

PROVIDING HOUSING AND SUPPORTIVE SERVICES IN NORTHERN VIRGINIA FOR 38 YEARS

# *Pathway Homes, Inc.*

ANNUAL REPORT 2018



*Expanding  
Horizons*

## 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

Helping individuals get into stable housing and stay stable in housing is a goal that is vital to Pathway Homes' mission and vision. As a premier provider of Permanent Supportive Housing (PSH) in Northern Virginia and Central Florida, we recognize that safe, decent and permanent stable housing is a basic need. We believe that housing is a right, not a privilege and we are committed to using our culture of excellence to open pathways to stable housing and long-term recovery. We also know that for some of our most vulnerable neighbors- individuals with mental illnesses, co-occurring substance use, chronic health conditions, histories of trauma and other co-occurring conditions — getting a home is the first and most impactful milestone on their path toward that recovery.

Pathways Homes provides housing using a *Housing First* model where housing is not contingent on the individual accepting services. In that respect, all potential residents are considered "housing ready" and the focus is on ensuring that we remain "consumer ready." At Pathway Homes, our ability to be consumer ready is the reason why 97% of those we serve choose to engage in some level of services and remained housed last year. It is also the reason we were able to successfully serve 25 new individuals this past year through SAMHSA's Cooperative Agreements to Benefit Homeless Individuals (CABHI) even though the funding was time-limited. Through our housing expansion strategy, those individuals will remain permanently and stably housed long after the CABHI funds end.

Permanent Supportive Housing results in significant cost saving to communities. That is why we continue to pursue collaborative partnerships at the local, state

and national levels that promote the development of new sustainable permanent housing, and support service dollars that help individuals remain housed. Policymakers, administrators, and managed care organizations are increasingly aware that a

lack of stable housing can interfere with health goals, and that integrating health care with affordable stable housing can produce better outcomes. With this realization, Medicaid expansion, and funding from the Northern Virginia Health Foundation to pilot a PSH waiver project, we are hopeful that the Pathway Homes model will expand throughout Virginia and beyond. We look forward to advancing our model and sharing an approach that integrates the voice of the consumer with excellent services resulting in positive outcomes, and which provides the greatest return on investment for our vulnerable neighbors, and our supporters.

On behalf of Pathways, I thank you for your unwavering support of the work we do and ask you to continue to partner with us on this journey.



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





## In My Own Backyard

by Marti Kelly

I have served on Pathway Homes Consumer Advisory Council for many years. Over the last couple of years, the members of the Council have been working on developing our voice and

how to share our journey to help others who suffer from mental illnesses. We have met with several local officials in Richmond and DC, with the leaders of the Community Services Board and with many members of the community at various events in the region. Our purpose was to educate them on the positive impact of permanent supportive housing and how program changes impact those receiving services. Recently, I had the opportunity to share my voice in my own backyard as well.

I grew up in the Mount Vernon area of Alexandria. My father was very active in the Mount Vernon Knights of Columbus and I have very fond memories of holiday parties and other social events I attended as a child. As I grew up, I became a weekly bingo regular and met my husband there who later also became a leader in this branch of the Knights of Columbus. As an adult married woman, I continued to be active supporting the activities of the club.

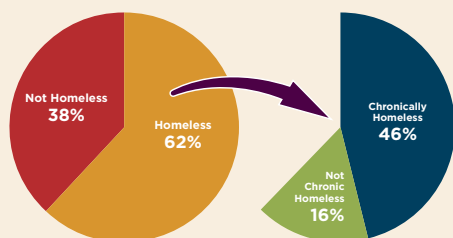
Unfortunately, my husband passed away and I became disconnected from my family and friends. The symptoms of my mental illness made it difficult for me to focus on positive thoughts and my self-esteem. My bank account and ability to live independently spiraled downward to the point where I was homeless and living in a shelter. During this period, I attempted suicide and ended up in the hospital emergency room. In short, I needed help.

Thankfully, I was connected to Pathway Homes which found me a wonderful affordable apartment in my Mount Vernon neighborhood where I only pay thirty percent of my monthly income in rent and receive counseling services. I still struggle with thoughts of suicide, face multiple health issues and I get down on myself. However, I then think of the many people that need my help and need to hear my story. They need to know there is help for them as well. I have a purpose.

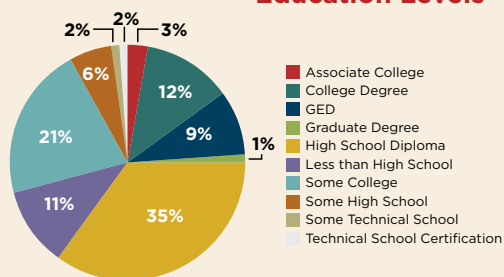
Since living in a Pathways' home, I have returned to my bingo at the Mount Vernon Knights of Columbus and remembered that they give the bingo proceeds to nonprofits in the community helping people in need. As Pathway Homes had helped me, I wanted to ask the Knights to give some of those funds to Pathway Homes. They invited me to speak in September during Suicide Prevention Month and share my journey and how Pathways has helped me. I spoke, along with a psychologist who gave a presentation to attendees interested in learning more about how to detect the signs of suicide, different treatments, and interventions. Despite the fact I had known many people in the room since I was a child, most folks did not know that I had suffered from depression or that I had been homeless.

Before I spoke, I was very nervous about sharing what had happened to me and worried about the reaction of the folks I had known for so long. It was one thing to speak to strangers, but it was even more nerve wracking speaking to folks I know. Fortunately, my fears were unfounded. Many people came up to me after my remarks and continue to come up to me when I attend bingo night letting me know how much they appreciated me telling my story and how it helped them. I felt an overwhelming feeling of warmth and acceptance in my own backyard.

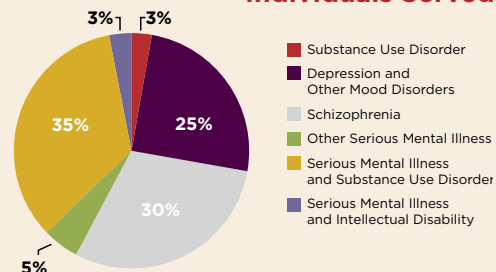
### History of Homelessness



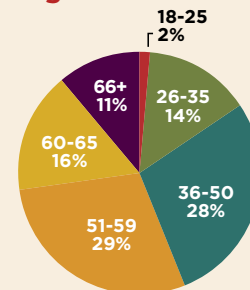
### Education Levels



### Diagnoses of Individuals Served

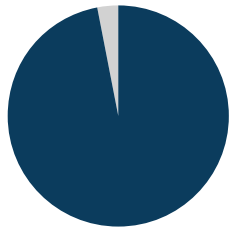


### Age Distribution

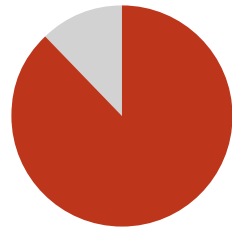


## FY 2018 Consumer Outcomes

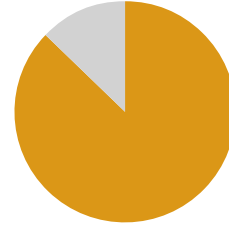
Measuring outcomes show how our services make a difference in the lives of people we serve.



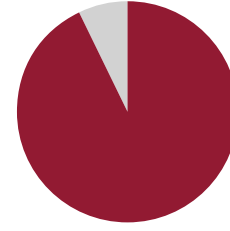
**97%**  
remained in  
permanent  
housing



**88%**  
remained out  
of psychiatric  
hospital



**87%**  
remained out  
of medical  
hospital beds



**93%**  
reported  
overall satis-  
faction with  
the services  
they received

## Pathways' 2018 Financial Summary

**July 1, 2017 – June 30, 2018**

CohnReznick a national Certified Public Accounting firm, performed audits as of June 30, 2018, for Pathway Homes, Inc. A summary of the audited Financial Statement is presented here.

### SUPPORT AND REVENUE

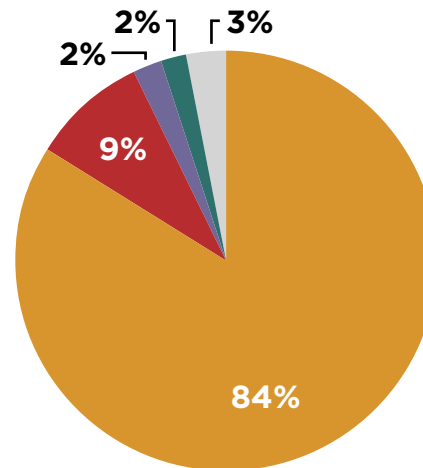
Government Grants and Contracts	10,862,164
Fees and Rents	1,609,172
Private Grants	357,412
Contributions	244,392
Other Income	106,592
<b>Total Support and Revenue</b>	<b>\$13,179,732</b>

### EXPENSES

Program Services	
24 Hour Residential Facilities	2,135,552
Supported Residential Facilities	8,592,122
<b>Total Program Services</b>	<b>\$10,727,674</b>
Management and General	1,254,234
Fund-raising and Development	42,710
<b>Total Expenses</b>	<b>\$12,024,618</b>

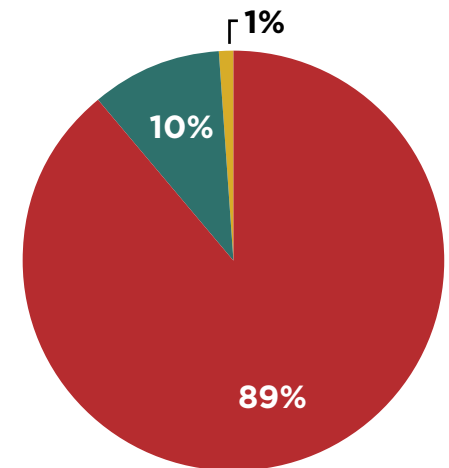
### Change in net assets

Net Assets, Beginning of Year	10,694,852
<b>Net Assets, End of Year</b>	<b>\$11,849,966</b>



### SUPPORT AND REVENUE

Government Fees & Grants .....	84%
Client Fees and Rent .....	9%
Private Grants .....	3%
Contributions .....	2%
Sublease and Other Income .....	2%



### EXPENSES

Program Services .....	89%
Management & General .....	10%
Fund Raising .....	1%

*A summary from the Audited Financial Statement for fiscal year ending June 30, 2018 prepared by CohnReznick.*



# OUR IMPACT:

## Fiscal Year 2018



**338**  
Permanent Supportive  
Housing Units



**257**  
Units leased



**81**  
Units owned

Pathway Homes believes in a Housing First model of care. As such, we work from the understanding that a homeless individual's first and most pressing need is to obtain stable housing, and that other issues that may affect the individual can be addressed after housing is obtained. This is because the need for housing and other safety needs rank right along other basic physiological needs for food, water, warmth, and rest.

Last year, Pathway Homes continued to address the housing need in our community through the strategic addition of units. We expanded our housing inventory by adding 21 one-bedroom units in Fairfax and Prince William counties. Ten of these were funded through the Virginia Department of Behavioral Health and Developmental Services Permanent Supportive Housing Project to serve an additional 10 individuals in Prince William County. The remaining eleven one-bedroom units were funded through Fairfax County Department of Housing and Community Development grants and used to house eleven adults with co-occurring mental illnesses and substance use disorders. Also, last year, The Potomac Health Foundation continued to support our service expansion into Prince William County. The Potomac Health Foundation awards grants to support community health initiatives.

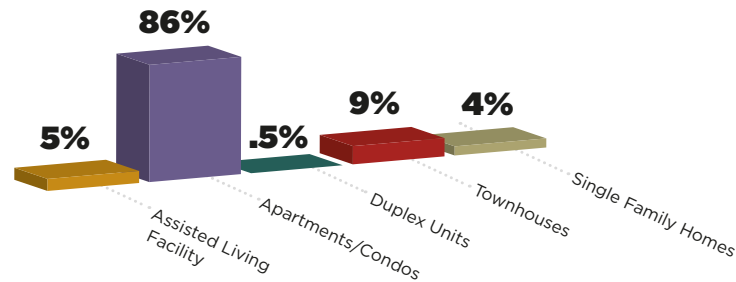
Consistently over the years, 97% of the individuals that we serve remain in stable housing. Often, these are individuals who have previously lived in shelters, on the streets or in other places not meant for human habitation for many years. Others still were living with elderly parents who could no longer provide the support needed to help them sustain in the community long-term. Individuals living with elderly parents are, for the most part, considered unstably housed as they are at high risk of ending up in hospitals, jails, shelters, or on the streets. Often, moving into a Pathways unit with access to quality supportive services, if desired, makes all the difference for homeless or unstably housed individuals. No longer focused on obtaining safe, secure shelter, these men and women can set other goals, and continue their personal journey toward achieving self-fulfillment and realizing their dreams. Many of them did just that and are not only surviving but thriving.

# Pathway 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 338 owned, leased, or managed properties. From our two assisted-living facilities to apartments, condos, townhouses, and single-family dwellings, 1241 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

338

### Properties Owned by Pathways

Condos	49
Duplex Units	4
Townhouses	17
Single Family Homes	10
Assisted Living Facility (SFH)	1

### Additional Properties Served by Pathways

Apartment Units	242
Townhouses	12
Single Family Homes	2
Assisted Living Facility	1

## Our Model Works

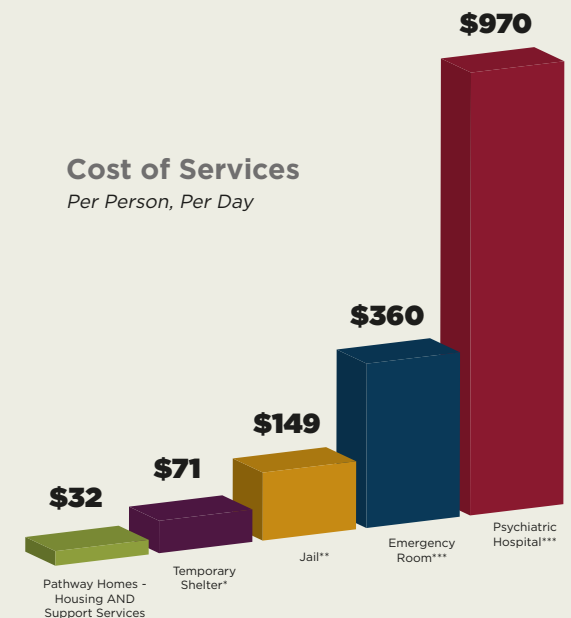
Our client outcomes measurements over the years document the success of our model. Plain and simple, it works for the people we serve, and it's cost-efficient for the community. Since 1980, Pathway Homes has been providing non-time limited housing and supportive services for men and women with mental illness and co-occurring disorders. Employing the Housing First model of care, Pathway Homes served 1241 men and women in the region in FY2018.

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 to 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. \*)

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!

<p><b>SERVICES PROVIDED</b> Psychoeducation</p> <p><b>SHORT-TERM IMPACT</b> Increased understanding of, and management of illness and symptoms</p> <p><b>MEDIUM-TERM IMPACT</b> Ability to manage stressors and increased levels of independence</p> <p><b>LONG-TERM OUTCOME</b> Remain in permanent supported housing or move to other permanent housing Decreased need for hospitalization or risk of incarceration</p>	<p><b>SERVICES PROVIDED</b> Teach activities of daily living skills</p> <p><b>SHORT-TERM IMPACT</b> Increased self-efficacy Ability to meet basic daily needs with less support</p> <p><b>MEDIUM-TERM IMPACT</b> Increased accessibility to stable housing opportunities</p> <p><b>LONG-TERM OUTCOME</b> Remain in permanent supported housing or move to other permanent housing</p>	<p><b>SERVICES PROVIDED</b> Provide social skills training</p> <p><b>SHORT-TERM IMPACT</b> Development of new or improved interpersonal skills</p> <p><b>MEDIUM-TERM IMPACT</b> Increased ability to manage personal and landlord-tenant relationships</p> <p><b>LONG-TERM OUTCOME</b> Remain in permanent supported housing or move to other permanent housing</p>	<p><b>SERVICES PROVIDED</b> Teach medication management skills</p> <p><b>SHORT-TERM IMPACT</b> Increased understanding of medication effects and side effects</p> <p><b>MEDIUM-TERM IMPACT</b> Increased motivation and ability to use medications appropriately</p> <p><b>LONG-TERM OUTCOME</b> Management of symptoms in the community and decreased need for hospitalization or risk of incarceration</p>
<p><b>SERVICES PROVIDED</b> Provide job readiness skills training</p> <p><b>SHORT-TERM IMPACT</b> Increased knowledge, skills, and confidence</p> <p><b>MEDIUM-TERM IMPACT</b> Ability and confidence to apply for jobs</p> <p><b>LONG-TERM OUTCOME</b> Employment and decreased dependence on benefits</p>	<p><b>SERVICES PROVIDED</b> Link with community resources</p> <p><b>SHORT-TERM IMPACT</b> Improved access to community supports</p> <p><b>MEDIUM-TERM IMPACT</b> Increased ability to manage health or financial challenges</p> <p><b>LONG-TERM OUTCOME</b> Increased self-sufficiency and community integration</p>	<p><b>SERVICES PROVIDED</b> Provide advocacy/teach self advocacy</p> <p><b>SHORT-TERM IMPACT</b> Increased access to benefits/services</p> <p><b>MEDIUM-TERM IMPACT</b> Continuity of healthcare</p> <p><b>LONG-TERM OUTCOME</b> Improved quality of life Reduced stigma</p>	 <p><b>PATHWAY HOMES, INC.</b> Supportive Residential Mental Health Services</p>

# 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 mortality rate that is two to three times higher than the general population (De Hert et al., 2011). Specifically, these studies show that adults with schizophrenia are 3.5 times more likely to die in a follow-up period as adults in the general population (Olfson et al., 2015). 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. Additionally, medical conditions such as cardiovascular disease, cancer, chronic obstructive pulmonary disease, and pneumonia were also factors, with the most deaths resulting from cardiovascular disease.

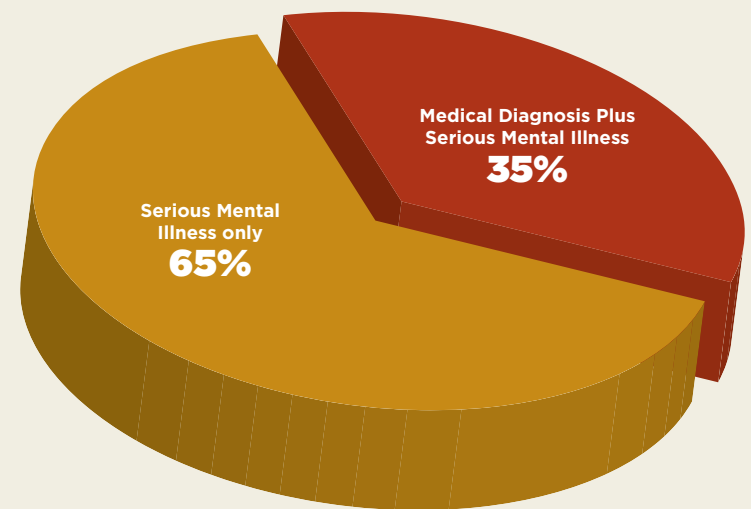
The individuals we serve are not only at higher risk of developing acute medical conditions, or having to deal with chronic medical conditions daily, they are also aging in place as more of them become housed and stay housed over time. Over a third (35%) of individuals Pathways served in FY 2018 had a diagnosis of at least one chronic medical condition in addition to a SMI; 15% had two or more medical conditions. Additionally, of the 117 individuals hospitalized during the same time, 68 (58%) 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 (35%) was in the 51-59 age range. This is 6% 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, 92% 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 29% higher than last year. Without this type and level of support, fewer of these individuals would be able to maintain stable housing in the community, and more might even end up in institutions long-term.

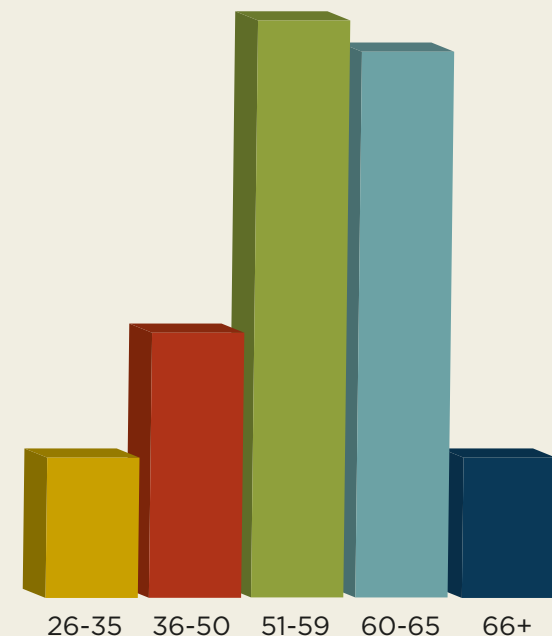
\* De Hert et al., (2011). Physical illness in patients with severe mental disorders: Prevalence, impact of medications and disparities in health care. *World Psychiatry*, 10(1), 52-77. Available <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3048500/>

\* Olfson, M., Gerhard, T., Huang, C., Crystal, S., & Stroup, T. (2015). Premature mortality among adults with schizophrenia in the United States. *JAMA Psychiatry*, 72(12), 1172-81. Available <https://www.ncbi.nlm.nih.gov/pubmed/26509694>

**Medical Diagnoses Among Individuals Served**



**Medical Hospitalizations by Age Range**



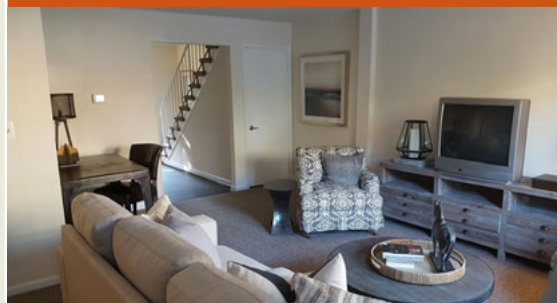


## BRING YOUR TEAM OUT



Fannie Mae supported our mission by bringing out a team of volunteers for painting, creating, building and serving at four projects in honor of 7 Days to Serve. Businesses, schools, and community groups partner with Pathway Homes to improve the quality of life of residents while fulfilling community service requirements. Involvement in our events, whether it be to fundraise or volunteer, displays the spirit of giving, improves the grounds and homes, and ensures 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's members M/I Homes, Inc. and P [Four] Design, are just a couple of the businesses that provided their expertise in the past year. M/I Homes, Inc. and P [Four] Design renovated a 70s era house into a beautifully remodeled home for our residents living in it.

## 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. Signature Renovations generously chose to be a Platinum Sponsor at our 19th annual Help the Homeless Walk, our biggest fundraising event of the year.

## ADVOCATE



Pathway Homes values the consumer voices and knows when our consumers share their voice people listen. This past year members of the Pathway Homes Consumer Advisory Council traveled to the Fairfax County Government Center to attend and speak at the Wellness Conference in order to educate others affected by mental illness on how they can share their voice to make a difference.

*You can make  
a difference  
too!*

Contact Anna Smith,  
Director of Development at  
**703.876.0390**  
or visit our website  
**[www.pathwayhomes.org](http://www.pathwayhomes.org)**

## PLATINUM LEVEL

The Morris and Gwendolyn Cafritz Foundation  
Catholic Campaign for Human Development  
Diocese of Arlington, VA  
Charles Defilippis Trust

Fannie Mae Employee Help the Homeless Fund  
Mr. and Mrs. John J. and Joyce Flynn  
Northern Virginia Health Foundation  
Philip L. Graham Fund

Potomac Health Foundation  
Signature Renovations LLC  
Suntrust Foundation

## GOLD LEVEL

Bob's Discount Furniture  
Mylestone Plans

Mr. and Mrs. James A. and Miriam Ross  
Mr. Raymond Schanemann, Jr.

St. Mary of Sorrows Church  
Virginia Housing Development Authority

## SILVER LEVEL

Mr. and Mrs. Patrick and  
Emma Chaing & Zayer-Chaing  
Kaiser Permanent  
Jay Krafft - Krafft A/C Service Corp.

Mr. Martin Lichtenstein  
Mrs. Jennifer McGarey  
Mr. and Mrs. Alan and Amy Meltzer  
Northrop Grumman Corporation Charity Trust

United HealthCare Svs, Inc  
United Way/CFC of the Nat. Capitol

## BRONZE LEVEL

Mr. Silvestre Acedillo  
Ms. Ayan Addou  
Ms. Dara Aldridge  
Mr. Dean Aldridge  
AmazonSmile Foundation  
Ms. Dawn A Amore  
Ms. Melissa Anderson  
Elks Auxiliary Arlington/Fairfax BPO Elks 2188  
Ms. Louise Armitage  
Ms. Maiko C. Ashby  
Avalon Bay Communities  
Mr. Adam Barenfeld-Engel  
Ms. Sondra Barksdale  
Ms. Amanda Bates  
Ms. Indre Bauza  
J. Lamar and Jannette Beasley  
Mr. and Mrs. Fred and Vivienne Becchetti  
Mrs. Jennifer Becker-Pollet  
Ms. Winell Belfonte  
Emelia Beltran Trust  
Benevity Community Impact Fund  
Ms. Katherine Benson  
Ms. Donna Bent  
Ms. Shari Berman  
Mr. Raymond B Biegun  
Mr. Kenneth Bingham  
Mrs. Mary Lou Bishop  
Ms. Elizabeth Blakney  
Mr. and Mrs. Barry and Judy Bleiweis  
Ms. Sarah Bobman  
Mr. and Ms. Edward and Joanne Boland  
Mr. Charlie Bolling  
Ms. Michele Botte  
Ms. Deanna Boudreau  
Ms. Jennifer Boyle  
Ms. Brenda Brennan  
Mr. Jerome S Bresee  
Mr. James H. Bresson  
Ms. Karen Briscoe  
Ms. Carole B. Brown

Mr. Russell Brown  
Mr. and Mrs. William F. and Lynne E. Brum Sr.  
Mr. Ron Bub  
Delegate David Bulova  
Mr. and Mrs. Thomas E. and Janice H. Burns  
Ms. Leslie Cameron  
LtCol. and Mrs. Patrick & Arlene Campbell USMC  
Mr. and Mrs. Stephen and Sharon Canner  
Ms. Karen Carp  
Ms. Leslie O Carter  
Mr. Stephen Caruso  
Mr. an Mrs. Kim Paul and Nancy Cawley  
Ms. Amber Ceballos  
Ms. Marla Cheppa  
Mr. and Mrs. Chun-I and Emily Chiang  
Mr. and Mrs. Romesh C. and Shashi K. Chohda  
Ms. Karen Cholkio  
Ms. Hwee Chong  
Ms. Marjorie ChurchBourne  
Mr. Peter Clark  
Ms. Carol Colza  
Mrs. Lovena Conklin  
Mr. Brian Connors  
Mrs. Arlette Constandy  
Ms. Barbara Cooper  
Cooper Ginsberg Gray  
Mr. and Mrs. Brian J. and Melvia E. Corcoran  
Ms. Deborah Corwin  
Ms. Monica Craven  
Credible Behavioral Software  
Ms. Mary Crispino  
CST Group, CPAs PC  
Ms. Mary Anne Cummins  
Ms. Janet Curtis  
Ms. Janine Dainis  
Mr. and Mrs. Thomas Dale  
Ms. Jennifer Dalessio  
Ms. Leslie Daniels  
Mrs. Brittany Darner-Cruise  
Mr. and Mrs. Brian and Sandra Darville

Mr. and Mrs. Tom A. and Elizabeth Davidson  
Ms. Jeannine B. Davies  
Mr. Yafet Deferesu  
Mr. and Mrs. Michael J. Demarco  
Mr. Larry Dendtler  
Ms. Irene Denhardt  
Ms. Nigisti Desta  
Mr. Ronald D. Dietrich  
Mr. and Mrs. Kim Do  
Mr. Mark Donovan  
Ms. Kimberly Drakopoulos  
Mrs. Bettie Dresser  
Mrs. Mary Driver-Downs  
Ms. Laura Dufurat  
Ms. Kristin Dufrene  
Mr. Thomas J Dula  
Mr. David Dunn  
Mr. and Mrs. Eugene C. and Joan Durman  
Ms. Katherine Eager  
Mr. Elmer Earley  
Mr. and Mrs. Pete Earley  
Ms. Harriet Edwards  
Ms. Cathy Ellico  
Ms. Janet A. England  
Mr. Baffour Ennin  
Ms. and Mrs. Arlene Evans  
ExxonMobil Foundation  
Ms. Linda Falkerson  
Ms. Jane Fausch  
Ms. Suzanne M. Ferrell  
Ms. Pollianne Feuer  
Fidelity Charitable  
Mr. Chris Finta  
Mr. and Mrs. Peter and Karen Fish  
Mr. and Mrs. James and Ann Fisher  
Mr. Robert Fontana  
Ms. Michelle Forlini  
Mr. James H. Foster  
Mr. Emil Franks  
Mr. Greg Franks

Pathway Homes wishes to thank the 242 individual volunteers and 13 groups who gave 4,057 hours of service in the past year. Using Independent Sector's valuation of \$24.69/hour, these volunteer hours are valued at just over \$100,180. We also greatly appreciate the skilled labor we received from members of HomeAid valued at over \$100,000.

Freddie Mac  
Ms. Brenda Free  
Ms. Karen Freeman  
Mrs. Teresa Freeman  
Mr. and Mrs. Harry & Pam Freer  
Mrs. Leslie Gallahan  
Ms. Chava Gal-Or  
Mr. and Mrs. Wayne L. and Pilar Gardella  
Ms. Wanda Garrett  
Mr. and Mrs. Steven and Joyce Gibson  
Ms. Tamara Gifford  
Ms. Judy Ginsburgh  
Mr. and Mrs. Andy and Yvette Gluck  
Mr. and Mrs. Robert and Michie Gluck  
Mrs. Donna Goldbranson  
Ms. Betty Gordon  
Ms. Wendy Gradison  
Mr. and Mrs. Daniel and Kristin Gray Esquire  
Ms. Heather Gray  
Ms. Molly Grimsley  
Ms. Suzanne E. Grimsley  
Mr. Bob Grisetti  
Mr. Michael Grossman  
Ms. Mary Jo H Robinson  
Ms. Deborah Haines  
Ms. Cenith Hall-Tibbs  
Ms. Ann L. Hamann  
Mr. Brooke Hardin  
Mr. Michael Harrison  
Mr. Jeffery Hayward  
Mr. and Mrs. Dixon F. and June A. Hemphill  
Mr. James M Henderson  
Ms. Sandra A Hess  
Mr. and Mrs. George R. and Georgine W. Higdon  
Mrs. Mildred Holdaway  
Mrs. Teresa Hollandsworth

Mr. David Houghtaling  
 Mrs. Meredith Hovan  
 Ms. Jerilynn B. Hoy  
 Ms. Jie Huang  
 Ms. Lisa Humes  
 Ms. Leslie Hurdle  
 Mr. Ronald Imbach  
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