



Winter Newsletter

Inside the Issue

2022 ANNUAL APPEAL

Let's set an industry standard for fair, livable pay for all our direct care employees p.02

ALYSSA PESCE, ONE YEAR AT P2P

Hear from our Director of Human Resources about her first year at P2P amidst COVID-19 p.03

AUTUMN AUCTION RECAP

See how our community came together to support our homes and residents p.04

2022 Annual Appeal

Our Direct Care staff at Pathway to Possible provide the **primary care, supervision, and support** for the adults with cognitive and developmental disabilities who reside in our six homes.

Employees come to Pathway to Possible because **the work is meaningful**. They care about the population, have a strong work ethic, and are **committed caretakers**. (cont. on page 2)



Andrew Mello, Webster Program Manager, helps Barbara into their accessible van for a trip!

2022 Annual Appeal

We owe our employees a living wage.

We officially launched our **Living Wage Campaign** at the 2021 Autumn Auction. That evening, we announced that all our Direct Care Staff hourly rates would increase to **\$17-\$20 per hour**.

Our goal is to raise \$200,000 for this campaign.

Our Living Wage Campaign will set the standard of paying individuals not only what they need to be able to live in the area, but what they deserve for the **skill set, expertise and commitment** that is asked of them.



"I truly take pride in what I do. I really enjoy helping the people. **I am so proud of what I do at P2P.**"

- Frantz, *Case Manager*



"You have to love what you are doing, and you have to **love being there for another human being.**"

- Flora, *Direct Care Staff Member*

It is time for us to make a commitment to our employees and our community to **set an industry standard for fair, livable pay for all our employees.**

Please help us by contributing to this crucial campaign.

Give Online at

pathway2possible.org/donate

OR

Mail a Check to

1301 Centre Street
Newton, MA 02459

Pathway to Possible's 50th!



Join us in celebrating *50 years of Pathway to Possible!*



We have seen such **incredible growth** in our agency throughout these 50 years. We owe that to all of our incredible residents, staff and community!

SAVE THE DATE!

**2022 Autumn Auction
& 50th Celebration!**

Date: Thursday, September 22, 2022

Location: Brae Burn Country Club in West Newton

We will be celebrating P2P's 50th Anniversary throughout the year. Be on the lookout for lots of great stories, the background of our agency and inspiring moments from our past!

To see these, subscribe to our e-newsletter at
pathway2possible.org/subscribe!

Alyssa Pesce: 1 Year at P2P

Alyssa Pesce came on as our Director of Human Resources one year ago. COVID-19 has completely altered Human Resources and the direction of her position in our agency. Alyssa feels fortunate that she was able to step up to the role as Pathway to Possible's first Director of Human Resources during these challenging times.



Over the course of this last year, Alyssa has seen that the staff we employ are **exceptionally dedicated** to our residents and to the mission of P2P. Our staff are here because **they truly love what they do**. She shared that as an HR professional, that means a lot, because you want your staff to enjoy what they do every day. Alyssa feels grateful to be able to work so closely with our staff and assist them in aspects of their job that they were unaware that they had access to. P2P offers many great benefits to our staff and their families. Alyssa told us it is very rewarding to educate our staff about these benefits.

Alyssa had the opportunity to connect with most of our residents and staff at our P2P picnics last summer. She also got to attend our Annual Autumn Auction where she met many of our board members and donors. Alyssa was thrilled to have the chance to see all the aspects that to go into organizing and hosting a fundraising event.

When we launched our **Living Wage campaign** back at the Autumn Auction, Alyssa was honored to be part of such a **crucial shift** in our Agency's pay structure. Direct Care Positions attract specific individuals, and with our Living Wage increase, we are standing out in the job market for these individuals. The hourly minimum wage in MA is \$13.50 and we are starting our employees between \$17-\$20 an hour. **That is very inviting to new employees**, especially if they are full-time and eligible for benefits.

Alyssa is very thankful to the staff for so graciously welcoming her to P2P and trusting her in her new role. **She is excited for this next year at P2P!**

Holiday Dinners Delivered from Friends!



One of Buddy's family members hands off a delicious platter of food to Christine and Holly, two members of the Orchard crew.

Each year, we have our annual Mayor's holiday party at the Newton Commonwealth Golf Course. Unfortunately, due to the COVID-19 pandemic, we had to cancel our afternoon of holiday fun. **This did not stop Buddy and his family**, who typically provide a feast at our party, from supporting our homes. **They prepared loads of delicious food for our residents and delivered the holiday meals to each home!**

Our residents were delighted and spent quality time together while eating these generous platters. Additionally, the **Newton Community Foundation** donated **40 gift cards** to our residents for grocery shopping!

We are **beyond grateful** for the continued support of community members, like those above, during these seemingly endless difficult times.

2021 Autumn Auction Recap



The 2021 Autumn Auction was a long awaited opportunity to connect with people from all corners of our community in person! We are **so grateful** for these relationships and are truly humbled by their support. Thank you to all who contributed to making this event a great success!

We heard from, Keynote Speaker, **Nat Damon**, author and brother to former resident, Lin Damon, give a captivating speech about the impact and importance of special bonds. We were able to honor two

inspirational women in our community, **Mary Margaret Pappas and Josephine McNeil**, that keep the spirit of Carol Beard alive. Finally, we enjoyed the Tufts' accapella group, the Beelzebubs, as they sang some of our favorite hits!

We were able to raise over \$160,000! The money we raised is critical to ensure that we can serve individuals with cognitive and developmental disabilities, especially during COVID-19. **Thank you to our loyal supporters.**



Asli Scott, P2P Board Secretary, bids on a special live auction item at the 2021 Autumn Auction.

In Memory of Anne Marie Leary



It is with great sadness that we share the loss of one of our beloved Pathway to Possible residents, **Anne Marie 'Annie' Leary**.

Annie was a member of the P2P family for **25 years**. She was also a lifetime resident of Newton. Annie spent the majority of her time at P2P living in Juniper House where she made **everlasting memories**. The last few years, she was a resident of both Orchard Ave and Coyne Road.

P2P was truly family to Annie. Her housemates and staff were everything to her and she always thought of them as her family.

Annie had an **amazing laugh** that could make you smile no matter what kind of mood you were in. She was fiercely independent, and very decisive with what she was and was not going to do. She was empathetic and would always notice when a friend needed a hug or a rub on the arm. She had a great sense of humor and **will be missed by all who knew her**.



We will always remember Annie as a wonderful member of our P2P family. She will forever be in our hearts.



pathway to
possibleTM
Compassion. Commitment. Community.

Our mission is to provide housing, support, and advocacy for people with cognitive and developmental disabilities – and their families – while erasing barriers, building confidence, empowering independence, and expanding opportunities that enrich their lives and their communities.

www.pathway2possible.org

1301 Centre Street | Newton, MA | 02459

Brenda Noel

Executive Director

Jeff Behrens

Board President

Rachel Dill

Director of Advancement & Community Engagement

Claire Anderson

Associate Director of Marketing & Community Engagement