – Dr. Sylisa Lambert-Woodard

The Addendum to the Board Agenda was distributed prior to the meeting, and Sylisa discussed the following items in addition to those in the addendum.

- *InRoads*: The next e-newsletter is due out on April 15th.
- *Dwoskin*: Have been in communication with Dwoskin and have secured legal counsel concerning fair housing complaints. This will be taken into Executive Session.
- *Sequestration*: 10 Project Based Vouchers are currently frozen until sequestration is lifted or 5% above savings experienced by HUD.
- *Next Meeting*: Invitation to West Ox II for the July meeting for Board Appreciation Hour to say thank you. The Board confirmed the July 8th meeting will be held at this site.
- *Governor's Award*: presented to Pathways.
- *Staff Recognition Event*: held at PJ Skidoos 1-4PM on Friday the 12th.

TREASURER'S REPORT – Brenda Brennan

There was nothing new to report not previously addressed on the Treasurer's Report.

CHAIRPERSON'S REPORT AND COMMENTS – Dan Gray

Dan congratulated Pathway Homes on the Governor's Award as well as the 50 Best NonProfits to Work for in 2013. He encouraged everyone on the Board to attend the Recognition Event as

staff appreciates Board presence. Dan also acknowledged the Personnel Practices and Philanthropy Committees for their work.

PHILANTHROPY COMMITTEE REPORT – Maiko Ashby

In addition to the Philanthropy Report, Maiko wished to specially acknowledge Sue Zywokarte for her work on the committee as well as Jennifer Judelsohn's work on the Summer of the Arts exhibits. She also thanked Dara and Jim for their presence at the Registry Week debriefing. Dara was a volunteer and recruited one additional volunteer to work with her.

The committee will follow up with the Board on the Give or Get Policy as well as next steps. Dara mentioned that Jennifer J. had a "Pie Party" which raised approximately \$500 for Pathway Homes. Dan acknowledged Jennifer's modeling of the "Get" portion of the Policy and requested that she talk to the Board about how she does this.

PERSONNEL PRACTICES COMMITTEE – Tome Rowe

Tom reported that he met with Leadership Team members and discussed the rationale for the proposed changes. Jim stated that all the changes that were suggested have been incorporated.

BOARD DEVELOPMENT – Jennifer McKenzie

Jennifer reported that Angie could not be in attendance as planned, so her election will be held in July. The last date for the Board Retreat was set to accommodate Ron's trip from Florida. The date proposed for this year is Monday, October 14th, Columbus Day. The October Board meeting is scheduled for the 7th. Jennifer M. offered her home for use during the Retreat, if necessary.

Dara opposed having the Retreat and the Board meeting on the same day; she would prefer to have two different Mondays. Jennifer M. suggested forming a subcommittee to review the format and set the date for the Retreat. Dan suggested confirming the date and working the format out at a later time. The Board agreed to having the Retreat on Monday, October 7th and to have the October Board meeting on Monday the 14th as Pathway Homes will be open.

Jennifer asked for volunteers for a subcommittee to work out the details for the Retreat. Dara, Dan, Patrick and Jennifer will be on the subcommittee.

OLD BUSINESS –

Board Survey: Jennifer did not address the Board Survey.

There was no other old business.

NEW BUSINESS –

Policies and Procedures: Tom made a motion to approve the policies as proposed.

Patrick noted two edits:

- 1) IT policy: Page 2, #5 = second sentence, insert “men”
- 2) Overtime policy: Page 2, 3rd line, insert “s” after employee.

Dan made a motion to approve the Policies as proposed with the advised edits. Jennifer J. seconded the motion. This was approved unanimously.

Board member elections: Jennifer McKenzie called for a motion to extend the April 2010-2013 terms of the following Directors until the next Annual Board meeting in October 2013, in accordance with the amendment to the by-laws passed at the April 2012 meeting.

Dara Aldridge
Maiko Ashby
Emil Franks

Jim made a motion to accept the extensions; the motion was seconded by Tom. It was approved unanimously.

ANNOUNCEMENTS –

- 1) Brenda announced that the Annual Cookout will be at Nottoway Park on June 1st from 1-3pm.
- 2) Congratulation to Lauren Pollet and David Leventhal who got married in Las Vegas over the past weekend. The Board extends their congratulations to the happy couple.

ADJOURNMENT

There being no further business, Dan Gray made a motion to adjourn the meeting. This was seconded by Jim Ross and unanimously approved by the Board.

The meeting was adjourned at 8:35 p.m.

Respectfully submitted,

TREASURER'S REPORT-July 2013

Brenda Brennan, Vice President for Finance

Pathway Homes' current Line of Credit with SunTrust Bank in the amount of \$500,000 was finally renewed until May 16, 2014. In addition, \$125,000 of expended funds from the Line of Credit was rolled into a three year note at an annual fixed interest rate of 3%.

The \$600,000 of funds held from matured investments with National Financial Services, was liquidated and rolled into a CD at Suntrust Bank as collateral for the line of credit effective May 8, 2013. The interest rate is at .30%, not much less than with National Financial Services, but it will enable easier access and communications to direct funds in the future if they are all held by the same bank.

On May 30, 2013, Joel McNair, Sylisa Lambert-Woodard, Brenda Brennan and Scott Chamberlain from Berkadia Commercial Mortgage, went to the HUD offices in Richmond to present the Concept Package to the HUD team for refinancing the three mortgages for: Pioneer & Sheldon, Huntington and Mary Baldwin. The meeting was very successful and HUD approved the recommendation to refinance. The process will continue with property inspections, appraisals and completion of numerous reports. The entire process should be completed by the end of FY2014. This refinancing would include a renewal of the Housing Assistance Payment Contracts for each of the three properties for the next twenty years. Joel and Brenda are working closely with Berkadia through this process and will continue to keep the Board apprised of the progress.

On May 15, 2013, Sylisa, Brenda, Don Scott – Controller, Sakin Mire – Payroll & Human Resources Coordinator, met with Winell Belfonte and Michelle Barnaby, auditors from the Cohn Reznick group, to discuss and plan for the Fiscal Year 2013 audit. For the first time in three years, the overall audit fee will increase by 3%. The field work is scheduled to begin July 29 for approximately two weeks. Engagement letters have been signed and the accounting team is in the midst of audit field work preparation.

All of Pathway Homes and the related corporations insurances renewed May 9, 2013. This includes; Professional & General Liability, Property & Hazard, Crime, Director's & Officer's, Vehicle and Workmen's Compensation. However, this year the Workmen's Compensation insurance was moved to Guarantee Insurance from First Comp Insurance at a projected premium savings of \$10,000.

Contract renewals with the Fairfax-Falls Church CSB for FY2014 including the Sole Source Contract and Stevenson Place Assisted Living Facility have been completed.

**Philanthropic Committee Report
July 8, 2013**

Committee Members: Maiko Ashby, Chair; Patrick Chaing, Emil Franks, Sue Zywokarte and Jennifer Judelsohn

FY 2013 Contribution Total (Through June 26, 2013) - \$168,826.42 – 15% increase from this time last year. Represents 1.8% of agency budget

Technology Campaign: Current total: \$222,421 – Remaining \$162,579 of \$385,000 goal by December 31, 2014. April IT Solicitation brought in \$4,600 so far (13% more than 2012 solicitation-\$4,000). Thank you Sue for helping personalize this letter! Help the Homeless Walk this fall critical to closing gap-please talk to Anna about hosting a community walk with your friends and family.

Pathway Homes “Summer of the Arts” Exhibit: Resident Artists exhibiting over 40 pieces of art at Beanetics and Casa Italia. Two venues: 1) all artists have at least one piece at Casa Italia from 1 to 5 p.m. July 20th; and 2) featured artists’ exhibit at Beanetics for month of July. Sponsorship and donations collected at the Casa Italia event will go to Karen Free Fund. Artist’s sales proceeds go to the artist. Register here and share this link with your friends and family.
<http://www.pathwayhomes.org/2013/06/18/summer-of-the-arts-exhibit-2013/> Jennifer Judelsohn’s expertise, time, energy and creativity has been the catalyst for this event! Thank you Jennifer J.!

Benevon Point of Entry Information “Steps to Pathways”: Held the 3rd Thursday of each month from 10 to 11 a.m. in Regional Recovery Room. First session held in April. To date, 19 individuals attended over the last three months. Results: 13 new contacts: 8 potential financial contributors; 7 community partners and 2 potential volunteers. Over half of the board already has participated in a session. Thank you very much! Jennifer McKenzie gets prize for bringing two guests to the last session. <http://www.pathwayhomes.org/2013/05/15/steps-to-pathways/> Share this link with individuals you want to encourage to attend.

Give or Get Follow-Up –Philanthropic Committee Board Members calling board colleagues to gain one-on-one confidential perspectives. The Committee will summarize those thoughts and share at the October strategy session.

Corporate and Foundation Update – Pathway Homes was named a Fairfax County Chamber of Commerce Outstanding Corporate Citizen in the Non-Profit category finalist. Dan Gray represented the board at the June 19th luncheon attended by 700 corporate leaders. We received a great deal of media from our nomination and being chosen as a finalist. Didn’t win, but were one of seven very strong area nonprofits. Thank you Dan!

We also received a \$40,000 grant from Freddie Mac to fund supportive services for our veterans. \$30,000 grant request pending with Bank of America for renovation funding for three properties.

Met with Enterprise Community Foundation, Wells Fargo and scheduled to meet with Capital One in July.



Angie Garcia Lathrop
Global Corporate Social Responsibility
Community Affairs Executive

Angie Garcia Lathrop is the Community Affairs Executive for Global Corporate Social Responsibility (GCSR) at Bank of America. Ms. Lathrop oversees the Bank's numerous strategic alliances with nonprofit community organizations across the country and directs the Bank's *Neighborhood Preservation Initiative*, which targets philanthropic investments in nonprofits that are assisting families and communities to help stabilize homeownership and preserve community assets. In addition to these and other Community Affairs initiatives, Ms. Lathrop is co-chair of the Bank's National Community Advisory Council, an external group of community leaders who provide counsel to help advance the Bank's community development efforts.


Ms. Lathrop most recently served as Senior Vice President of Community Affairs for Countrywide Financial Corporation, a position new to the company in mid-2006. In her tenure, she expanded the company's engagement with national, state and local nonprofit advocates, housing providers and civil rights organizations focused on access to homeownership, foreclosure prevention and the maintenance and disposition of real-estate-owned property. In addition, she directed the company's involvement in the U.S. Conference of Mayors' financial education initiative, *DollarWise*, and managed its \$1 million budget.

Prior to joining Countrywide, Ms. Lathrop spent seven years at Freddie Mac as a Senior Director of Industry Relations. In 2000, Ms. Lathrop became Freddie Mac's first liaison with national nonprofits focused on the issues impacting mortgage finance, such as access to affordable mortgage credit. In that position, she also was charged with developing and managing the first national Latino outreach initiative, *En Su Casa*, which included the creation of Freddie Mac's online client management tool, *CounselorMax*, for nonprofit homeownership counselors.

Prior to Freddie Mac, Ms. Lathrop served as a Professional Staff Member of the Committee on Banking, Finance and Urban Affairs (now the Financial Services Committee) in the U.S. House of Representatives. During her tenure, her portfolio included the federal housing programs administered by the U.S. Department of Housing and Urban Development, the Federal Emergency Management Agency's emergency shelter programs and housing programs under the Rural Housing Services. She also served as one of two Democratic staff aiding the Members of the Committee in the Whitewater investigation throughout 2005.

Ms. Lathrop works in Washington D.C where she has served on national boards and maintained professional memberships in organizations, including Women in Housing and Finance and the Latino Economic Development Association. Ms. Lathrop grew up in Tucson, AZ and received her Bachelor of Arts and Juris Doctorate from the University of Arizona.

September, 2009





**PATHWAY HOMES, INC.
BOARD OF DIRECTORS**

REPORT OF THE NOMINATING COMMITTEE

The Nominating Committee of the Board of Directors of Pathway Homes the election of the following prospective member for a three-year term, which will expire in October 2015:

Angie Garcia Lathrop

Submitted By:

Secretary/Treasurer

President & CEO

OPINION

Vote in Spite of Election Fatigue

Primary Voting, Absentee Voting, Republican Convention.

Absentee voting, including “in-person” absentee voting, is already underway for the June 11, 2013 primary, a statewide Democratic party primary for lieutenant governor and attorney general, plus one delegate race in Northern Virginia.

Voters in the Democratic primary will choose between Ralph S. Northam and Aneesh Chopra for lieutenant governor; and between Mark R. Herring and Justin E. Fairfax for attorney general.

Because voters do not register by party in Virginia, any voter can vote in the Democratic primary, but cannot vote in a Democratic and Republican primary on the same day.

The Republican party will nominate their candidates for statewide office in a convention to be held on May 17-18, 2013 in Richmond. Delegates to the convention were elected by locality in March and April.

Each locality is entitled to one Republican convention delegate vote per 250 Republican

votes for governor and president at their last election, so that Fairfax County is entitled to 1,392 delegate votes; Arlington County is entitled to 215 delegate votes; Alexandria City is entitled to 133 delegate votes; the City of Fairfax is entitled to 32 delegate votes; Falls Church City is entitled to 14 delegate votes. Localities choose up to five times the number of delegates as votes, plus an equal number of alternates.

In Fairfax County, there is also Democratic primary for District 86, between Jennifer Boysko <http://www.jenniferboysko.com/> and Herb Kemp <http://www.herbkempfordelegate.com/>, with the winner facing incumbent Tom Rust (R). Democratic voters in the 86th House of Delegates District will find this on their ballots along with lieutenant governor and attorney general. (Precincts: Floris, Fox Mill, Stuart, Herndon #1, Herndon #2, Clearview, Herndon #3, Hutchison, Sugarland, Coates, Kinross West, Lees Corner #1, Carson)

The polls will be open from 6 a.m. to 7 p.m. on June 11, 2013.

Absentee voting allows qualified voters to participate in upcoming elections even though they may not be able to go to the polls on Election Day. Absentee voting in person began on April 26, 2013.

Most people in Northern Virginia qualify to vote absentee under this provision, although there are many others:

“Any person who, in the regular and orderly course of his business, profession, or occupation, will be at his place of work and commuting to and from his home to his place of work for eleven or more hours of the thirteen that the polls are open (6 a.m. to 7 p.m.)”

In Fairfax County, in-person absentee voting is ongoing through June 8 at the Fairfax County Government Center, 12000 Government Center Parkway, Suite 323, Fairfax, VA 22035

Hours: Monday, Tuesday, Wednesday, and Friday: 8 a.m.-4:30 p.m.; Thursday: 8 a.m.-7 p.m.; Saturdays (June 1st and June 8th): 9 a.m.-5 p.m. Closed Monday, May 27, 2013 for Memorial Day.

Here are some good sources for information on upcoming elections:

Virginia State Board of Elections, <http://www.sbe.virginia.gov/>,

Virginia Public Access Project, <http://www.vpap.org/candidates?display=state>,

Fairfax County Board of Elections, <http://www.fairfaxcounty.gov/elections/ecalendar.htm>.

— MARY KIMM.

MKIMM@CONNECTIONNEWSPAPERS.COM

Campaigning in Support of Homeless Solutions

BY SYLISA LAMBERT-
WOODARD
PRESIDENT AND CEO
PATHWAY HOMES, INC.

As Pathway Homes joined our nonprofit colleagues, local officials and Fairfax County partners in the 100,000 Homes Campaign to raise awareness and support for the homeless in our area, I felt renewed hope that we will eradicate homelessness in our community.

Since the 100,000 Homes Registry Week in February, the outpouring of support and interest from citizens and friends has been nothing less than inspiring. I witnessed the amazing surge of community support and show of corporate responsibility that is characterized by the Fairfax community. In preparation to meet the needs of those identified through this community-wide event, local non-profits partnered and purchased new housing stock in anticipation of using subsidized housing vouchers to assist those most vulnerable in our community to get housing and stay housed.

While energized by public awareness raised around the



PHOTO CONTRIBUTED

needs of homeless individuals and families encountered during Registry Week, there is much left to do. The good news is that this campaign successfully educated many caring neighbors and raised the awareness of many to the plight of the homeless. Pledges of support and creative partnerships are emerging to house the 1,350 individuals who are homeless in Fairfax County on any given day.

In the midst of such progress towards ending homelessness, few could have predicted what has evolved into a quiet storm involving deep cuts from sequestration that impact the homeless; and impending Medicaid cuts to supportive services for those with mental illness and substance use that help these individuals remain in housing.

In our daily efforts we never take for granted how critical the collective voice is to galvanize needed change. It was just weeks ago that Congress decided to ease the burden of federal spending cuts on

travelers inconvenienced and angry over airport delays. How impactful it would be to use our collective voice to show that this quiet storm of sequestration and Medicaid cuts will result in conditions that eclipse those caused by travel delays. These cuts will lead to increased homelessness, reduced and limited support services to the most vulnerable, and loss of new vouchers that were intended to support individuals in the homes recently acquired by non-profits and private landlords in their efforts to provide affordable and sustainable housing in our community.

While there is no doubt that our 10-year-plan to end homelessness will find a detour ahead, I maintain hope that it will not be a dead end that takes a severe toll on the resilience of our local community partners. Sequestration is having a disproportionate impact on the most vulnerable in our community, and the “collective voice” creates change. While the Fairfax local housing authority and elected officials are actively identifying short term solutions to temporarily mitigate additional reductions, we are left with the uncertainty of the extent of the impact of additional cuts on the individuals we serve and our community as a whole.

With continued community advocacy directed towards local, state, and federal elected officials, I believe our voice can be as influential and successful as our “frequent flyers” in averting a most devastating impact to our community.

At Pathway Homes we remain committed to advocacy and education and are committed with other non-profits, to developing innovative partnerships that will create needed housing and support to those most vulnerable in our community. We remain inspired by those we serve.

At the same time, it will take a great deal of innovation, collaboration, and faith to continue to help the most vulnerable in our communities. Pathways’ forecast for our community remains bright and hopeful with a strong belief that eradicating homelessness in our community is possible. As a community, we must remember that collective advocacy can change the course of time and result in positive outcomes for the individuals we serve.

Pathway Homes Inc. provides non-time-limited housing and recovery-based supportive services to adults with serious mental illness and co-occurring disabilities in Northern Virginia.

Fairfax
CONNECTION

www.ConnectionNewspapers.com

An independent, locally owned weekly newspaper delivered to homes and businesses.

Published by
Local Media Connection LLC

1606 King Street
Alexandria, Virginia 22314

Free digital edition delivered to your email box. Go to connectionnewspapers.com/subscribe

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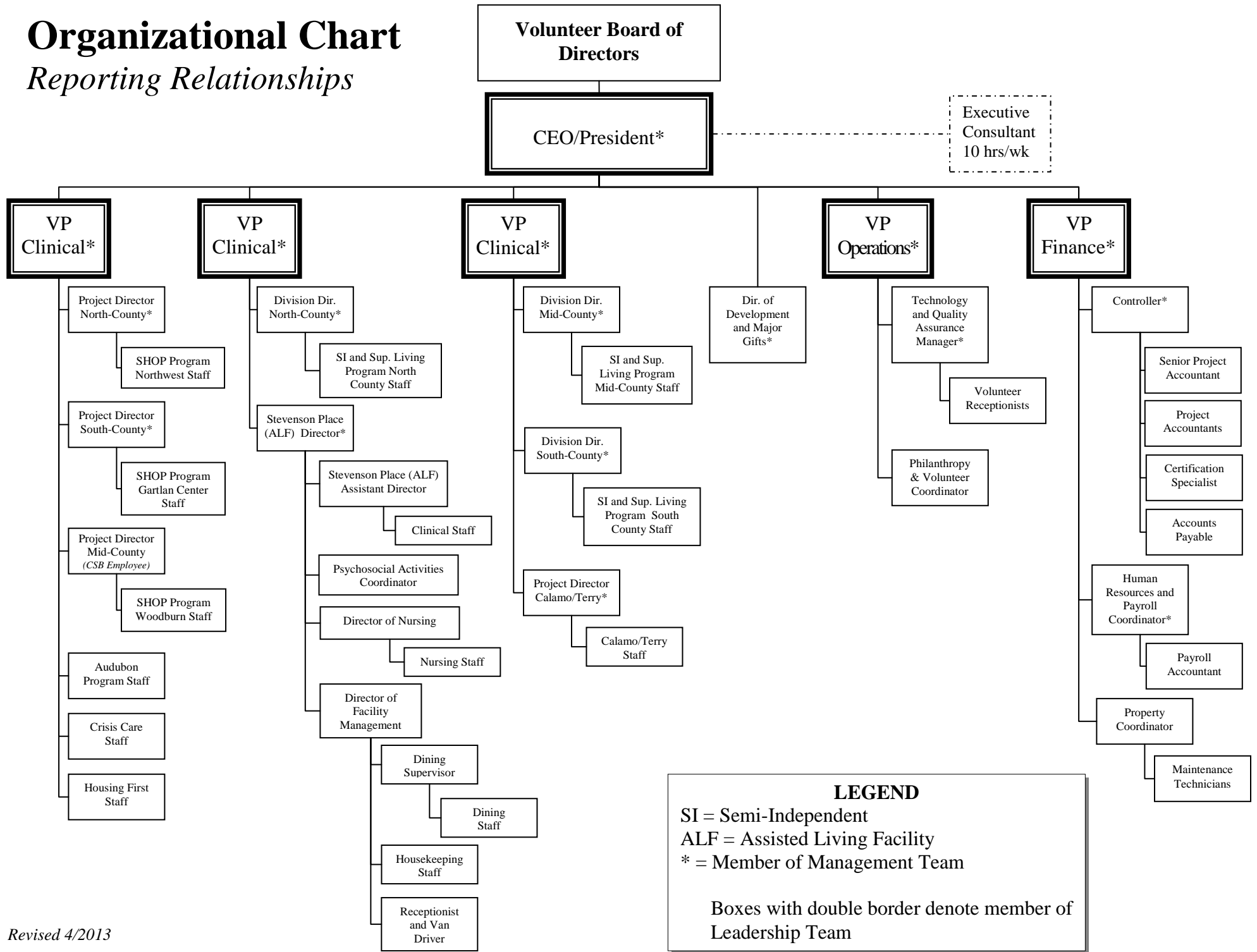
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Organizational Chart

Reporting Relationships





**Policy and Procedure Manual Appendix
Number: 6-C1**

CODE OF ETHICS AND CONFLICT OF INTEREST ACKNOWLEDGMENT

I have read, understand and agree to adhere to the Code of Ethics and Conflict of Interest policy and procedures as outlined by Pathway Homes, Inc. I understand that any conduct or activity that violates Pathways Code of Ethics must be immediately reported to a member of Pathway Homes Management Team. I further understand that any violations of this Code may result in disciplinary action, up to and including termination.

Printed Name of Employee, Intern, Volunteer, Board Member, or Agent of Pathway Homes, Inc.

Position Title

Signature of Above

Date

Signature of Supervisor

Date