

What's Inside?



P2P staff members & Independent Living Program clients pose at our Annual Friends & Family Breakfast



Boo performing in P2P's Community Dog Show

FROM THE DIRECTOR'S DESK

Hello, P2P community!

It has been a busy spring at Pathway to Possible, and we were excited to host many of our favorite events that had been on hold - we've loved seeing all of your smiling faces again! This newsletter shares all of the fun that we've had together, as well as some upcoming ways to get involved.

The warmer weather and longer days have us all thinking about getting outside, being more active, and enjoying time together with friends. Through the generous support of our community partners, we have launched a new functional fitness program, HI FIVE, and are starting a summer yoga & meditation series. We've beautified our outside spaces, welcomed new faces into our fold, and snuggled with some four-legged friends.

The unfortunate fact remains, however, that many of the day programs and supported employment opportunities that our clients so valued in a pre-COVID world remain closed, or are not operating at full capacity, and our clients are missing out on crucial engagement opportunities while our staff continue to strain to cover the additional hours in our homes. P2P's static government funding lags behind our current staffing costs, and this budgetary challenge leaves us more reliant than ever on the support of our community to creatively meet - and exceed - our clients' needs in the absence of adequate public funding.

P2P was founded over 50 years ago on the belief that with community, anything is possible, and we know that to be true today. I invite you to read this newsletter with an eye for how you might like to get more involved with P2P, or who you might introduce to our work. Our future, and community, is stronger together.

Warmly,



Brenda Noel, MSW, P2P Executive Director

New Faces at P2P

Campaign for a Living Wage: What's at Stake?

Spring Events Recap

Save the Date! 2023 Autumn Auction

Remembering Dottie Gifford



P2P's Spring 2023 Interns with Clinical Social Worker Rosalyn Mamlak

NEW VOLUNTEER LEADERSHIP AT P2P



Asli Scott, Board President

Pathway to Possible's Board of Directors has elected **Asli Scott** to be its next President, with a term beginning in FY24. Asli brings strong community and personal connections to the role, and has lived experience with P2P's mission as the parent of a child with special needs. She has previously held positions as the Clerk of the Board and a member of the Autumn Auction committee. We are grateful to her commitment and leadership, and look forward to working with her to continue to advance P2P's mission.

Lily Brooks was elected to P2P's Board of Directors this spring, after learning about the organization through close family friends who have been longtime supporters and clients of P2P. She ran the 2021 Boston Marathon in a P2P bib, and then became involved in the 50th Anniversary Celebration as a member of the Auction Committee.

"Being able to serve on the board ignites such a passion to continue to give as much support for the P2P community as I am able. I am honored to represent this organization and be a platform to raise awareness and support for the developmental disability community and P2P's staff." Welcome, Lily!



Lily Brooks, Board Member

WELCOME NEW P2P STAFF!



Audrey Finn
Assistant Program Director

P2P's new Assistant Program Director, **Audrey Finn**, is passionate about making a difference and is committed to P2P's mission to support individuals with disabilities. Her favorite part of P2P is the people, noting that "it has been an honor and privilege to get to know all the amazing individuals that make this organization what it is." She is most excited about the meaningful relationships that she will make at P2P!



Halle Abli
Program Manager, Juniper

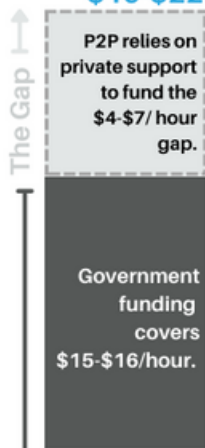
Halle Abli, Juniper House's new Program Manager, is excited to be a part of P2P's mission and help our clients be active individuals in the community. "P2P has become a new home to me and is full of quality people that make me look forward to coming to work. I am excited to get to know everyone and build strong working relationships, so that as a team, we can contribute back to the community."

2023 CAMPAIGN FOR A LIVING WAGE

The rising cost of hourly care

To be competitive in our current market, P2P has increased staff wages to \$19-\$22 per hour - which creates a gap of \$4-\$7 per hour beyond our government funding.

That gap soars to \$13-\$18 per hour once our staff hit overtime.



P2P Direct Care Staff provide **101,000+ hours** of best-in-class care and support to our clients each year.

Pandemic-related day program closures have driven our staffing needs up over **14%** Many day programs are still not open at full capacity, or have shuttered completely.

The human services industry - P2P included - is in a staffing crisis. When we are unable to pay competitive & fair wages to attract and retain the best Direct Care workers for our clients, our staff face high overtime, burnout, and turnover.

Our clients will unfortunately bear the brunt the challenging labor market if we aren't able to remain competitive with our wages and staff retention.

P2P is committed to making this necessary investment in our staff, but we need your support. Until our government funding catches up to this new staffing reality, our success is dependent on our community's investment in our future - now.

What's at Stake?

FOR OUR STAFF

- Burnout
- Mental Health
- Job Satisfaction
- Professional Dignity
- Financial Security

FOR OUR CLIENTS

- Caregiver Continuity
- Individualized Attention
- Innovative Programming
- Quality of Care
- Mental Health

FOR OUR FUTURE

- Financial Sustainability
- Organizational Strength
- Client & Staff Health
- Innovative Programming
- Industry Reputation

The Campaign for a Living Wage is an ongoing, multi-year investment in our future. To lend your support, please visit pathway2possible.org or email Meredith Wood at mwood@pathway2possible.org.

THANK YOU, CUMMINGS FOUNDATION!

Pathway to Possible is honored to be a recipient of a 2023 Cummings Foundation grant in support of the Campaign for a Living Wage. From an original pool of 630 nonprofit organizations in Massachusetts, P2P was selected as one of 150 winners of this year's award. We are grateful to the Cummings Foundation for their investment in our community, and look forward to working together to ensure a strong future for P2P's clients and families.



Executive Director Brenda Noel & Director of Advancement Meredith Wood attended the Cummings Foundation awardee reception on June 15.

FRIENDS & FAMILY BREAKFAST



Joyce + Margie sharing a laugh



The Fleischers say cheese!



All smiles from Allison + Jaciel!

Over 90 of P2P's clients, staff, Board, family members, and friends joined together for a morning of community (and coffee!) at our Friends & Family Breakfast. This celebratory event marked the first time since 2019 that we'd been able to gather safely as a full group! Special thanks to our partners at **Greater Boston Long Term Care Pharmacy** for your generous support in making this breakfast possible!

Upcoming Family Meetings

Thursday, September 7th

Thursday, November 2nd

12p EST via videoconference

email community@pathway2possible.org to register

COMMUNITY DOG SHOW

Four paws up for our fan-favorite dog show! We gathered our P2P family, friends, and canine companions at the **All Newton Music School** to see which dog has what it takes. After careful deliberation by our judges, City of Newton Director of Planning & Development **Barney Heath**; Jubilee House resident **Nathalie**; and **Dr. Kate Wissel**, Medical Director of Commonwealth Veterinary Hospital, it looks like they're all winners! We had so much fun together and loved seeing all the tricks everyone had practiced!



Clockwise from above: Faith congratulates contestant Yumi; our esteemed panel of Judges; Dog Show veteran Theo with his big sister, Martie.



ANNUAL MEETING

P2P's Annual Meeting was a wonderful opportunity for Board members, leadership staff, and P2P friends and family to celebrate this year's accomplishments while we look forward to the fiscal year ahead. The Board elected **Asli Scott** as our next President, with our gratitude for **Jeff Behrens'** strategic leadership in the role as her predecessor. He will remain a member of the Executive Committee in his new capacity as President Emeritus.

Lily Brooks was elected as a new member of the Board, and **Madelyn Gonnerman Torchin, PhD** was elected to the Executive Committee as the new Member at Large.



Swearing in our FY24 Board of Directors.



This Annual Meeting also marked the end of **Trix Oakley's** tenure as a member of the P2P Board of Directors - though she already has big plans to remain closely involved with the organization! Trix has been a strong supporter of the P2P community for over 20 years, and we are grateful for her steady leadership, insight, and dedication.

Left: Members of the Board & P2P's staff leadership at a luncheon celebrating Trix Oakley's tenure.

HI FIVE

This spring, P2P launched our new functional fitness program, **HI FIVE** (In-Home Inclusive Fitness for Everyone) thanks to the generous support of the **New Balance Foundation**. Our Juniper House residents have been working out with **Coach Jess Spencer** every week in our pilot phase. HI FIVE is specifically designed to accommodate a range of physical abilities, while promoting strength, flexibility, balance, and coordination - and it's lots of fun, too!



The Juniper ladies feeling strong after a HI FIVE session with Coach Jess!

WANT TO LEARN ABOUT MORE WAYS TO GET INVOLVED?

EMAIL COMMUNITY@PATHWAY2POSSIBLE.ORG

OR VISIT PATHWAY2POSSIBLE.ORG/EVENTS.

P2P DAY OF SERVICE

Our Orchard Ave. residents and staff had a wonderful time sprucing up their outside spaces in preparation for patio season thanks to the help of the **BNI Rebounders** group, led by local plant whisperer **Jessica Pinette** of **Plantasia Designs**. We built and filled two accessible raised beds with fruits and veggies, added beautiful new plants to the garden, and celebrated our hard work with a BBQ lunch! Our homes sparkle through the help of volunteer groups - email community@pathway2possible.org for more information on how you can get involved!



L to R: Christine & Audrey plant strawberries; the P2P crew showing off our hard work; Keith preps the ground for new plants

Congratulations & Thank You, Tony!

Tony Hurley supported P2P for 26.2 miles in the 127th Boston Marathon in April - his second marathon as a member of Team P2P! Jubilee residents Sevrin and Nathalie showed their support for Tony by making signs and were excited to cheer him on. Thank you, also, to the **Town of Wellesley** for granting P2P a charity bib to help raise critical funds & awareness for our mission!



Tony & his nephew get their bibs at the Expo



The Marathon passes right by Jubilee House, and Sevrin & Nathalie look forward to cheering every year!

MARK YOUR CALENDARS!

Pathway to Possible's annual Autumn Auction brings together over 200 community advocates for a festive evening in support of our mission. Please email Meredith Wood, Director of Advancement & Community Engagement, for information about tickets, item donations, or sponsorship opportunities at mwood@pathway2possible.org.

pathway to possible™
 2023 AUTUMN AUCTION
SAVE THE DATE
 Thursday, September 28, 2023
 Brae Burn Country Club, Newton

IN MEMORIAM: DOTTIE GIFFORD

Dorothy "Dottie" Gifford was a fierce spirit who was a true advocate for herself and others, and a beloved member of the Pathway to Possible family.

If she took a liking to you, she was your friend for life. But, you had to earn her respect - and if she didn't like you, you'd better watch out!

Dottie was tough, but had the biggest heart.

P2P staff shared a story of Dottie that perfectly encapsulated her loyalty and empathy. A housemate and friend of Dottie's had passed away, and the staff were visibly upset when they came to share the news with her. In the end, she was the one to comfort the staff because she was so committed to her people, and these staff were her family - she couldn't bear to see them upset.



She loved her water bottles, her teddy bears and dolls, and her extensive collection of backpacks. She especially loved her daytime television, and going on Dunkin' runs with staff for her Coolattas.

When the pandemic began, she made it quite clear that she was retiring from her day program, and she went on to live her best life until her passing.



Dottie will be greatly missed at P2P, and will forever be in our hearts.

Independence

Pathway to Possible is committed to the free expression of choice and decision-making, enabling independence and developing self-advocacy skills for individuals and their families.

Community

Pathway to Possible promotes community inclusion by providing individualized opportunities in a wide range of settings.

Advocacy

Pathway to Possible protects the rights of all individuals while promoting compassion, equality, respect, and community inclusion.

Meaningful Relationships

Pathway to Possible encourages and enables meaningful relationships among families, friends, neighbors, and co-workers.



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.

Staff Leadership

Brenda Noel, MSW
Executive Director

Lisa Baragwanath
Deputy Director

Alice Clifford, BSN, RN, CDDN
Director of Health Services

Paul Montgomery-Hyde
Director of Human Resources

Meredith Wood
Director of Advancement & Community Engagement

Executive Committee of the Board

Asli Scott, *President*

Barbara Pemberton, *Vice President*

Nick Foresti, *Clerk*

Shannon Armstrong, *Treasurer*

Jeff Behrens, *President Emeritus*

Madelyn Torchin, PhD, *Member at Large*

Board of Directors

Melissa Allen

Margie Birnbaum

Lily Brooks

Jeff Dias

Tom Evans

Stanley Goldstein

Sherwood Norton

Claudia Quinn

Wendy Schreider

Dee Spiro

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Pathway to Possible relies on community support to ensure the highest standards of care & quality of life for our clients. To learn more about our work, or how your contributions make an impact, please email Meredith Wood, Director of Advancement & Community Engagement, at mwood@pathway2possible.org.