EVERY ORGANIZATION HAS A STORY.

Pathways’ story began 50 years ago, with the dream of assuring every eligible three and four-year-old child living in the communities we serve would have the opportunities that a high quality early educational program like ours provides. In 1967, under the umbrella of Action, Inc., Head Start began on Cape Ann. Back then, Pathways for Children was Child Development Programs and was charged with running classrooms in scattered sites located in the basements of churches, temples, and community buildings throughout Cape Ann.

In 1965 a Head Start program was also established on the North Shore and was located in Salem, later moving to Peabody and ultimately to its present location in Beverly, serving children from contiguous North Shore communities. Through a competitive bid process in 2012, Pathways was able to welcome the North Shore Head Start programs to our Pathways family.

Our organization has faced many changes and challenges while also embracing great opportunities that have resulted in where we are today – a leading provider of comprehensive early childhood education and social services on the North Shore, serving more than 500 children and their families. Pathways’ holistic approach is just one thing that sets us apart.

Our 50th Anniversary year has been a time for reflecting on the stories of the tens of thousands of children and families our dedicated staff have nurtured and supported – many of whom have been with our organization almost from the beginning. We are profoundly grateful for the professionalism and caring each of our 150 staff exhibit each day and extend that gratitude to our special community partners, volunteers and donors for their long-standing support. As we reflect on our roots, take stock of our progress, and plan a future that will achieve ever-higher standards of excellence, we know that our accomplishments are possible only because others care to invest in the future of our children and families.

While space does not allow us to share those stories, since you are reading this annual report we know you are likely an important part of our narrative. One of those stories is yours if you are a Pathways’ alum who has gone on to live your life to the fullest; or one who walked through our doors for a tour and chose to be part of what you saw happening here; or a staff member who makes the magic happen for our children and families every day! You have played a crucial role in our story. This report is a celebration of you!

Thank you for your special support. Here’s to the children and families whose stories and successes will shape Pathways for Children’s next 50 years.

Gratefully,

Sue Todd
President & CEO

Tom Zarrella
Chair, Board of Directors

MISSION

Pathways’ mission is to serve the best interests of infant through adolescent children and their families – whether disadvantaged by circumstance or in search of opportunity – by delivering the empowering gift of quality educational, social development and support services that strengthen the family unit and the community.

AREAS SERVED

CORE VALUES:

OFFICERS OF THE CORPORATION – STAFF

Sue Todd – President and CEO

BOARD OF DIRECTORS – OFFICERS

Tom Zarrella – Chair
Steve Mersky – Vice Chair
Richard White – Treasurer
Lisa Campbell, JD – Clerk

BOARD OF DIRECTORS – MEMBERS

JoAnn Beck
John Byrnes
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Beth Debski
R. Clarke Fowler, PhD
Dawn Leoni
Jagruti Patel, MD, FACS
Judson Reis
Kathy Schweitzer
Marlene Seltzer
Greg Smith
Cheryl Walsh
50TH ANNIVERSARY CELEBRATIONS

The 2017-2018 year was a very special year for us. We turned 50 years old! We held four different events to help celebrate this milestone.

The first event was on November 4, 2017. Hundreds of people joined us at The Cabot and at Pathways for Children in Beverly, to celebrate our 50th Anniversary of providing Head Start to North Shore families. This free-to-the-public event was a big hit! From music and dancing, to face painting, pizza and chicken sandwiches, everyone found something to do and something to eat. Seeing our name lit up on The Cabot billboard – Pathways for Children celebrates 50! – was amazing.

On December 8, 2017, more than 300 people joined us at the Beauport Hotel for our Solid Gold Snow Ball. It was fun, exciting and just plain wonderful! The food was great and the music of the 80’s and 90’s was exhilarating. Through everyone’s generosity and the help of the Dynamic Duo, Sen. Bruce Tarr and Bill Hausman, we raised more than $167,000 to strengthen and expand our Family Enrichment Programs AND to support the children and families of Pathways.

On May 5, 2018, we held a community event at our Gloucester facility. It started with a donor and volunteer breakfast in our multipurpose room followed by a free family fun day. The kids had a great time being entertained by a petting zoo, children’s music, games and face painting. Next, we held a dedication of our brand new playground, made possible by donor support and gifts, and then a BBQ lunch with a 50th anniversary cake.
PATHWAYS PROGRAMS SUPPORT CHILDREN AND FAMILIES

In FY18 Pathways for Children served more than 500 children from 14 communities on Cape Ann and the North Shore. Perhaps more importantly, we served those children and families in a holistic manner providing quality educational and recreational programming, supportive services and community referrals for the entire family through our comprehensive children and family-focused programs.

EARLY HEAD START
16 infants and toddlers from birth to 2.9 years learned, played and were nurtured in this center-based program

HEAD START
314 preschoolers from age 2.9 to 5 years received comprehensive services and enrichment programs — and learned what they need to know before they enter kindergarten.

FAMILY ENRICHMENT PROGRAMS
98 families enjoyed family-focused outreach programs including nationally recognized workshops, parenting training and teen and parent mentoring programs.

SCHOOL AGE CARE
63 students from age 5 to 13 received quality after school, school vacation and summer educational and recreational activities through 4 locally-focused enrichment programs.

COORDINATED FAMILY AND COMMUNITY ENGAGEMENT PROGRAMS
More than 800 families took part in programs designed to enrich family life on Cape Ann through a collaborative network of educators, parents and community members.

Average monthly enrollment was 100% of funded enrollment for Cape Ann Head Start, 100% for Cape Ann Early Head Start, and 99% for North Shore Head Start.

Cape Ann Head Start served 75% income eligible children and North Shore Head Start served 72% income eligible children.
IT'S ALL ABOUT RELATIONSHIPS

The development team at Pathways seeks to serve as a conduit between Pathways and the love and support that you, the generous members of our community want to give. You have the power to create life-changing opportunities for our children and families. We provide the structure to harness that power. It comes as no surprise to us that our supporters never cease to answer our call. You answer in the form of foundation and corporate grants, individual and family gifts, sponsorship of and attendance at events and countless in-kind contributions including the precious gift of time. These donations provide continuous learning opportunities for our children and wrap-around services for our families.

This year the development team set a goal to grow the number of four and five figure leadership level gifts and we succeeded with a nearly 8% increase. This year also saw Pathways receive a prestigious Cummings Foundation Sustaining Grant to provide low-income pre-school children on the North Shore with more hours in their Head Start classroom.

The chart below depicts a simple enough concept. It shows the many different ways the Pathways development team successfully raises funds. But we like to view it a little differently. That chart, to us, shows the abundance of generosity that surrounds us. Your support brings that richness into our classrooms, onto our playgrounds, with our children on field trips, and directly into the homes of the families that we serve. Our supporters play the lead role in the partnership that exists between Pathways and the community. The development team is thankful to play our small part, but even more grateful for your ongoing trust in the work that we do.

![Pie chart showing fundraising categories: Individual Gifts $531,379, Foundations and Grants $415,284, Special Events $230,915, Unsolicited/Memorial Gifts $44,926, Merchandising $3,587, TOTAL $1,226,091]

Pathways is one of 33 local nonprofits awarded a total of $10 million from Cummings Foundation through its new Sustaining Grants program which provides funding for up to 10 years. The Sustaining Grants program builds on Cummings Foundation's $100K for 100 program. First offered in 2012, $100K for 100 annually awards $10 million through multi-year grants of $100,000 each to 100 nonprofits that are based in and primarily serve Essex, Middlesex and Suffolk Counties. Grant recipients that receive their final grant disbursements in 2017 were automatically considered for a Sustaining Grant. We are proud that we were awarded one of these competitive grants.
A little trip down memory lane...

Let the cow chips fall where they may

Child Development Programs plans an unusual fund-raiser

Cow Chip Pies

Children From Child Development wait eagerly for the annual fund-raiser featuring the delicious pies.
“Memories of our lives, of our works and our deeds will continue in others.”

– Rosa Parks
EARLY HEAD START PROGRAM

Early Head Start (EHS) is our comprehensive, federally funded program serving students ages 6 weeks to 2.9 years of age. It is a center-based program, which focuses on attaining infant-toddler school readiness goals and connects directly with our families to provide support and training. EHS is conducted in our Gloucester site. We provide an age-appropriate outdoor playground and indoor play space for children to run and play. EHS creates a happy, healthy setting where children are encouraged to take an active role in their own social, emotional, cognitive and physical growth. EHS recognizes each child is an important member of a unique family. Our bilingual/bicultural staff is trained to support each child's home language and culture during the critical early years. We also offer support to our EHS expectant families and parenting teens.

HEAD START PROGRAM

Head Start (HS) is our comprehensive, federally funded education program serving children 2.9 to 5 years of age. It is a center-based program focused on attaining formal school readiness goals and helping families achieve self-sufficiency. HS is offered in Gloucester, Beverly, Salem and Peabody. HS recognizes the whole child in the context of a unique family. Although income is the primary basis for admission, homeless families and foster children are given priority for admission and at least 10% of slots are reserved for children with disabilities. HS provides routine screenings to assess each child's development, including health and nutrition status. We also meet with parents to identify and obtain needed support or resources. We provide age-appropriate outdoor playgrounds and indoor play spaces for our children to run and play.
KINDERGARTEN READINESS

School Readiness is defined as children possessing the skills, knowledge, and attitudes necessary for success in school and for later learning in life. Pathways for Children's goals have been developed in collaboration with the public school systems, parents, and our education staff. The goals are aligned with the Head Start Early Learning Outcomes Framework, local school district expectations, and the Massachusetts Preschool Early Learning Guidelines and Guidelines for Infants and Toddlers. These goals establish the foundation for assessment of individual children, classrooms, and programs. The areas of focus include Approaches to Learning, Social and Emotional Development, Language and Literacy, Cognition, and Perceptual, Motor, and Physical Development. Children are assessed a minimum of three times each year and progress toward meeting school readiness goals is reviewed with parents/caregivers.

Detailed, written Head Start School Readiness goals are available and distributed throughout the year to parents, staff and the governing bodies including the program's progress in achieving the desired child outcomes.

PARENT ENGAGEMENT

Pathways for Children has established parent and family engagement goals that correspond to research that connects parents' involvement in their child's education and the child's success in school in alignment with the seven outcomes of the Head Start Parent and Family Engagement Framework. Over the past year, parents participated in educational workshops, parenting education, the North Shore Health Fair, Literacy Nights, financial literacy training, family engagement activities, and Family Curriculum Nights. They were active in Parent Committee Meetings and engaged in governance as active members of the Policy Council and the Board of Directors. Many parents volunteered in classrooms and on field trips as well.

% OF FAMILY GOAL COMPLETION/PROGRESSING*

<table>
<thead>
<tr>
<th>Goal</th>
<th>North Shore</th>
<th>Cape Ann</th>
</tr>
</thead>
<tbody>
<tr>
<td>Family to Head Start</td>
<td>93%</td>
<td>94%</td>
</tr>
<tr>
<td>Parents Involved in Child Education</td>
<td>99%</td>
<td>90%</td>
</tr>
<tr>
<td>Parents Involved in Family Engagement</td>
<td>93%</td>
<td>90%</td>
</tr>
<tr>
<td>Family Follow Through</td>
<td>96%</td>
<td>91%</td>
</tr>
<tr>
<td>Family Communication</td>
<td>86%</td>
<td>86%</td>
</tr>
<tr>
<td>Family Curriculum</td>
<td>70%</td>
<td>75%</td>
</tr>
<tr>
<td>Family Advocacy, Research, and Policy</td>
<td>25%</td>
<td>34%</td>
</tr>
</tbody>
</table>

# OF FAMILIES WE SERVED IN 2018 | % OF GOALS ACHIEVED
Cape Ann Families = 162 | 85% of all goals either completed or progress made
North Shore Families = 219 | 83% of all goals either completed or progress made

We are proud to say that our Head Start and Early Head Start programs in Gloucester and Beverly attained national accreditation by the NAEC and have maintained that accreditation for over 5 years*.

*NAEC - National Association for the Education of Young Children is the world's largest organization working on behalf of young children. The NAEC Accreditation system was created to set professional standards for early childhood education, and to help families identify high-quality preschools, child care centers and other early education programs.

In FY18, 100% of our Cape Ann Head Start and North Shore Head Start and 94% of our Early Head Start children received medical exams.

99.2% of our Cape Ann Head Start, 85% of our Early Head Start and 90% of our North Shore Head Start children received dental exams.
Pathways’ School Age Care (SAC) program provides out of school time education for children from kindergarten through age 12 in our Gloucester center. These are the years in which children most easily learn to make plans and set goals, to persevere and adapt, to develop relationships and share pro-social values like personal responsibility, empathy, respect, and compassion for others. We teach these skills to equip children with the tools they need to make the best choices as young adults.

In addition to teaching the above skills, the SAC program offers homework help and recreational activities. SAC offers four (4) locally-focused educational, recreational and social/emotional enrichment programs designed to provide our school age students with the skills they need to succeed in school and in life. Those programs are: STEM Works which increases students’ knowledge of science, technology, engineering and math concepts; Milestones, a character and leadership building & social emotional learning program for young people promoting successful academic and behavioral outcomes; Pathways Moves, our healthy body and mind initiative; and Community Builders which exposes students to the arts utilizing our rich Cape Ann resources.

SAC provides year-round services with part-time after school and full days during the summer and school vacations.

“Every child deserves a champion; an adult who will never give up on them, who understands the power of connection and insists that they become the best they can possibly be.”

–Rita Pierson
FAMILY ENRICHMENT PROGRAM ★★★★★★★★★★★

Family Enrichment Program (FEP) provides free, high quality, evidence-based programs designed to help support and strengthen the family unit including:

* The Nurturing Program*: a strength-based program offered to families with children ages birth to age 12. Parents learn approaches to discipline, stress management, communication and more. This year three different Nurturing Program curricula were offered: ABC’s for Parents & Their Children, The Nurturing Program* for Parents of Infants, Toddlers & Preschoolers, and the Nurturing Program* for Parents of School-Aged children.

* The Parent Mentor Program*: mentors model healthy relationships, interact with mentees in a supportive manner, and assist them in accomplishing goals. It helps reduce isolation, enhance parenting skills, improve communication, and increase access to community resources.

* The Teen Mentor Program*: high school students mentor young children who benefit from a positive role model. The relationship helps strengthen self-esteem, improve academic performance, reduce isolation, increase the child’s awareness of diversity and explore future career paths.

* Parent Connection*: a weekly, professionally facilitated, drop-in support group that provides parents with a forum for support and discussion.

MENTORING CAN CHANGE PEOPLE’S LIVES! ★★★★★★★★★★★

At Pathways we offer mentoring opportunities for teens and parents. This year’s highlights from those programs include:

* 12 volunteer mentors for the Parent Mentor Program completed 12 hours of training with the FEP Social Worker and participated in monthly group supervision sessions for the duration of the year-long program. 15 parents were matched with mentors, impacting a total of 25 children. One parent stated, “I look forward to our visits. I think of my mentor as a mom – she has so much love in her heart for others. She will always be part of my life.”

* 8 high school students completed 15 hours of training through the Teen Mentor Program to become volunteer mentors for children in the community. The training focused on encouraging community involvement for adolescents and building self-worth in both the teens and the children they mentored. 14 children were matched with teen mentors and met weekly for six months. One parent shared, “My daughter’s self-confidence has increased since she began meeting with her mentor. She enjoys having an older girl who genuinely wants to spend time with her.”

Both the mentee and the mentor benefit from their partnership.

<table>
<thead>
<tr>
<th>FOR THE MENTEE</th>
<th>FOR THE MENTOR</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strengthening self-esteem</td>
<td>Making a positive impact on another person’s life</td>
</tr>
<tr>
<td>Reducing isolation and experiencing new things</td>
<td>Learning more about themselves</td>
</tr>
<tr>
<td>Improving communications skills</td>
<td>Gaining a better understanding of other cultures and developing a greater appreciation for diversity</td>
</tr>
<tr>
<td>Having fun!</td>
<td>Having fun!</td>
</tr>
</tbody>
</table>

This year our parent mentors were able to support their mentees through particularly difficult times such as these:

* Working with a family recently relocated to the area after being in a homeless shelter
* Supporting a mother as she adjusted to a new culture after immigrating to the United States from Morocco
* Aiding a young mom in getting needed educational services for her children

“Being with my mentee through homelessness, abandonment, and loss was very hard...but I was able to share my own experiences with her, which helped her remain hopeful. I did not expect to become so attached and invested in her life. I was expecting a short term and minimal attachment relationship. However, I am so happy to have created this bond.” — Teen Mentor
COORDINATED FAMILY & COMMUNITY ENGAGEMENT

Pathways for Children is the lead agency for the Cape Ann Coordinated Family & Community Engagement (CFCE) grant. CFCE is funded by the Massachusetts Department of Early Education and Care, which provides local, family-focused programming and services, resources and support. Families residing in Cape Ann with children ages birth to 12 years may participate in various free community programs to support parents as their child’s first teacher. CFCE also coordinates community-wide resources that provide supports to address the needs of children and families. A CFCE advisory council assures that community needs are being met. The advisory council includes representatives from public schools, Early Intervention, various child/family agencies and parents.

PLAYGROUPS!
CFCE runs two free playgroups every week in our Gloucester center and a weekly playgroup at the Rockport Public Library.

Benefits from playgroup participation include:
• Engaging in meaningful play with your baby/toddler
• Increased social interaction for parents and children
• Access to growth and development information and resources

MASSACHUSETTS
Department of
Early Education and Care

GRANDPARENTS RAISING GRANDCHILDREN – CAPE ANN
In FY18 CFCE lead an effort to provide services, information and support to local grandparents raising children. Cape Ann, like communities throughout the state and country, has seen an increase in relative caregivers due, in part, to the ongoing opioid epidemic. Working with the Massachusetts Commission on the Status of Grandparents Raising Grandchildren and representatives from local social and enrichment service providers, CFCE has spearheaded the effort to meet the needs of impacted families. A community forum and information event was held in the spring and free weekly support groups were established. Children are engaged in enrichment programming during the support group sessions. CFCE continues to offer assistance, programming and resources to grandparents, families and professionals adjusting to changes in family life.
SPECIAL GIFTS

We have a special Named Gifts Program at Pathways for Children. These households make three year commitments to our organization, to support our general budget or a specific aspect or program of Pathways that matters most to the donor. The minimum gift is $5,000 a year. By making a multi-year commitment to Pathways, these donors help provide a predictable revenue stream that helps us respond more quickly to emerging opportunities and challenges. We thank these friends for investing in our children, our mission, and in our community’s future!

- Beaufort Financial’s Better Tomorrow Fund
- The Mollie and John Byrnes Gift to Support Early Education
- The Jan and Bob Crumdale Children’s Fund
- The Eve and Phil Cutter Fund for Early Childhood Education
- The Alec Druegg and Susan Gray Fund for General Support
- The Douglass Family Children’s Fund
- Mary Kay Dyer North Shore Development Fund
- The Mary and Frank Fritsch Music Enrichment Fund
- The Gifford Family Fund for Mentoring and Family Support
- Garth and Lindsay Greimann Gift for General Support
- Nancy LeGendre and Walter Herthy Fund for Children
- Michele May and David Walti Gift for General Support
- Eileen and Joe Mueller Fund for General Support
- Ken and Marianne Novack Fund
- The Pat Petrou Fund to Strengthen Families
- The Maggie and Joe Rosa Support for the 21st Century Fund
- Fred and Judy Schmidt Fund for Early Education
- Mary Ann Sherry and Mike Bresnan Gift for General Support
- The Zarrella Fund

Giving a gift to Pathways is a wonderful way to honor or pay tribute to someone special in your life. We especially appreciate these types of gifts as they not only benefit the children in our programs, but are also a unique way to recognize life’s special occasions or to celebrate the life of a departed friend or relative.

FY18 MEMORIAL GIFTS
Sheila Collins
Peter S. Dancer
Deacon Harris
Carl Hurst
Arlene Land
Fran Lucas
Samantha Pennell
Peter Sellaw
Phyllis A. Sadbury
Steve Vavak

FY18 HONOR GIFTS
Skip and Carol Boissonnault
Maura Briggs
John and Mollie Byrnes
Jim and Rita Cassidy
Gloria Cole and Janet Heywood
Donna Cornoli
Lilly Connor
Peter and Judith DeGange
Terry DeSalvo
Matt Ganta
John and Terry Hanck
Mary Grogan
Claire Hurst
Gary and Stevie LeDuc
Ken and Royce Leonard
Suzanne Maki
The Aaron Moore Family
Becky Olivera
Bob and Peggy Schleicher
Dennis and Denise Seacel
Gretchen Sennott
Leslie Sennott and William Johnston
Peter and Janet Sennott
Robert and Loren Sennott
Ron and Susan Stewart
Donald Sudbay
The Tausk Family
Tom Zarrella

ONGOING NAMED MEMORIAL GIFTS AND FUNDS
These funds were originally established in memory of loved ones. Family members and friends continue to honor them by contributing to these program areas:
- The William Winfield Dyer Jr. Scholarship Fund
- The Sami Pennell Fund for Infant and Toddlers
- Sheila Collins Memorial Fund for Special Support

As government support continues to be unpredictable for non-profits dedicated to comprehensive early childhood education, these multi-year gifts and pledges offer a reliable source of funding for general operations, designated programs or special projects. We are most grateful for this support. For more information, please contact our Chief Development Officer Beth Graham - bgraham@pw4c.org or 978-513-3350.

IN HONOR OF THE 50TH ANNIVERSARY OF PATHWAYS FOR CHILDREN, THESE SUPPORTERS SPONSORED US FOR THE YEAR:

PREMIERE
John and Mollie Byrnes
Linzee and Beth Coolidge
Alec Druegg and Susan Gray
Frank and Mary Fritsch

LEADERSHIP
Tom & Kristin Zarrella
Beaufort Financial Services

PARTNER
Hawkins Point Partners
Marlene Seltzer and Janice Ambrose
In-Kind Gifts from Individuals made July 1, 2017 – June 30, 2018

The following households have made contributions of their time, talent or material goods to help support our work. Our Federal Head Start grant requires us to match 20% of our federal funding (more than $800,000) with in-kind donations each year. We offer our special thanks to the following for making this possible.

**FY18 IN-KINDS FROM INDIVIDUALS**

Amila Elizabeth
Karen Elwell
Angela Eze
Sean Fernessy
Andrea and Gary Fincke
Suzanne Fink
Christine Fisher
Philip and Theresa Folsa
John French
Yeti Frenkel
Norrie Gall
Dorothy Gianick
Laura Gentleman
Courtney Gibbs
Richard and Rosalyn Gold
The Gold Family
Dawn Gomther
Keegan Gramer
Mary Grazien-Browne
Jason and Sarah Grow
Maita Hannan
Amanda Harman
Mary Hasse
Carol Healy
Brian and Fatima Heath
Robert Henriques and Jane Singer
Shawn Henry
Janis and Jamie Holley
Anne Holt
Brianna Home
George and Karolyn Iacono
Greg Jackson
Teasha Jaksland
Corina Johnsen
Mary Johnson
Carol Jones
Bruce and Deborah Kaneb
Christine Kelley
Moira Kelly
Nancy Kinghorn
Anne Kindigstein
Jade Langley
Edward and Rhonda Latham
Kate Lawrence
Lynn Levecault
Julie Little
Steve and Beth Loeper
Richard and Elizabeth Lowe
Sonya Lowe
Hailey MacDonald
Kathleen Marks
Jane Marshall
Kathryn Masucci
Gail McCarthy
Polly McGlaston
Shaun McNiff and Catherine Cobb
James and Jennifer McTeerman
James A. Melanson
Marianthe Mewkill
June Milkitsynsky
Stephen and Barbara Miller
Brunilda Nkoci
Kathleen O’Neill
Alicia Oliver
Paul and Jen Orlando
Jeanne Pagliarulo
David and Lisa Palazola
Kim Paratore
Adriana Pianos
Jenn Parisella
Mary Ann Parker
Jagriti Patel
Thomas and Patti Pearce
Donna Pepe
Sherri Pereira
Heather Perry
Sue Pick
Ann Piette
Monica Pires
Dale and Leslie Pope
Daniele Prati
Jim and Sally Quinn
Ann Ranger
Derek and Karen Reed
Paul and Patricia Riley
Amy Rodier
Sarah Rowe
Kelly and Steve Salah
Sandra Sanfilippo
Leann Schaebe
Miles Schlichte, Jr.
Sarah Schultz
Cristen Sears
Stephanie Silva
Laura Smith
Lois Stillman
Barbara Tolkov
Debora Taylor
Shirley Thomas
Robin Towne
Katrina Tranos
Vicky VanDerwerken
Robine Vanneck
Peter and Maureen von Zweck
Patrick Waddell
Sandra Waddell
David and Lisa Wheeler
Betsey Williams
Carol Williams
Stephen Zippilli and Lori Hart

Many donors give both in-kind and financial gifts. These donors are identified on the following pages with a “★” to denote their in-kind donation.

We thank all of our FY18 donors. Please let us know if we have made any errors in our information about you or have inadvertently omitted your name.
In-Kind Gifts from Organizations made July 1, 2017 - June 30, 2018

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**FY18 IN-KINDS FROM ORGANIZATIONS**

A' mic Nail Studio
Addison Gilbert Hospital
Affordable Moving Company
Associated Charities of Gloucester
Beaumont Ambulance Service
Bentley School
Bertucci's
Beverly Animal Hospital
Beverly Cooperative Bank
Beverly Female Charitable Society
Beverly House of Pizza
Brookby Farm
Building Center of Gloucester
Business Copy Associates
The Cabot
Cabot Street Pizza
Cape Ann Chamber of Commerce
Cape Ann Early Intervention
Cassis Bakery
Cherry Hill Creamery
Childplus Software
Children's Friend and Family Services
Coffee Time Bake Shop
College Women's Club of Cape Ann
Commonwealth Mobile Oral Health Services
Cottage Gardening, Inc.
Craddles to Crayons
CrossFit Wicked
Debora Lunt Studio
Domino's Pizza
Duckworth's Bistrot
Dunkin Donuts of Beverly
Earl's Lock Shop
Early Educator Support
Endicott College
Essex Elementary School
Essex Technical High School
Evviva Cucina
Ewing Enterprises Inc.
Fox Hill School
Gloucester Democratic Committee
Gloucester Dental Clinic
Gloucester Emblem Club #339
Gloucester Fraternity Club
Gloucester Health Department
Gloucester High School
Gloucester Unitarian Universalist Church
Growing Smile
Hamilton Wenham Mothers Club
Harvard Graduate School of Education
Heath's Tea Room
Henry's Market
Hilary and Ruby Ryan Scholarship
Hiltz Waste Disposal, Inc.
Homeowners Assoc. Reserve at Snow Brook
Institution for Savings
J.C. Design
J.P. LaRue Inc.
Kiwanis Club of Beverly
Lakeshore Learning Materials
Lancelot Janitorial & Paper Products
Little Italy
M. Lekkakos Spa
Magic and Puppets by Steve
Manchester Athletic Club
Manchester Essex Regional High School
Manchester Garden Club
Manchester Memorial Elementary
Market Basket
Masconomet Regional School
Michelle James Salon
Midori Chinese Japanese Bistro
MRG Construction
New England Apparel Club
NOAA-National Marine Fisheries
Nordstrom
North Shore Community College
North Shore Music Theatre
North Shore WIC
Northeast Arc
O’Hara Industrial Services
Organic Garden
Pajama Program
Panera
Precision Roofing
Premier Plastic Surgery of New England
Prezza
Project DEAR
Rachel Grace Boutique
Rasta Pizza
Relish Catering & Events
Richardson's Ice Cream
Rose Baker Senior Center
Salem Police Dept.
Sawyer Free Library
Sears Hometown
SeniorCare Inc.
Seremitee Restaurants
Service Masters
ServiceMaster by Disaster Assoc.
Shoreline Construction
Speculator Department Store
St. John's Preparatory School
Star of the Sea
Starbucks
Stop & Shop
Super Sub
The Prop Factory
TJ Maxx/769 Salem
Trader Joe's
Treadwell's
Tribal
Tru Services, LLC
Unitarian Universalist Society of Rockport
United Way of Massachusetts Bay
and Merrimack Valley
The Waring School
Wellspring House
Winfremes Fudge and Chocolates
Winning Solutions
Winter Sun & Summer Moon
Wolf Hill Garden Center

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Gifts Made July 1, 2017 to June 30, 2018

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**FY18 GIVING — OVER $25,000**

Amelia Peabody Foundation ★
John and Mollie Byrnes
Clark R. Smith Family Foundation
Liziee and Beth Coolidge
Cummings Foundation
Alice Dingee and Susan Gray ★
Frank and Mary Fritsch
The Linden Foundation
United Way of Massachusetts Bay
David Walt and Michele May ★

**FY18 GIVING — $10,000-$24,999**

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