For the past 50 years, PathStone has been committed to excellence and dedicated to the clients we serve.

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HELP US GO GREEN!
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PathStone Leadership

Rochester Headquarters

Stuart J. Mitchell,
President & CEO

Alex Castro,
Chief Operating Officer

Ruperto Montero,
Chief Financial Officer

Anne R. Babcock-Stiner, Esq.,
Senior Vice President
of Human Resources

Leslie W. Kernan, Jr., Esq.,
Chief Legal Officer

Housing

Amelia Casciani,
Senior Vice President
of Real Estate Development

Kathryn Bryan,
Senior Vice President
of Property Management

Susan Boss,
Senior Vice President
of Housing Services

Direct Services

Jeffrey Lewis,
Senior Vice President of Direct Services
New York, Ohio, Vermont, Puerto Rico

Nita R. D’Agostino,
Senior Vice President of Direct Services
Pennsylvania, New Jersey, Virginia

PathStone 2018 Annual Report   | 5
PathStone takes great pride in presenting its 2018 report of the extraordinary accomplishments of our staff, board of directors and volunteers. We have published an Annual Report since 1969. A review of these reports, for me, is a proud and nostalgic trip down memory lane. I have witnessed every major accomplishment and challenge that has brought us to where we are today.

I began my career journey with PathStone in 1969 directing two delegate organizations that were funded by The Bureau of Program Funding (BPF) (the founding name of our organization). In 1973, Karen Tobin, then executive director of BPF, hired me as her deputy director. BPF was incorporated as Program Funding, Inc. later that year. We have changed our organization’s name three times since then to reflect the expansion of our service areas and lines of businesses.

PathStone Corporation has grown from a federal grant from the Office of Economic Opportunity (OEO) of $340,000 to a budget of more than $80 million per year in 2018. Our team of 600 employees annually serve more than 40,000 participants in seven states and Puerto Rico.

Our Board of Directors, soon after they incorporated in 1973, made a strategic decision to require that at least 51% of the board be comprised of people eligible for our services. This early commitment to give agency to those we serve has been our North Star. Board member diversity of life and work experience, income, race and ethnicity has formed the foundation for 50 years of entrepreneurial risk-taking and creative governance decision-making that has shaped who we are today.

At our 50th Anniversary Community Luncheon in October 2019, Arlene Wilson, board chair of PathStone, publicly announced that Alex Castro, currently our chief operating officer, will assume CEO leadership of the organization on April 1, 2020. I will assume responsibilities as executive director of the PathStone Foundation, an affiliate organization entrusted with the mission of raising philanthropic donations to support PathStone’s work.

I have served as CEO of PathStone for 43 years (July 1977 to April 2020). My life has been enriched beyond measure. For 50 years, I have witnessed the generosity, spirit, humility and dedication of countless colleagues, board members, participants, community partners and donors. We are a bridge builder that has connected thousands of individuals and families to the opportunities and resources that helped them gain and sustain an economically self-sufficient and purpose-filled life.

I believe we have thrived for 50 years because we have embraced the principle of the well-known proverb, “If you want to go fast, go alone. If you want to go far, go together.” We have always placed great value on advocacy in partnership with those we serve to call out and counteract forces of structural inequity. Our mission is designed to confront social and economic inequities AND provide quality participant services.

I embrace and thank YOU with a GRATEFUL and OVERFLOWING heart. It is an indisputable truth that without YOU we would not be where we are today.
A Message...  
from the Board Chair of PathStone

I have served on the Board of PathStone for the past ten years. In that time I have seen a great deal of transition and change. This year has seen the retirement of CFO, Kevin Ryck whose stalwart financial leadership ushered in a sophisticated financial management system, which has positioned the organization to successfully pursue real estate development projects and multistate grants for multi-year funding. This past year has ushered in the next generation of leadership to PathStone. New faces and internal promotions have sought to expand organizational capacity in online platforms for communication, social media and property management. PathStone has also invested time and talent in organizational development in diversity and inclusion, documenting PathStone’s history, and implementation of the CEO’s succession.

I recently completed *The Book of Joy*, documenting a collaborative conversation on the nature of happiness and joy, by Archbishop Desmond Tutu and the Dalai Lama. Throughout the book, both leaders speak to the importance of gratitude as a connection … as a tie that binds. This is how I feel about the work of the Board of Directors, staff and volunteers of PathStone. A dedicated cadre from seven states and Puerto Rico press their way to Rochester, New York to focus on how we can help with our cumulative professional knowledge, expertise, and life experience to make strategic decisions to ensure the continuation of key services and programming.

We celebrate our cultures, program graduates, staff successes and seeks ways to bind relationships with community partners, collaborative and funders.

In reviewing the past two years, my gratitude focuses on the good that has been done. Our President and CEO, Stuart Mitchell, has done so much good, it numbers like the grains of sand on a beach. There are not words enough to express the board’s appreciation for Stuart’s vision and leadership of PathStone for over thirty years.

Gratitude is also about appreciation for being alive. I have endeavored to be involved and engaged where I am needed.

I am grateful to have been a part of the CFO succession and onboarding of the new CFO, Ruperto Montero; the emergence of the PathStone Foundation under Stuart Mitchell and the transitioning of our current Chief Operations Officer Alex Castro, to take on the mantle of CEO.

This past 50 years have laid a foundation for the next fifty years of PathStone creating opportunities for the people we serve. For this I am grateful.
Dr. Karen Noble Hanson (formerly Karen Tobin), one of PathStone’s most revered and visionary leaders, died on November 7, 2018.

PathStone was organized in 1969 with a mission to provide job training, education, housing, health and emergency services to migrant and seasonal farmworkers. Our first grant was from the Office of Economic Opportunity created by President Lyndon Johnson as part of his transformative “war on poverty.” PathStone was established as the Bureau of Program Funding (BPF) under the auspices of SUNY Geneseo and the Geneseo Migrant Program led by Dr. Gloria Matera. In 1971, the BPF advisory committee incorporated the organization as Program Funding Inc. (PFI) and became the first Board of Directors. We’ve also been known as Rural New York Farmworker Opportunities, Inc. and then Rural Opportunities, Inc. before changing our name to PathStone Corporation in 2008.

In 1971, Karen was hired by Cornell Cooperative Extension as the director of the Agricultural Manpower Project working primarily in Wayne County. In 1972, she was hired as the regional coordinator of PFI, and in 1973, promoted to executive director. Under Karen’s leadership, our organization expanded its geographic reach throughout New York State, increased staff from five to over 100, and developed an annual budget of more than $4 million. Karen envisioned and established the administrative and management policies and procedures required to effectively manage federal and state farmworker programs. Many of those policies and procedures are still in place. Most importantly Karen focused on the importance of delivering high-quality services to farmworkers.

Karen was a prolific writer and testified at countless hearings and meetings in an effort to highlight the plight of farmworkers. She visited labor camps on a regular basis and reported violations to the New York State Department of Health. She challenged government as well as the agricultural industry to treat farmworkers with fairness and dignity. She led by example and inspired all of us who worked for her to act with integrity, be courageous, and always demand respect and fairness for farmworkers. Karen wholeheartedly embraced the inherent value of being governed by those we serve. We are proud to report that, 50 years later, our board maintains the same commitment.

In 1977, Karen was appointed by former President Jimmy Carter as the Farmers Home Administration state director for New York and the Virgin Islands under USDA. Karen remained connected to PathStone and supported our mission throughout her career. The Board of Directors honored Karen by inducting her into the PathStone Hall of Fame in 2003.
Karen Noble Hanson

FUND FOR SOCIAL JUSTICE

The Karen Noble Hanson Fund for Social Justice has been established by the PathStone Board of Directors to promote social and economic justice on behalf of participants served by PathStone Corporation. The Fund is voluntarily supported with personal donations from staff, board members and friends of PathStone. The Fund supports specific advocacy initiatives for individuals and families who are:

- Searching for increased income and improved working conditions
- In need of safe, affordable homes
- Trapped in underserved communities
- Traumatized by racism and discrimination

Karen spoke truth to power and was not intimidated by those who would challenge her audacity to confront the existing social, economic and political power structures on behalf of PathStone’s clients.

Karen’s challenge to board members, staff and friends:
“you must continue to feel the indignation of injustice until every family has an opportunity to live with dignity.”

TO BECOME A DONOR
of the Karen Noble Hanson Fund for Social Justice, contact:

Stuart J. Mitchell,
400 East Ave., Rochester, NY 14607
585-340-3368
smitchell@pathstone.org
A group of activists, academics and faith leaders form the Bureau of Program Funding (BPF) to help farmworkers in New York improve access to jobs, housing, education, health and other social services.

Incorporated as Program Funding, Inc. (PFI), Karen Tobin is hired as first executive director. The Board of Directors voted to require 51% of the board to be comprised of farmworkers. Another name change to Rural NY Farmworkers Opportunities (RNYFO) and expansion to Pennsylvania close out the decade.

Significant growth for RNYFO with expansion into both New Jersey and Ohio. New Jersey adds the organization’s first Migrant Head Start program. Housing becomes a major line of business. Recognizing the growing diversity of its geography and program offerings, RNYFO changes its name to Rural Opportunities, Inc. (ROI).

Full roster of Board Chairs

<table>
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<th>Year</th>
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<tr>
<td>1974-1977</td>
<td>Rev. Timothy Hoyt</td>
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<tr>
<td>1981-1982</td>
<td>Fr. William V. Spilly</td>
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<tr>
<td>1982-1983</td>
<td>Israel Gonzalez</td>
</tr>
<tr>
<td>1988-1991</td>
<td>Juan Vargas</td>
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<td>1991-1993</td>
<td>Jan Barr</td>
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A History of Service:

**1969**
A group of activists, academics and faith leaders form the Bureau of Program Funding (BPF) to help farmworkers in New York improve access to jobs, housing, education, health and other social services.

**1970s**

Rev. Timothy Hoyt
1974-1977

Incorporated as Program Funding, Inc. (PFI), Karen Tobin is hired as first executive director. The Board of Directors voted to require 51% of the board to be comprised of farmworkers. Another name change to Rural NY Farmworkers Opportunities (RNYFO) and expansion to Pennsylvania close out the decade.

Velma Wright

Significant growth for RNYFO with expansion into both New Jersey and Ohio. New Jersey adds the organization’s first Migrant Head Start program. Housing becomes a major line of business. Recognizing the growing diversity of its geography and program offerings, RNYFO changes its name to Rural Opportunities, Inc. (ROI).

**1990s**

**Joseph Allen**
1993-1996


**2000s**

**Ignacio Jimenez**
1999-2003

Mergers with Housing Opportunities, Inc., Sojourner House for Women, the Housing Council and Wilson Commencement Park expand the depth and scope of the organization. Another name change to PathStone Corporation, with tagline “Connecting You to Opportunities” reflects the depth of services provided in seven states and Puerto Rico by the end of the decade.

By the beginning of the decade, the value of PathStone’s housing and community development activities reach $1 billion. Continued programming in Puerto Rico makes PathStone one of the largest non-profits there. PathStone consolidates all services and activities into four focus areas: Workforce Development, Education & Health, Housing, and Community Development.

**2010s**

**William Kilgore**
2009-2013

By the beginning of the decade, the value of PathStone’s housing and community development activities reach $1 billion. Continued programming in Puerto Rico makes PathStone one of the largest non-profits there. PathStone consolidates all services and activities into four focus areas: Workforce Development, Education & Health, Housing, and Community Development.

...and more to come

Joseph Allen 1993-1996
Ricardo Lucio 1996-1999
Ignacio Jimenez 1999-2003
Sheila Banks 2003-2009
William Kilgore 2009-2013
Mark St. John 2013-2015
Arlene Wilson 2015-2019
PathStone’s Recovery Work in Puerto Rico

Immediately following Hurricane María, the PathStone Puerto Rico team jumped into action to assist already disaffected communities that bore the brunt of Maria’s devastation. Right away, staff members took steps to reach program participants to assess their needs and provide immediate assistance. These efforts were soon extended to the broader community due to the large number of families without water, electricity and food. Our Puerto Rico staff focused their efforts on communities most difficult to reach.

The estimated number of individuals who received assistance from PathStone was well over 7,000. Among the services provided by our organization were: nutritional and housing assistance and help to small businesses.

More than 2,000 families received food/care packages. The packages included food, hygiene items, batteries, medical kits, flashlights, and bug repellent. Those who needed them received water filters, cell phone chargers and solar lights. PathStone distributed 265 water filters, 118 gas stoves, 320 solar lights, 12 generators, and 139 food vouchers.

While some PathStone staff and volunteers were distributing these care packages, our Housing Division was also identifying the necessary resources to assist families whose homes had been severely damaged by the hurricane. Twenty homes were equipped with furniture and appliances, 25 houses were repaired, 10 reconstructed, 45 families received assistance to pay their rents and mortgages and 30 individuals received assistance for their medical expenses.

Of the 25 homes being repaired or reconstructed post Maria, 12 are already completed.

In the weeks and months following Maria, PathStone Enterprise Center helped more than 250 small business owners on the island apply for federal, state and non-profit relief and aid programs.

The Enterprise Center also allocated more than $275,000 in grants to eligible small businesses. These grants were used by small businesses to do much needed rehab to their places of business, buy inventory and new equipment. Additionally, the Enterprise Center exntended over $1.2 million in loan capital to small businesses since Maria’s devastation.

Six months after the hurricane, PathStone identified a community in Yauco that was still without electricity. In collaboration with a local church, the PathStone Puerto Rico team inaugurated a community laundry. As of today, over 200 families have benefited from this initiative.
Where We Help

In 1969, PathStone was founded as an advocacy and supportive services organization for seasonal and migrant farmworkers. At that time, we operated a few programs in Wayne, Monroe and Orleans counties in New York State. Fifty years later, PathStone operates in scores of counties across seven states and within all 78 municipalities in Puerto Rico. Fifty years later, we continue to provide partnership and expert support to individuals and families hungry for opportunities to achieve the goals they set for themselves.

How We Help

Working collaboratively with a broad network of community partners in our local service areas, PathStone delivers services in five chief interrelated arenas:

**Advocacy**
PathStone senior staff leadership and Board of Directors are committed to representing the needs and rights of participants with governmental, business, and community institutions for the purpose of promoting economic and social justice.

**Community Development**
PathStone invests in emerging entrepreneurs who are eager to expand their business and create employment opportunities in their communities.

**Education & Health**
PathStone provides a range of education and health services designed to promote and enhance lifelong learning, healthy living and employability for low income individuals and families.

**Housing Services**
PathStone connects individuals and families with appropriate, affordable places to live that ensure a roof over their head with the opportunity to thrive in their community of choice.

**Workforce Development**
PathStone is the bridge between employers in need of a skilled and productive workforce and the untapped reservoir of untrained – often underemployed or unemployed – prospective workers.

Over the years, we have used our annual report to highlight the impact of our work through the success stories of some of the individuals and families we worked with during that year. This year, we continue that tradition by highlighting a success story from each state. Please read, enjoy and be inspired.
As a result of Eastman Kodak’s economic downturn, dozens of acres of previously full Kodak parking lots have sat vacant in the heart of the Maplewood Neighborhood within the City of Rochester. For many decades the vacant parking lots were an eyesore for the Maplewood neighborhood residents. In an effort to turn the neighborhood around, Kodak undertook a large-scale plan to rehabilitate its entire business park. Over a 2-3 year period, Kodak and Rochester City staff, neighborhood residents, the business association and Kodak’s community advisory council collaborated on a redevelopment plan. Kodak finalized its master plan for mixed-use redevelopment of the entire park and offered its first development ready site as part of its revitalization strategy.

In June 2017, Kodak selected the PathStone Development Corporation-NH Architecture-Marathon Engineering-Christa team to begin its redevelopment efforts. In June 2018, PathStone closed on $52,938,136 in financing to purchase approximately 10 acres of the business park from Kodak and commence construction, making it the largest new venture ever for PathStone. This venture would become known as The Eastman Reserve, a 187 unit mixed-income mixed-use property.

Scheduled to be completed by March 2020, The Eastman Reserve includes 81 one bedroom units, 73 two bedroom units, 33 three bedroom units, and 3,000 square feet of commercial space for a total of 187 units, of which up to 27 units have been set aside for victims/survivors of domestic violence and homeless young adults between 18 and 25 years old. Across 10 acres, there are 17 different buildings that consist of single-family rentals, townhouse rentals, and a low-rise apartment building. The property offers many high-end amenities and features for its residents including private back porches, terraces and balconies, owner paid central air and heating, in unit washers and dryers, private storage, a community garden, a basketball court, a rooftop lounge and an entertainment lounge, a fitness center, commercial space, over 3 acres of recreational lawn space, an exclusive dog park, and a beautiful sidewalk system that connects residents to the various site amenities and the existing neighborhood.

The 230,000+ square foot property is already playing a critical role in neighborhood revitalization, with surrounding property owners making improvements to their own properties. Within the business park, Kodak is experiencing growth as well with dozens of new businesses associated with the consortia AIM Photonics moving in. With over $600 million to be invested in the business park, AIM Photonics is expected to be the largest federal program of its kind to-date. The creation of this program has led to the start-up operations where employers such as ON Semiconductor are currently hiring positions in Research and Development, assembly and packaging, and processing and logistics.

The combination of The Eastman Reserve and the economic development occurring within the business park has sparked the revitalization of the neighborhood and has provided momentum for improvement for decades to come.
Puerto Rico
Success Story

Puerto Rico suffered a devastating blow when the eye of Hurricane Irma hit in early September 2017. While coping with this difficult situation, a few weeks later, Hurricane Maria slammed into the island causing major devastation and a complete blackout in all 78 municipalities. Much of the Island’s 2,400 transmission lines, 30,000 miles of distribution lines and 342 substations were severely damaged or destroyed.

Since hurricane Maria struck Puerto Rico, PathStone Enterprise Center has assisted well over 250 small businesses around the island with much needed technical assistance so that local businesses have the tools and information necessary to apply for many of the different federal, state and non-profit relief and aid programs. The Enterprise Center also directly provided over $118,000 in grants to eligible small businesses. These grants were used by small businesses to complete much needed rehab to their places of business, buy inventory, replace damaged equipment, and provided much needed working capital during a period where economic activity was scarce. The Enterprise Center has also provided close to $1 million in loan capital to small businesses since Maria’s devastation.

A Testament to the Power of Partnerships:

In December 2017, Puerto Rican native, David Rodriguez, president of Council Rock, a full-service telecommunications company based in Rochester, New York, visited the Island and saw the devastation. Shocked to see how many people were relying on gasoline generators to power basic appliances, Rodriguez was inspired to design and manufacture a solution in Puerto Rico that would harness the power of the sun. In February 2018, he launched a new company called inverSOL to build and supply safe, affordable solar-powered generators for residential use. Manufacturing the units in Puerto Rico would eliminate the high cost of shipping fees charged by market competitors. The manufacturing plant in Puerto Rico would create jobs and help residents whose livelihoods were destroyed by the hurricanes to rebuild their lives and their communities.

In early December 2018, The Enterprise Center provided inverSOL with a $250,000 loan through an inter-creditor agreement with community partner, Local Initiatives Support Corporation (LISC), that provided an additional $250,000 in financing for a total investment of $500,000.

By mid-summer, a new assembly plant began operations in Caguas, a town approximately 40 minutes outside of San Juan. Today, the 10,000 square foot facility manufactures two solar generator models and has 11 employees. PathStone Corporation is sourcing, training, and placing unemployed farmworkers in some of inverSOL’s new jobs. PathStone will continue providing workforce development services to inverSOL and to its clients as it continues to expand.

“The support from PathStone [Enterprise Center] has been immeasurable. They have loaned us money to assist in getting production up and running. Without the financial support it would have taken much longer to launch this initiative.” —Awilda Caez, director of marketing, inverSOL

Puerto Rico PathStone Enterprise Center 2018 Impact

- 250+ small businesses received technical assistance
- $923,000 of loan capital extended to small business (average loan size $41,254)
- $118,000 in subgrants awarded to small businesses impacted by Hurricane Maria
- 45 small businesses received loans and/or grants
- $2.7 million total Puerto Rico loan portfolio
**Indiana Success Story**

In August of 2018, modern artist, Patrick ‘Pat’ Kluesner attended PathStone’s homebuyer education course orientation in his hometown of Anderson, Indiana. Pat found PathStone after being referred by a First Merchants Bank loan officer. Pat’s landlord was planning to sell what had been Pat’s home for nine years. Although he had never purchased a home before, and living on a fixed income, Pat pressed forward to stay in the community he had lived for many years.

PathStone’s financial coaches and housing counselors assisted Pat through the process of loan qualification, purchase, and closing. Pat was able to receive down payment and closing cost assistance from the City of Anderson’s Community Development Department through the Housing and Urban Development (HUD) HOME Investment Partnership Program. PathStone was able to help Pat understand the ins and outs of homeownership. Pat was thankful for the invaluable help he received from PathStone, “Having never purchased a home before, I was totally clueless as to the sometimes complicated process of applying for a mortgage and the endless details. The help from PathStone and the bank made it seem effortless when it was all said and done.”

At 64 years young, Pat is proud to own his home and has the creative space he needs to be able to thrive as an artist. Patrick and PathStone are thankful for financial support from the United Way of Madison County, City of Anderson Community Development Department, HUD, and First Merchants Bank.

**New Jersey Success Story**

Alexys Huerta was in a tough situation in 2016. He was expelled from high school in January, and just months later, sentenced to a two-year prison term. While incarcerated, Alexys started a GED prep program. His sentence was reduced due to his good conduct and his parole officer encouraged him to pursue his education and to obtain employment.

In December 2017, Alexys was referred to the PathStone’s New Jersey Title II Adult Education Program in Bridgeton, New Jersey to prepare for his high school equivalency test. Soon after, he began another PathStone program — the Cumberland County Out-of-School Youth program to receive Work Readiness Training, Career Planning and Job Development. Attending PathStone’s classroom training was a challenge for Alexys because he worked seven days a week from 3:00 to 11:00 pm. He utilized a local van ride with a limited schedule and had to leave for work at 1:00 p.m. and didn’t return home until 1:30 am. He managed to get only a few hours of sleep before making it to his classes at 9:00 am. His dedication paid off and Alexys earned his High School diploma. With PathStone’s additional help, Alexys’s New Jersey driver’s license was restored and he can legally drive once again.

Alexys wanted to continue his education and an opportunity for hands-on training to qualify for a better paying job. He received $6,900 from the Cumberland County Department of Workforce Development and a Pell grant of $3,048, making it possible for Alexys to attend Pennco Tech’s Commercial & Residential Electrical Training. He began his training on September 10, 2018 and is now in his second year. Alexys remains highly motivated to complete his training and start his own electrical contracting company. Alexys is very grateful for the PathStone programs and support that contributed to his current success.
Pennsylvania
Success Story

Scott Mouery, Jr. enrolled in PathStone’s Early Head Start program when he was a toddler and transitioned into the Head Start program at age three. Scott was very shy with limited social skills around adults and other children. To promote school readiness, a team comprised of PathStone teachers, local community partners, and Scott’s dad created and implemented an individualized plan to help Scott improve his social-emotional development, language and literacy skills.

Through the team’s early intervention, Scott began adjusting to a classroom setting and displaying positive interaction skills with adults and children. As his speech improved, so did his social skills. He gained confidence and loved playing and learning with children his age. Young Scott became more outgoing and began smiling every day. He was more communicative and spoke in fluent full sentences. He initiated interactions with adults and children and greeted classroom visitors. Scott became an active participant in his classroom.

By the time Scott turned five, he no longer required speech remediation services. He ended the school year with appropriate social skills to enter kindergarten, knew the alphabet, numbers to 25, and recognized the primary colors.

Scott’s father, Scott, Sr., became a very active part of PathStone’s Head Start program. He served as the Policy Council President and participated on PathStone’s Board of Directors. Scott, Sr. now works at PathStone as a Family & Community Services Partnership Coordinator where he applies his experience and knowledge and his spirit and example encourage other fathers to be active in their children’s learning and development.

Ohio
Success Story

Aleydis Morales-Monzon is the oldest child in a family of nine including mom and dad and her five brothers and one sister.

Aleydis enrolled in the PathStone Ohio farmworker jobs program while she was still in high school. She worked part-time at a local produce supplier. Aleydis had dreams of working in a hospital, but because she is a DACA recipient and does not qualify for FAFSA (federal student aid), her dreams of having a post-secondary education were uncertain. PathStone stepped in and assisted Aleydis and her family with career decision-making tools, financial and credit counseling, and schools and program information. Though Aleydis worked to help support her family, she was determined to finish high school. Her resolve paid off and she became the first in her family to graduate from high school.

After graduation, PathStone helped Aleydis enroll in an online certification program for Medical Front Office Assistant. The online program provided her with the flexible schedule she needed so she could continue to work while pursuing her goal of becoming a health care specialist. Her PathStone counselor created a weekly planner and performed bi-weekly monitoring and mentoring to keep Aleydis on target. Aleydis completed the online program and received her certification. The next step in the job development process was to assist her with completing job applications and interview prep. To no one’s surprise, and to her and family’s delight, Aleydis was soon hired by Fisher-Titus Medical Center as a full-time Clerical Specialist.

Aleydis’s story is like one of thousands over the fifty years PathStone has been operational. Through our workforce development and educational programs, we help individuals who know that an education and marketable skill will help improve their lives and their ability to better care for their families.
James Bright came to PathStone (then known as Rural Opportunities, Inc. (ROI) of Virginia) in the summer of 2007. He was caring for his ailing son at the time, and money was tight. James had heard about the Senior Community Service Employment Program (SCSEP) at PathStone through community outreach and he was eager to enroll. Throughout the enrollment process, James kept referring to his son and how important it was to be able to spend time with him and care for him.

A PathStone participant assistant used this information to develop the perfect assignment for Bright. He was assigned to the Shepard’s Inn, a thrift store which is part of a larger organization called God’s Work, Inc. Shepard’s Inn’s proceeds go to supporting the homeless with food and shelter.

James began his training in July of 2007. He was an eager learner and he took to the Shepard’s Inn mission immediately. His willingness to help others was a perfect fit for the thrift store. James’ supervisor describes him as a humble and hardworking man.

In October 2009, James was hired to work permanently at Shepard’s Inn. Doug Hinman, James’ supervisor, said, “We couldn’t accomplish what we do without James. He is a faithful employee. He fills in extra shifts when asked and he has been a mentor to the younger help.”

James Bright has seen success because of PathStone’s programs, advocacy and dedicated staff support. He came to PathStone with the hope of finding financial assistance. He ended up with a job that has met his financial needs, is fulfilling for him and allows him to still provide uncompromised care for his son. “PathStone led me to a place that has, for the last 12 years, been a second home to me. I am forever grateful,” shares James.

Nicole Young has worked on a farm her whole life and loves it. She came to PathStone seeking help in becoming a Certified Technical Hoof Trimmer. She was working as a Laborer/Hoof Trimmer but was not certified to do that type of work. Nicole said that her current employer was willing to give her a pay increase if she completed the training and received her certification.

The only school that offered that type of training was in Barbaloo, Wisconsin. In November 2018, PathStone sent Nicole to Barbaloo, Wisconsin for the 5-day training to become a Certified Technical Hoof Trimmer. PathStone assisted her with tuition and hotel lodging for the duration of her training. Nicole completed her training and passed her exam. She returned to the farm where she was promoted to hoof supervisor and received an increase in pay from her employer as promised.
PathStone’s SERVICES MATTER

Workforce Development
- 2,650 Adults and Youth Enrolled in Programs
- 1,053 Adults and Youth Placed in Unsubsidized Employment

Housing Services
- 5,592 Families and Seniors Received Rental Assistance
- $95,000,000 Invested to create 418 new homeowners

Education and Health
- 13,755 Participants Received Workplace and Personal Safety Education
- 1,169 Children Enrolled in Head Start Programs

Community Development
- $7,615,224 Small Business Loans Provided
- $6,200,000 Invested in new or rehabilitated homes
## 2018 Financial Overview

### Categories

<table>
<thead>
<tr>
<th>Revenues</th>
<th>Expenditures</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Before Eliminations</strong></td>
<td><strong>Total Expenses (net of depr)</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Revenues</th>
<th>Percent</th>
<th>Expenditures</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>$23,311,977</td>
<td>25.80%</td>
<td>$23,185,866</td>
<td>30.63%</td>
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<tr>
<td>$2,412,694</td>
<td>2.67%</td>
<td>$2,456,602</td>
<td>3.25%</td>
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<td>$2,935,571</td>
<td>2.54%</td>
<td>$1,531,636</td>
<td>2.02%</td>
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<tr>
<td>$8,005,956</td>
<td>8.86%</td>
<td>$8,005,956</td>
<td>10.58%</td>
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<tr>
<td>$903,584</td>
<td>1.00%</td>
<td>$903,584</td>
<td>1.19%</td>
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<tr>
<td>$2,670,863</td>
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<td>$2,671,749</td>
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<td>$9,697,338</td>
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<td>$5,580,498</td>
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<td>$5,468,916</td>
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<td>$1,966,031</td>
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<td>$2,254,791</td>
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<tr>
<td>$1,590,774</td>
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<td>$1,535,145</td>
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<td>$1,120,154</td>
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<td>$2,557,784</td>
<td>2.83%</td>
<td>$2,174,650</td>
<td>2.87%</td>
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<tr>
<td>$7,072,269</td>
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<td>$4,900,541</td>
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<td>$20,221,249</td>
<td>22.38%</td>
<td>$10,270,406</td>
<td>13.58%</td>
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<td>$953,055</td>
<td>1.05%</td>
<td>$953,055</td>
<td>1.26%</td>
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<td>$88,618,939</td>
<td>100.00%</td>
<td>$75,653,685</td>
<td>100.00%</td>
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</tbody>
</table>

2018 PathStone and Affiliates Revenue by Lines of Business before Eliminations

$90,357,797

- Adult Education, Training & Employment
- Youth Education, Training & Employment
- Economic Development
- Child and Family Development
- Emergency & Supportive Services
- Housing Counseling
- Housing Rehab & Energy Services
- Supportive Housing & Rental Assistance
- Real Estate Development
- Property Management Services
- Fundraising
- Management & General
- Rental Property Portfolio
- Rental Property – LP’s & LLC’s
- Health & Safety

- Adult Education, Training & Employment 25.80%
- Youth Education, Training & Employment 22.38%
- Economic Development 2.67%
- Child & Family Development 11.11%
- Emergency & Supportive Services 10.73%
- Housing Counseling 6.18%
- Housing Rehab & Energy Services 5.57%
- Supportive Housing & Rental Assistance 5.13%
- Real Estate Development 2.18%
- Property Management Services 1.76%
- Fundraising 1.24%
- Management & General 1.05%
- Rental Property Portfolio 7.62%
- Rental Property – LP’s & LLC’s 7.83%
- Health & Safety 1.05%
Funders and Corporate Donors

**County:**
Bucks County, PA
Chautauqua County, NY
Chester County, PA
Cumberland County, PA
Dutchess County, NY
Monroe County, NY
Orange County, NY
Ulster County, NY

**Local:**
City of Muncie’s Department of Community Development
City of Rochester

**Federal:**
Community Services Block Grant
United States Department of Agriculture
United States Department of Education
United States Department of Energy
United States Department of Health and Human Services
United States Department of Housing and Urban Development
United States Department of Labor
United States Department of Treasury
United States Department of Veterans Affairs
United States Environmental Protection Agency

**State:**
Commonwealth of Puerto Rico Department of Housing
Indiana Housing and Community Development Authority
New York State Department of Housing and Community Renewal
New York State Department of Labor
New York State Housing Finance Agency
New York State Office of Temporary Disability Assistance
New York State Office of the Aging
Ohio Department of State
Ohio Housing Finance Agency
Pennsylvania Department of Community and Development
Pennsylvania Department of Economic Opportunity
Pennsylvania Department of Public Welfare
Pennsylvania Housing Finance Agency
Puerto Rico Housing Finance Agency
State of New York

**Corporations, Non-Profits, Religious Groups:**
Action for a Better Community
Andolina Insurance Agency
AP Professionals
ARC Thrift Stores
Archerwood Inc.
Ashbury First United Methodist Church
Bank of America
Billone
Bonadio Group
Bond Schoeneck
Brite Computers, Inc.
Brown & Brown of New York, Inc.
Catenary Construction
Chicago Title Insurance
Christa Construction
Church of the Assumption
Citizens Bank
Comfort Systems
Community Facilities
Community Loan Fund of New Jersey, Inc.
Concord Electric
Conifer Realty LLC
Council Rock
DTM and Associates, Inc.
East Avenu Inn
East Coast Migrant Head Start
Eastman Kodak Company
Edward Verna Foundation
EPFR
EMCO Commercial Flooring
Enterprise Community Partners, Inc.
Episcopal Diocese of Rochester
Excellus Blue Cross Blue Shield
Family Services Community
Farah Foundation
Federal Home Loan Bank
Fidelity Charitable
Finger Lakes Service Group, Inc.
Flaherty Salam
Flower City Management
FM Office Express, Inc.
Gallina Development Corporation
GAR Associates
Genesee Country Village & Museum
Genesee Country Residential Services
Gerbic
GoForth Electric Inc.
Greystone
Griffin Construction of New York State, Inc.
Hamilton Stern
Heritage Christian
Hewes & Company CPAs, PLLC
Hewitt Young Electric, LLC
Home Leasing, LLC
Ibero American Action League
Ithaca Urban Renewal Agency
JR Specialties
K&K Construction LLC
Keeler Construction
Kennedy Mechanical Plumbing & Heating, Inc.
KeyBank National Association
KLR Consulting
Landmark Group of Brighton
Last Man Standing
Legal Aid Society of Rochester
Lexington Realty
Local Initiatives Support Corporation of PA
LPL Financial
M&T Bank
Madison Avenue Baptist Church
Mandon Building Systems
Marie C. & Joseph C. Wilson Foundation
Mathews & Fields Lumber Company
Millrace Design Associates, LLC
MM Development Advisors, Inc.
Monroe Capital, Inc.
Monroe Community College
Monroe Roadways
Morgan Stanley
MRI Contractors
Nathaniel General Contractors
National Council on Aging
National Equity Fund
NeighborWorks America
New York State Fence
Northwest Community Foundation
Passero Associates
Paychex Community Foundation
Power Management Company
Presbyterian Foundation
Profeta, Inc.
Public Health Solutions
Puerto Rico Community Foundation
Radec Electric
Relph Benefits
Rimksis Marciano & Associates
Rochester Area Community Foundation
Rochester Cornerstone Group, Ltd.
Rochester Management Inc.
Rochester Rigging & Erectors Inc.
S&T Bank
Saint Joseph’s Church
Saint Paul’s Episcopal Church
Salvation Army
Shades of Color
Spiritus Christi Church
SPOLETA Construction
SRS Distribution, Inc.
SWBR Architects, Inc.
The Community Preservation Corporation
Trillium Health
Trux & Fivley Ltd.
UBS Donor-Advised Fund
United Migrant Opportunity Services, Inc.
United Way of Greater Rochester
University of Rochester
Veterans Outreach
Vissayo & Diaz Construction
Winn Residential
Wise Home Energy LLC
YWCA of Rochester
Individual Donors

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Azat Samuratkyzy
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Shelby Sterson
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William Farmer
William Wagner
Xenia Urban
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Vermont
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Joy Pacheco*
PathStone Housing Action Corporation
Carl Forty*
Sojourner Home: The House of Strength
Shelby Stenson

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Patricia Mogan

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Artene Wilson, Agricultural*
Ralph Smastro, Employment and Training
Andre Harper, Head Start

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