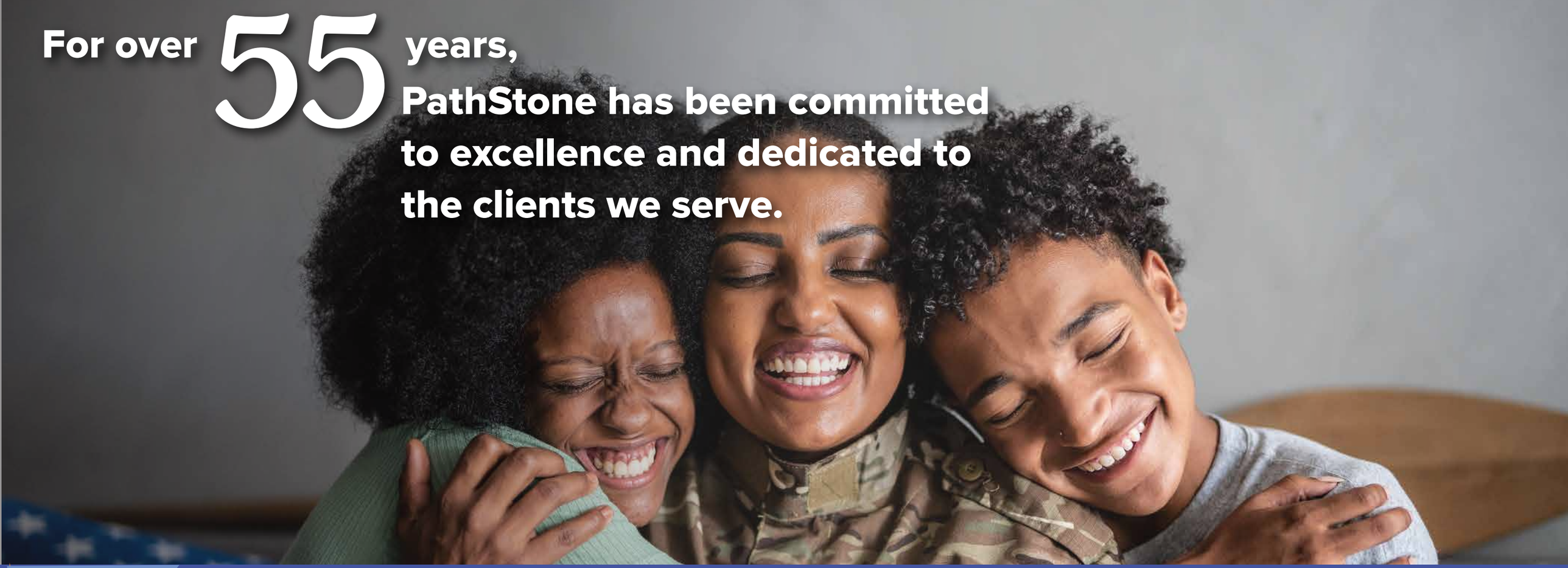
PathStone

Connecting You to Opportunities

2025 ANNUAL REPORT



For over 55 years, PathStone has been committed to excellence and dedicated to the clients we serve.

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PathStone

Connecting You to Opportunities

MISSION

PathStone empowers individuals, families, and rural and urban communities through collaboration and excellence in all we do. We are champions for those we serve, providing innovative, lasting opportunities that create stability and promote self-sufficiency.

VISION

Communities empowered by opportunities for lasting success.

OUR IMPACT

Increasing the number of strong families and individuals in the communities we serve is the primary impact of our work.

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A Message...
from the President & CEO and the Board Chair of PathStone

Alex Castro
President & CEO

As we reflect on 2025, we do so with both pride and purpose.

This year has brought a dynamic and, at times, uncertain landscape for nonprofit organizations nationwide. Shifts in federal priorities and policy—including evolving guidance and Executive Orders—have required organizations like PathStone to remain vigilant, informed, and adaptable. In the face of these changes, we have stayed grounded in our mission and steadfast in our commitment to the communities we serve.

Throughout the year, PathStone has continued to deliver high-quality services across our program areas, such as affordable housing, workforce development, early childhood education, and economic opportunity initiatives. Our work is rooted in the belief that opportunity should be accessible to all, and that strong communities are built through collaboration, trust, and sustained investment.

We are particularly proud of our staff's resilience, the engagement of our Board of Directors, and the trust placed in us by our partners and the communities we serve. In a time of uncertainty, your dedication has been both inspirational and vital.

As we look ahead, we stay focused on strategically increasing our impact and broadening our reach, while carefully preparing for what's to come. We keep a close eye on policy changes and remain dedicated to making sure that PathStone stays responsive, future-oriented, and ready to adapt to change while sustaining and advancing our mission

To our staff, partners, funders, and community members: thank you. Your support makes this work possible and meaningful.

Together, we will keep moving forward—rooted in our values, guided by our mission, and inspired by the communities that we are privileged to serve.

With gratitude,

Alex Castro, President & Chief Executive Officer
Orlando Ortiz, Chairperson, Board of Directors

Orlando Ortiz
Chair, Board of Directors

SUCCESS STORY: DOROTHY HEIGH

NEW JERSEY

Senior Community Service Employment Program (SCSEP)

Dorothy came to PathStone in 2023 after losing her caregiving job due to a program closure. As the sole after-school caregiver for her grandchildren, she needed stable, flexible employment and enrolled in SCSEP to strengthen her computer and office skills.

Through SCSEP, Dorothy gained hands-on experience as a Participant Assistant at PathStone's Cumberland County office, building skills in customer service, data entry, and document management. With staff support, she applied for a Paraprofessional position with the Bridgeton Board of Education — receiving help with her application, interview prep, and onboarding. In March 2026, she was hired with benefits.

Today, Dorothy does meaningful work with children while maintaining a schedule that lets her care for her grandchildren — a testament to her determination and SCSEP's impact helping older workers find fulfilling employment.

SUCCESS STORY: RONALDO MEJIA

NEW JERSEY

National Farmworker Jobs Program (NFJP) Youth Services

Ronaldo Mejia enrolled in PathStone's National Farmworkers Job Program as a high school senior pursuing an HVAC career. After assessments identified academic gaps, staff connected him with remedial education services, helping him improve his skills and earn his high school diploma.

His hard work led to the 2026 Atlantic City Electric HVAC Apprenticeship Scholarship through Cumberland County's South Jersey Get Into Energy initiative. On April 29, 2026, Ronaldo began his HVAC apprenticeship — a major milestone made possible through PathStone's support.

NEW YORK

SUCCESS STORY: MATTHEW KAINA

Economic Development through The Enterprise Center

With funding support from The Enterprise Center at PathStone, Matthew Kaina turned years of lawn care experience into a thriving business, launching Legendary Lawn Care Services in 2025 following graduation.

Serving residential and commercial customers across Orleans and Monroe counties, the company offers mowing, edging, trimming, mulching, seasonal cleanups, snow removal, and year-round contracts. Matthew's commitment to dependable service has quickly built a strong community reputation.

The Enterprise Center's investment provided the resources needed to launch and grow the business, supporting Matthew's vision of delivering high-quality services to local customers.

Where We Help

PathStone was founded in 1969 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. PathStone now operates in scores of counties across nine states and within all 78 municipalities in Puerto Rico. Over fifty-five 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.

For more information about where our services are provided, please visit our website at www.pathstone.org

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.

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.

Training

PathStone provides a range of training and supportive services designed to promote and enhance lifelong learning, healthy living and employability for low income individuals and families.

Community Development

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

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.

PATHSTONE'S SERVICES MATTER

5,027
Adults and Youth Enrolled in Programs

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.

1,196
Adults and Youth Placed in Unsubsidized Employment/Education

12,357
Participants Received Workplace and Personal Safety Training

Training and Supportive Services
PathStone provides a range of training and supportive services designed to promote and enhance lifelong learning, healthy living and employability for low-income individuals and families.

873
Children Enrolled in Head Start Programs

$1,818,877
Small Business Loans and Leveraged Funds

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

$3,133,319
Invested in New or Rehabilitated Homes

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.

6,219
Families and Seniors Received Rental Assistance

$83,091,486
Invested to Create 479 New Homeowners

768
Homeowners Created and/or Preserved

3,149
Rental Portfolio, Owned and/or Managed

4,679
Customers Counseled and/or Educated

2,625
Rental Homes Constructed, Acquired, and Preserved

NEW YORK

SUCCESS STORY: SHAVENTREON SHANNON

Western New York Restoration Opportunities and Capacity (WeROC)

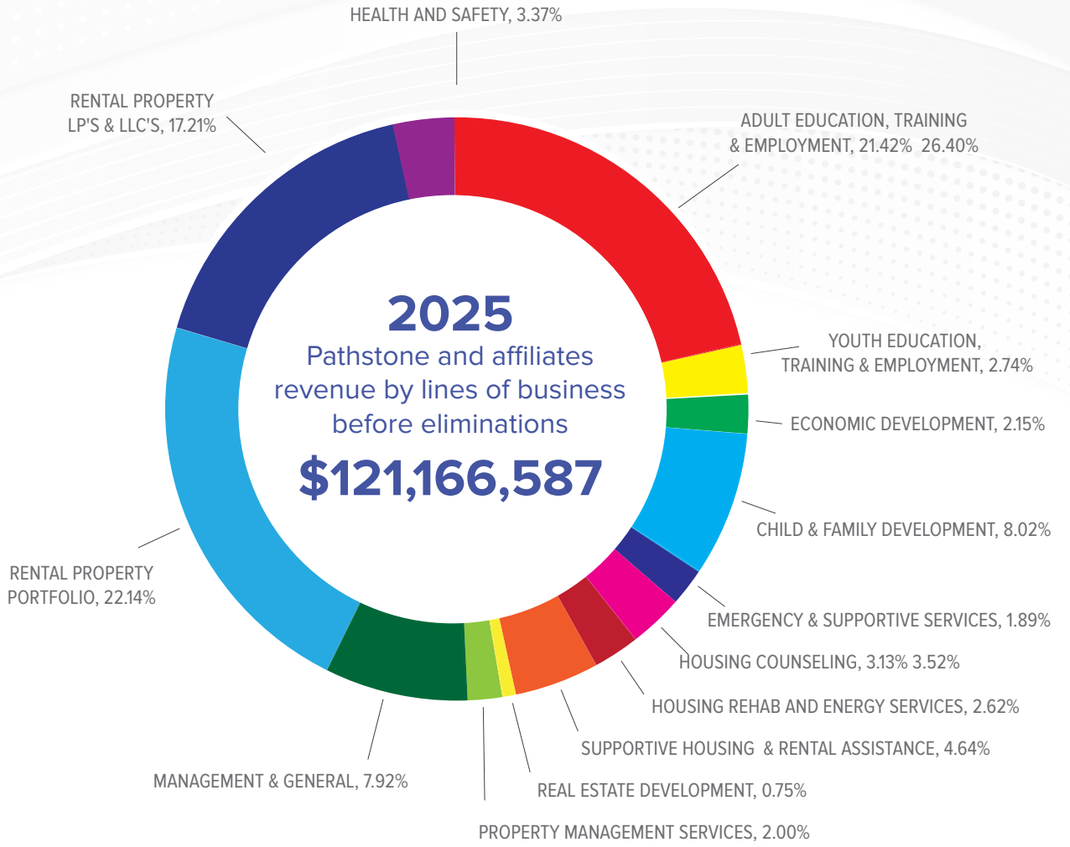
Since enrolling with Western New York Restoration Opportunities and Capacity (WeROC) program in June 2025, Shaventreon Shannon has remained focused on one goal: building a career in welding. He worked closely with staff to secure a training opportunity through Arc and Flame at Monroe Community College, with a completion date of June 20, 2026.

Throughout the program, Shaventreon has earned praise from instructors for his strong work ethic, dedication, and positive attitude. He has embraced the opportunity to gain valuable skills and build a sustainable career for himself and his family.

Shaventreon's journey is a powerful example of resilience and determination. His story reflects the impact of workforce development programs in creating opportunities and helping individuals overcome barriers to achieve long-term success.

2025 Financial Overview

Categories	Revenues		Expenditures	
	REVENUES	PERCENT	TOTAL EXPENSES	PERCENT
Adult Training and Employment	$25,959,359	21.42%	$23,105,752	21.62%
Youth Training and Employment	$3,324,518	2.74%	$2,994,111	2.80%
Economic Development	$2,599,387	2.15%	$2,574,243	2.41%
Child and Family Development	$9,716,995	8.02%	$8,629,038	8.07%
Emergency and Supportive Services	$2,292,353	1.89%	$1,950,773	1.83%
Housing Counseling	$3,787,965	3.13%	$3,078,741	2.88%
Housing Rehab and Energy Services	$3,173,627	2.62%	$3,003,875	2.81%
Supportive Housing and Rental Assistance	$5,617,074	4.64%	$4,562,506	4.23%
Real Estate Development	$911,576	0.75%	$940,257	0.86%
Property Management Services	$2,421,540	2.00%	$2,360,091	2.21%
Fundraising	$5,792	0.00%	$52,264	0.01%
Management and General	$9,593,502	7.92%	$8,217,118	7.53%
Rental Property Portfolio	$26,822,195	22.14%	$29,688,111	22.43%
Rental Property - LP's & LLC's	$20,854,009	17.21%	$26,383,624	17.05%
Health and Safety	$4,086,695	3.37%	$3,485,776	3.26%
Total Before Eliminations	**$121,166,587**	**100%**	**$121,026,280**	**100%**



PathStone

Connecting You to Opportunities

PENNSYLVANIA

SUCCESS STORY: VICTORIA LAWTON

Employment Advancement and Retention Network (EARN) Program

Victoria Lawton enrolled in the EARN Program in October 2023 to improve her employment opportunities and build a stable future. She engaged consistently in workshops and job readiness training, earning credentials in Customer Service through the National Retail Federation and from the Pennsylvania Homecare Association in 2024.

As a devoted mother of three, Victoria balanced job searching with home responsibilities, supported throughout by EARN staff. Her persistence paid off in 2025 when she was hired as a Housekeeper at Hampton Inn Stroudsburg-Poconos, where she quickly earned recognition for her reliability and strong work ethic.

PathStone Leadership

Rochester Headquarters

Alex Castro
President & CEO

Ruperto Montero
Chief Financial Officer

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

John Harrison
Chief Information Officer

Anne R. Babcock-Stiner, Esq.
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Senior Vice President of Housing and Community Development

Kathryn Bryan
Senior Vice President of Asset Management

Christina Brooks
Senior Vice President of Property Management

Jason Sackett
Senior Vice President of Real Estate Development

Direct Services

Brenda Lee Soto Colón
Senior Vice President of Direct Services

Holly Strait
Senior Vice President of Child & Family Development Program

Funders and Corporate Donors

County:
Chautauqua County, NY
Chester County, PA
Dutchess County, NY
Monroe County, NY
Orange County, NY
Pocono County, PA

Local:
City of Anderson, Indiana
City of Anderson Department of Community Development
City of Muncie
City of Muncie's Department of Community Development
City of Rochester
City of Utica
Town of Irondequoit, NY

Federal:
Community Services Block Grant
Small Business Administration
United States Department of Agriculture
United States Department of Commerce
United States Department of Education
United States Department of Energy
United States Department of Health and Human Services
United States Department of Homeland Security
United States Department of Housing and Urban Development
United States Department of Justice
United States Department of Labor
United States Department of Treasury
United States Environmental Protection Agency

State:
Commonwealth of Puerto Rico Department of Housing
New York City Department of Health and Mental Hygiene
New York State Department of Homes and Community Renewal
New York State Department of State
New York State Division of Housing and Community Renewal
New York State Housing Trust Fund
New York State Office for the Aging
New York State Office of Family and Children Services
New York State Office of Temporary Disability Assistance
Ohio Department of State
Pennsylvania Department of Economic Opportunity
Pennsylvania Department of Education
Pennsylvania Department of Human Resources
Pennsylvania Housing Finance Agency
Puerto Rico Department of Housing
Puerto Rico Housing Finance Authority
State of Maine
State of New Jersey
State of New York
State of Ohio
State of Pennsylvania
State of Vermont

Corporation, Non-Profits, Religious Groups:
Action for a Better Community
Citizens Chartiable Foundation
CNB Family of Banks
Deacons of First Baptist Church
East Coast Migrant Head Start
Edward & Verna Gerbic Family Foundation
Enterprise Community Partners, Inc.
Farport Urban Renewal Agency
Fidelity Charitable
Finucane & Hartzell LLP
Five Star Bank
Fulton Bank, N.A.
Hispanic Federation Inc.
Housing Trust Fund Corporation
K.M. Davies Co. Inc.
Morgan Stanley
National Council on Aging
NBT Bank
NeighborWorks America
NTN Driveshaft Anderson Inc.
Passero Associates, LLC
Precious Hearts Development Center
Provident Bank
Public Health Management Corporation
Public Health Solutions
Rochester Gas & Electric
Rochester Housing Authority
Rock Commercial Real Estate, LLC
Ruoff Mortgage
The Blackbaud Giving Fund
The Giving Tree Committee (Lewis Services)
The M&T Charitable Foundation
US Charitable Gift Trust
Wegmans Food Markets Inc

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Addison Witt
Alise Phillips
Amber Lewis-Lilly
Annette Phillips
Atha Thomas
Ben Davis
Bernard & Bernice O'Sullivan
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Brian Coffman
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Ronna Edwards
Wayne Schaffter
William and Margarite Vasciannie
Yesenia Ramos-Torres
Yvonne Thompson
Darnell J. Haywood J

thank you

SUCCESS STORY: NELSY PEREZ-QUINTERO

OHIO

Training and Employment

When Nelsy Perez-Quintero enrolled in PathStone's Training and Support servicesprogram she was beginning a new chapter in Columbus with her husband children. One of her biggest challenges was securing reliable childcare, making it difficult to find employment that fit her family's needs.

She completed Customer Service and Sales training, earned forklift certifications and participated in financial literacy and tax education workshops. These experiences provided her with valuable workplace skills, increased confidence, and greater financial independence.

Today, Nelsy is employed full-time as a cashier at Grocery Outlet. Her job allows her to support her family, contribute to her household, and continue building a stable future.

"PathStone gave me the support and tools I needed to move forward. Today, I am working, supporting my family, and building a better future one step at a time."

Board of Directors

New York
Juan Miguel Leon Bautista

New Jersey
Vacant

Puerto Rico
Leslie Vazquez
Belsy Velez*

Vermont
Vacant

Pennsylvania
Mikel Grimm

CHILD AND FAMILY DEVELOPMENT PROGRAM ADVISORY COUNCILS

Maribel Alvarez-Rico
Darien Galloza

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Cherilyn Horning

The Housing Council
Milton Pichardo

PathStone Development Corporation
Patrick Tobin*

PathStone Enterprise Center Inc.
Hilda Rosario Escher

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Ryan Fuller, Accountant*
Kevin Laysath, Human Resources*
Ida Perez, Head Start*
Ralph Sinistro, Employment and Training *
Orlando Ortiz, At-Large*

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**Executive Committee Members*

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