

ANNUAL REPORT 2020



A Caring Path to Mental Health

a warm welcome



TOM ATHAN
President

DEAR FRIENDS,

"At Pathways I'm treated like a person, not a number. They really care about me and the other clients". These are the words of my brother, Alex, who had been a resident and client of other mental health organizations for 25 years until he found Pathways. I saw it first-hand growing up. He struggled and was uncomfortable, now he's happy, calm and adjusted.

Mental illness is so personal, and unique, to each individual that it takes special, caring and thoughtful people working for an organization with the same characteristics to provide that special, personal, care.

That is Pathways. They know one size does not fit all. I believe this care mindset was established 40 years ago when its founder, Renee Bigler, started the organization out of love and care for her son. That care culture is engrained into the soul of Pathways and its staff.

I'm very proud to be the President of such a fine organization and my goals are 100% aligned with everyone in the organization- to help as many folks with mental illness as possible live their best lives. Pathways is special.

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our MISSION

Pathways, Inc. provides housing, education, health services and other support for adults with severe and prolonged mental illness to further recovery, growth and more meaningful lives.

our VISION

Pathways envisions a place within all communities where those with severe and prolonged mental illness can find a safe and stable haven, which addresses their vulnerabilities with care and compassion and their strengths with value and celebration. Every human needs connection, purpose and a stable community to which they belong and in which they can grow to full potential.

SUCCESS CLUB AT PATHWAYS

Though 2020 was nothing short of challenging for all of us, including our Pathways clients, we have so much to be thankful for, including the health and safety of all of our clients and staff. It was not an easy feat, to say the least and we could not have done it without Pathways dedicated staff whose number 1 priority has remained the health and safety of our clients.

2020 also brought the long awaited and exciting completion of our new Sinawoy Building along with new programing for our 70 community clients, like the Master Mind Program and Community Connections program.





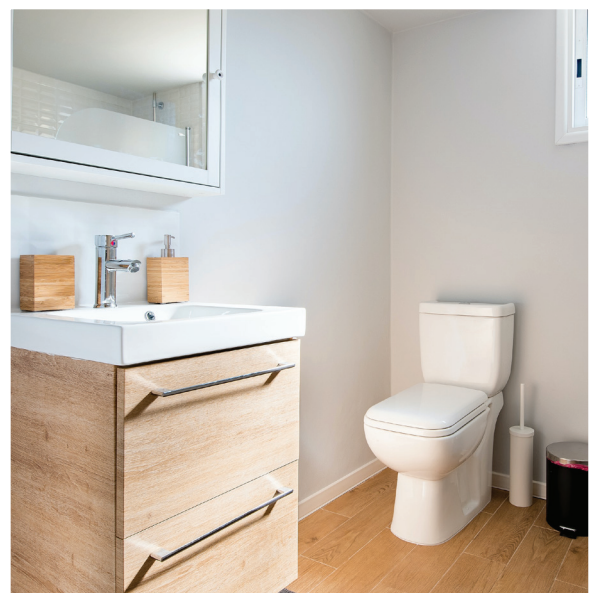
RESIDENTIAL SERVICES

Pathways is the story of hope for those who struggle daily with a severe mental illness. Pathways was founded in 1981 by Greenwich families in response to the needs of relatives and others who were discharged from psychiatric hospitals following long periods of institutionalization and were often homeless or living in substandard dwellings. The agency's first home was purchased with private money raised by its founders and opened its doors in 1981. Today, Pathways manages four residences which house a total of 38 clients, with varying levels of support.

Each of our clients work with a case manager and follows an individualized person-centered goal

plan. In addition our case managers communicate closely with our clients psychologists and nurses to ensure that each client follows their individualized treatment plan.

Our comprehensive care can be credited with across-the-board improvement in our clients' well-being after arriving at Pathways, including dramatic drops in crises and hospitalizations.



MASTER MIND PROGRAM

The Master Mind program utilizes developed evidence-based computer programs to provide clients individualized training within a group setting. The program combines techniques developed in both neuropsychological and educational models to target and address each client's individual cognitive challenges. The

program has been shown to improve cognition such as attention, processing speed, and problem-solving by incorporating developed activities that work to help stimulate specific skills that support treatment for depression, ADHD, schizophrenia and other psychotic disorders

COMMUNITY CONNECTIONS PROGRAM

The Community Connections Program helps our clients achieve their goals of being employed, allows them to use their talents and connects them with the community around them.

Engagement in the world is a top wish for most of our population and Pathways knows that meaningful work and participation in the community are essential to living a joyful, meaningful life. Although our clients have remarkable challenges, with some support and guidance, they can contribute to the community.

In our Community Connections program, Pathways staff meet each client where they are medically, emotionally, psychologically, and mentally to foster a connection into their community, be that a faith

community, social club, volunteer opportunity, or employment. Each client drives the connection and Pathways staff is their assistant, cheerleader, partner, problem-solver, and barrier remover.





MENTAL ILLNESS AND PATHWAYS CLIENTS

Pathways clients suffer from a variety of severe mental illnesses or a combination of two or more co-existing mental illnesses, such as schizophrenia, severe bipolar disorder and severe depression.

What is Schizophrenia? Schizophrenia is a complex, serious medical illness that affects less than 1% of U.S. adults and interferes with a person's ability to think clearly, manage emotions, make decisions, and relate to others. The average age of onset tends to be in the late teens to early 20s for men and late 20s to early 30s for women.

What are the Symptoms of Schizophrenia?

Symptoms can include hallucinations, delusions, cognitive issues, or negative symptoms i.e. emotional flatness or speaking in a dull, disconnected way.

What is Bipolar Disorder? bipolar disorder is a mental illness that causes dramatic shifts in a person's mood, energy, and ability to think clearly. Bipolar disorder affects 2.8% of the U.S. population, with 83% of identified cases classified as severe.

What are the Symptoms of Bipolar Disorder?

A person with bipolar disorder may have distinct manic or depressive states but may also have extended periods without symptoms. During periods of mania, people frequently behave impulsively, make reckless decisions, and take unusual risks while the lows of bipolar disorder are often so debilitating that people may be unable to get out of bed.

What is major depression? major depression is a mental illness that can result in severe impairments that interfere with or limit one's ability to engage in normal life activities and relationships.

What are the Symptoms of Major Depression?

The symptoms of major depression are defined as lasting at least two weeks but usually go on much longer. Symptoms include prolonged fatigue, feelings of worthlessness or guilt, insomnia, seriously diminished interest or pleasure in all activities, restlessness, or recurring thoughts of death or suicide.

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THERE ARE MANY WAYS TO MAKE A DIFFERENCE:

Gift Planning includes both gifts made today or in your estate. Current gifts may include a qualified charitable distribution from your IRA, or a gift that pays you income for your lifetime (or your life and the life of a second beneficiary) then benefits Pathways upon passing.

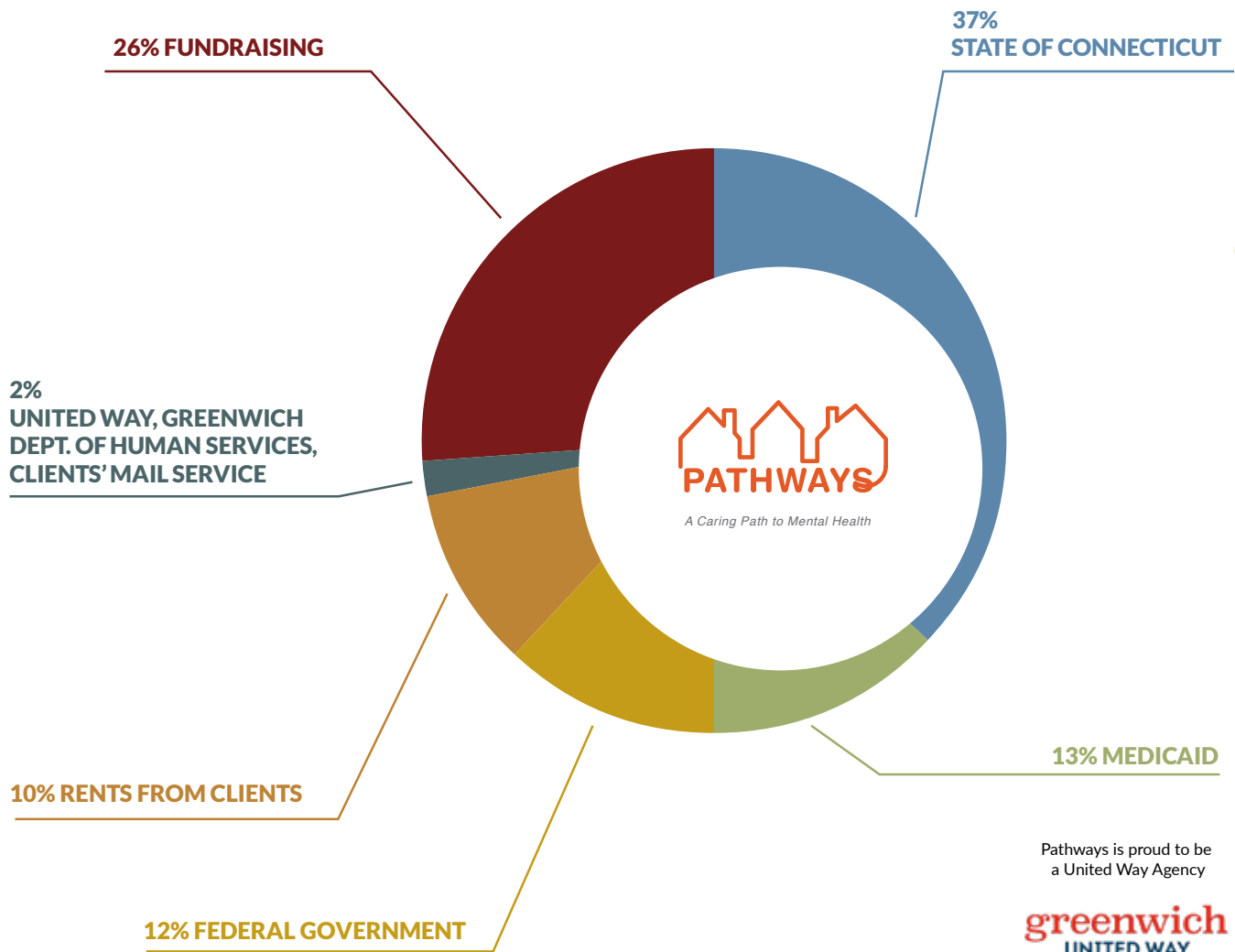
A gift through your will, trust, retirement or life insurance plan can give vital support to Pathways clients for generations to come. Please consider leaving a bequest to Pathways, perhaps as a memorial or in honor of a family member. By doing so and informing us of your intentions, you will help ensure the future of Pathways and become a pioneer member of the Pathways Path Forward Legacy Circle

- You don't have to be wealthy to make a significant gift.
- You can make a gift that costs nothing during your lifetime.
- You can receive guaranteed payments for life in return for your gift.

People of all ages and backgrounds are making a difference in the lives of people they love, in their community and in their own lives.

To learn more about planned giving programs or how to join the Pathways Path Forward Legacy Circle, please call Sally Ghabour, Development Manager, Pathways at (203) 869-5656 or sghabour@pways.org

overall REVENUE



please SUPPORT US

BECOME A MEMBER

Become a member of the **PATHWAYS PATH FORWARD LEGACY CIRCLE** by a gift through your will, trust, retirement or life insurance plan.

VOLUNTEER

Volunteer at **PATHWAYS**, join our volunteer team and learn how our community of compassion and care helps adults living with severe and prolonged mental illnesses. To learn more about our volunteer opportunities go to: <https://pways.org/volunteer/>

MATCHING GIFTS

Did you know you can double or triple your gift to **PATHWAYS** if you and/or your spouse work for a company with a matching gift program? To find out if your company has a matching gift policy, visit <https://bit.ly/3gKP1JO>. If your gift qualifies for matching funds, please obtain the appropriate paperwork from your employer.

PWAYS.ORG

Visit pways.org to make a donation. You can donate one time or set up a recurring gift.

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If you are shopping on Amazon, part of the proceeds of the sale could benefit Pathways. Shop on Amazon at smile.amazon.com and choose Pathways, Greenwich from the list of participating organization. Don't forget to turn on AmazonSmile in the Amazon app to generate even more donations!



Follow us on social media! Like us on **Facebook** (**Pathways, Inc.**), follow us on Instagram (**@pwaysgreenwich**) to keep up with us and let your family and friends know that you support Pathways!

highlight
JOSE MALDONADO
DIRECTOR OF FACILITIES

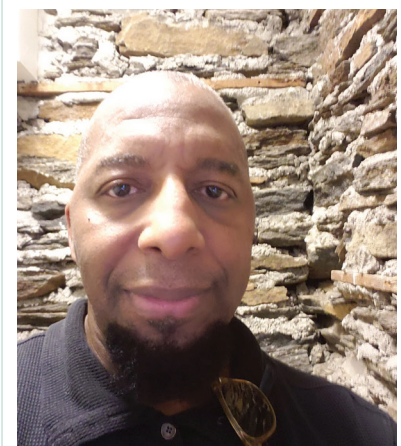


As director of facilities, Jose oversees and repairs any items needed for Pathways five buildings. Jose is in charge of repairs and contractors' schedules while maintaining a safe and comfortable living space for our clients. He also oversees all mechanical elements of buildings and he does all emergencies repairs for Pathways houses, including electrical, plumbing, cleaning, and carpentry repairs. In addition, Jose works closely with fire marshals and other inspectors to ensure a safe and well maintained environment for our clients. Together with Pathways new Facilities Committee, they work to repair and foresee any future issues that Pathways houses may encounter.

highlight
DANIEL FULLER

Prior to joining Pathways, Dan served in the military, the Army and the Army National Guard. While in the military he served as Staff Sargent, specializing in artillery and recruitment. Daniel also worked with several companies in sales positions.

Dan's career took another turn when a friend of his who worked at the ARC recruited him to do volunteer work for his organization. This experience made Dan passionate about working with persons with disabilities and Dan joined Pathways twenty years ago. Currently, Dan works as Residential Program Manager at Pathways' Davis house. He enjoys working with Pathways clients and recognizes that though they face many challenges, he loves knowing that can make a difference in their lives. That to Dan is extremely rewarding and fulfilling work.





HELP US CELEBRATE OUR
ANNIVERSARY THIS YEAR.

40th

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OCTOBER 16TH, 2021

6:00 – 11:30 PM

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A Caring Path to Mental Health

there's no place like
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