

2023

## What's Inside

Celebrating 50 years of  
Pathway to Possible!



Frantz Paul with Mayor Ruthanne Fuller, son Chris, wife Lucie, and City Councilor Andreae Downs



Sevrin & Louis enjoying the first Mayor's Holiday Party for P2P clients since 2019!

## A LETTER FROM P2P LEADERSHIP

To our friends, families & neighbors,

2022 was an exciting year for Pathway to Possible as we celebrated a **half-century of independence, community, meaningful relationships, and advocacy** for our clients and their loved ones. As you'll read in this newsletter, we welcomed new faces, gave our houses a refresh, and returned to some of our favorite events that had been on hold since 2019.

Our future is bright because of the solid foundation that **you have helped us build** - but it is not without peril. Your support helped buoy P2P through the COVID-19 pandemic, but we are feeling its catastrophic after effects now through rising costs of living, limited outside programming opportunities for our clients, and the staffing crisis that is plaguing our human services industry.

We remain steadfast in our commitment to providing excellent care and quality of life to our clients, **but we need the support of our community** more than ever to ensure that our next 50 years - and beyond! - are as inspiring as our first 50 years. We look forward to seeing you soon!

With our thanks,



Jeff Behrens, Board President



Brenda Noel, MSW, Executive Director

Support for Our Direct  
Care Staff

Volunteer Spotlight

Save the Date! 2023  
Events & Activities

Remembering Fred  
Dunlap

Refresh: See the  
Recent Updates in  
Our Houses



Kim at Orchard Ave

# CELEBRATING 50 YEARS OF IMPACT



Jessica Spencer winning our Patriots ticket raffle



Raising bid paddles in support of P2P!



Claudia Dumond, Kem Danner, Thomas Ramsey celebrating a live auction win

A huge thank you to our guests, sponsors, donors, volunteers, and everyone who contributed to making this evening a great success!



State Representative Kay Kahn and Susan Paley

In September, we celebrated our 50th Anniversary at our annual Autumn Auction. It was a wonderful evening to come together to celebrate this milestone of compassion, commitment, and community. With your support, this event **raised an incredible \$230,000** to support our residents, homes, and programs. Please reach out if you'd like to help us plan 2023's event!

We also honored three special members of our community with the **Carol Beard Visionary Leader Award**, given annually to a P2P staff member and to a member of the community who encompass compassion, generosity, and dedication to our mission. Congratulations to this year's award recipients, P2P staff members **Elmane Louijeune and Frantz Paul**, and **Susan Paley of the Village Bank**. We are grateful for all you do to support our clients and our work!



Elmane Louijeune, Newton Mayor Ruthanne Fuller, and Frantz Paul

# CAMPAIGN FOR A LIVING WAGE

Pathway to Possible's **Direct Care Staff** are at **the heart of what we do**, providing high quality support for our residents with developmental disabilities. Our staff is committed to our population and care deeply about their work; we are committed to recognizing their value through our Campaign for a Living Wage.

When we launched this campaign in 2021, it was the right thing to do. In 2023's increasingly competitive environment, it is the absolute **necessary thing to do** to ensure the continued success of our programs.

P2P is facing a labor market where large retailers are able to offer significantly higher wages - for jobs that require less specialized skill - than what we are currently able to provide to our frontline direct care workforce. This **wage disparity**, when coupled with the **rising cost of living** and the **effects of burnout** from overtime hours in this emotionally, mentally, and physically demanding field, has P2P on the brink of a crisis. Our staff is dedicated, but they are human, and they must consider their own needs and those of their families.

Without significant and sustained community support, Pathway to Possible will continue to lose good people to more competitive opportunities, and it will be our clients who will suffer the most.

**To support the Campaign for a Living Wage at this critical juncture for P2P, please visit [pathway2possible.org](http://pathway2possible.org), or email Meredith Wood at [mwood@pathway2possible.org](mailto:mwood@pathway2possible.org).**

## The Challenges Facing Direct Care Staff

*Direct Care Staff across the country are chronically under compensated*



*Direct Care Staff are in increasingly high demand*



an **additional 1.3M** direct care roles will be necessary by 2028 to adequately support the populations that need their help



of those direct care roles will be right here in Massachusetts

## MARK YOUR CALENDARS



- 3/26 P2P Family Breakfast
- 4/17 Marathon Monday
- 4/29 P2P Day of Service
- 5/9 Annual Meeting
- 5/23 Community Dog Show
- 9/28 Autumn Auction
- 11/28 Giving Tuesday

*P2P Quarterly Family Meetings | Video, 12p-1p*  
 February 2 | May 4  
 September 7 | November 2

## NEW FACES AT P2P



*Colleen Jamison, Meredith Wood, Ali Foreman, Paul Montgomery-Hyde*

At the Centre Street office, we welcomed new members to the administrative team (left to right): **Colleen Jamison**, Employee Outreach, Communication & Recruitment Specialist; **Meredith Wood**, Director of Advancement & Community Engagement; **Ali Foreman**, Assistant Director of Advancement & Community Engagement; and **Paul Montgomery-Hyde**, Director of People and Culture.

### Clinical Social Work Interns

P2P's clinical social work program welcomes 5-8 Master's-level students every year who provide 40+ hours a week of one-on-one and group mental health support to our clients in our homes and independent living program. We are grateful for their contributions to our community's health & well-being!



*Residents Nathalie and Sevrin with intern Jeri Hautzig*

## MEET OUR NEW PROGRAM MANAGERS!

### Sean Norvin, Juniper

"My first month here has been very nice, and staff and supervisors have been very supportive and patient with me while I am learning the job. I like working in human services because it's rewarding and contributes to the human condition."



### Archie Sonii, Webster

"I love working here. I have a lot of support, I'm part of a great team, and we're like a family."



## VOLUNTEER SPOTLIGHT

Nick Foresti came to know P2P through our Board President, Jeff Behrens, and knew immediately that he wanted to get involved. Nick has been a member of the board since 2020 and has worked full time as an accountant for the last 12 years, but is very passionate about giving back to help others to build stronger communities. He believes that it is the people who work at local organizations and individuals giving back to their community that have the most impact.



**NICK FORESTI**  
P2P BOARD MEMBER

What Nick loves most about P2P is the commitment that we make to the residents' well-being at every level of the organization, which he says is always evident at our events, visits to the houses, and regular meetings. He is proud of the positive impact that P2P has had on the lives of our residents, especially through the years of the Covid-19 pandemic, and says he is "inspired by the commitment of the employees as well as the resilience of the residents that I get to meet and talk to."

Thank you for your support & leadership, Nick!



**TONY HURLEY**  
TEAM PATHWAY TO POSSIBLE

We are excited to announce that Tony Hurley has joined Team Pathway to Possible and will be running the 127th Boston Marathon! Tony was an impactful member of our marathon team in 2018, and we are grateful for the critical funds he is raising for this year's race. We look forward to cheering him on from the sidelines as he makes his journey towards Boylston Street on April 17!

**WANT TO LEARN ABOUT MORE WAYS TO GET INVOLVED?**  
EMAIL MEREDITH WOOD AT [MWOOD@PATHWAY2POSSIBLE.ORG](mailto:MWOOD@PATHWAY2POSSIBLE.ORG)!

# HOUSE UPDATES



Holly relaxing on her new couch



Let's eat!



Ready for movie night!

Through the generous support of our donors, we were able to make many vital updates in our houses in 2022. We **replaced** common area furniture in **all six of our homes** and **repainted the interiors**, making sure our spaces feel warm, welcoming, and refreshed for our residents. At Coyne, we are in the final stages of our **driveway renovation project**. We added an accessible ramp and parking, and a few finishing touches are still to come in the spring.

Coyne Road Driveway Project



## IN MEMORIAM: FRED DUNLAP



*Fred enjoying his morning coffee*

Fred was a hard worker, having spent most of his career as a dishwasher at Polaroid. He was an avid artist – some of his work has been displayed at the Isabella Stewart Gardner museum – as well as a local celebrity, having made an appearance on *Candlepins for Cash*. Fred was a wonderful friend and family member who was always up for just about anything, and told stories that made you feel like you were actually there.

The P2P staff that worked with Fred will always miss his weather updates, reminders for daylight savings, and the fact that he was the first person up in the house each morning and always ready for an early morning Dunkin' Donuts run.

It was with heavy hearts that we said goodbye to one of our beloved residents, **Fred Dunlap**, in the fall. Fred was a member of the P2P community for over two decades, most recently at Jubilee house, where he created many **lifelong friendships** and shared a special bond with his roommates Nathalie and Sevrin.



*Nathalie, Sevrin and Fred ready to cheer on the Red Sox*



*Nathalie, Fred and Sevrin decorating cupcakes together*

***Fred will be greatly missed by P2P, and will forever be in our hearts.***

## Independence

## Community

## Advocacy

## Meaningful Relationships

**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.

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

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

**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.

[www.pathway2possible.org](http://www.pathway2possible.org)

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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](mailto:mwood@pathway2possible.org).*