



PATHWAYS TO INDEPENDENCE  
**Impact Report**  
**2022**

*Breaking cycles of poverty  
and abuse one young woman  
at a time.*

# Partnership

- Assistance League of Huntington Beach
- AWBW a Window Between Worlds
- California State University Long Beach
- Champions of Ability
- Food Finders
- Golden West College
- JFCS of Long Beach
- Long Beach City College
- NCL – National Charity League
- Working Wardrobes

# Finances & Budget

## INCOME

Total Income.....	\$1,688,240
Expenses Related to Net Income.....	\$211,448
Net Income .....	\$1,476,792

## EXPENSES

Program Expenses.....	\$881,241
Total Admin and Operating Expenses .....	\$269,137
Total Expenses.....	\$1,150,378

*This budget will support approximately 40 students. Cost per year per student varies but averages \$33,000.*

## RESERVES

Capital Improvements.....	\$70,000
Support a Student .....	\$100,000
Capacity Building .....	\$36,000

*For more information about our Finances, please visit our website under “who we are”.*

# Our Mission & Vision

## How we Started

Pathways to Independence was founded in 1991 by Dave and Joyce Bishop and received 501(c)(3) status as a Public Charity in February 1994. Pathways' initial goal was to help a young woman, Monica, get advanced education and achieve self-sufficiency. Monica came from a dysfunctional alcoholic family. With Pathways' help, Monica got advanced training and a full-time job with health benefits. Dave and Joyce then became committed to helping young women achieve independence.

*“With Pathways’ help,  
Monica got advanced  
training and a full-time job  
with health benefits.”*

## Mission

The mission of Pathways to Independence is to transform the lives of single young women from disadvantaged backgrounds through education, therapy, mentoring, housing, and healthcare to break the cycle of poverty and abuse.



## Our Impact

Our clients repeatedly talk about the impact Pathways has had in their lives. Below is an example of what our clients say.

Graduation is around the corner. With that being said, I couldn't be more excited for my next step in life. These past 5 years in Pathways have been such a blessing. I have learned so much about myself and the impact that people can make in this world. People in Pathways save lives.

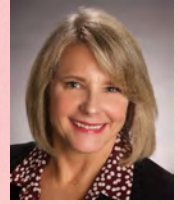
I can say with certainty that if Pathways had not been a part of my life that I would not be here today.

Pathways has given me the ability to move forward in life despite chains and weights holding me back. I cannot describe how much pain and suffering marked my life before Pathways, but I can now say that Pathways heals all wounds. I have a bright future ahead of me and I cannot wait to make Pathways proud.

~ 2019 Grad, SH

# Our Future is Bright

I'm honored to serve as the Executive Director of Pathways to Independence. I have been involved with Pathways for over 15 years as a mentor, board member, and now the Executive Director.



My goal as Pathways' leader is to ensure this Social Impact Organization will continue to serve women long into the future. A few of the pillars we are working on putting in place are:

- Staffing to serve our clients and their needs
- Fostering a culture of respect, progress, and empowerment
- Scaling our footprint by increasing the number of clients
- Institutionalizing of policies, practices, and staff positions
- Creating strategic partnerships

Pathways is a powerful support system, but our **clients are the heroes because they do the difficult work**. Clients getting their education allows them to find a career that empowers them for a brighter future. Equally as important as their education is their work in therapy – this will enable them to work through traumas and find the skills they need to live healthy lives. The changes they make break cycles and improve things for themselves and the generations that follow. When one of our clients can find a new trajectory for their lives, it changes the world.

Many amazing things happen every day at Pathways. The future for our clients and generations to come gets brighter every day!

*Diana D. Hill*

Executive Director



# United in Mission

by Raymond Cervantez, Board Chair



Pathways to Independence is committed to making a lasting and positive impact on our community. We are able to do so through the dedicated efforts and unwavering passion of our Board of Directors, Staff, and many volunteers. We strive to transform the lives of single young women through education, therapy, mentoring, housing, and healthcare. **By doing so, we work tirelessly to create a better future for all.**

By providing essential resources and support to young women from disadvantaged backgrounds, we aim to break the cycle of poverty and abuse. Through our programs, we empower individuals with the tools they need to build better lives, fostering self-sufficiency and promoting upward mobility. We firmly believe that every woman deserves access to quality education, healthcare, and basic necessities, regardless of their background or circumstances.

Moreover, our impact extends beyond immediate beneficiaries. By fostering collaboration and community engagement, we inspire others to take action and become agents of positive change. We believe that collective efforts are essential to creating a more

inclusive and equitable society, and we actively seek partnerships with like-minded organizations, businesses, and individuals.

We are currently in the process of creating a 3-5 year strategic plan for the organization. Through our plan, we can address ways to amplify the impact of our program and identify additional community resources and organizations which can assist with client referrals and diversifying funding sources. It prioritizes transparency, efficiency, and measurable outcomes, while aligning initiatives with the organization's mission and values to create a lasting positive change.

Through our holistic approach and tireless dedication, we are making significant strides towards creating a better world. Our impact can be seen in the lives we touch, the communities we uplift, and the sustainable practices we promote. Together, we are building a brighter future, one step at a time.

Overall, Pathways to Independence has made significant progress in achieving our mission, and we remain committed to continuing our work. We are grateful to our donors, volunteers, and partners for their support in making our impact possible.

# Pathways by the Numbers



Pathways served **29**  
young women in 2022

(Pathway's commitment is for 3 to 5 years at an average cost of \$33,000 per client per year).



Pathways graduated **11**  
Clients with degrees in Biology, Liberal Arts, Psychology, Studio Art, Social Work, Women, and Gender Studies, Kinesiology and Science in 2022.



**10**  
new clients welcomed in  
2022 and  
**5**

in January of 2023



Pathways  
clients ages:  
18-24: 48%  
24-35: 52%



Pathways' current  
demographics:  
Black 3.5%  
Hispanic 36%  
Pacific Islander 3.5%  
White 57%

Pathways has an  
**80%**  
Graduation rate



Over **850**  
College Units  
Completed in 2022



Pathways has housed  
**31** clients for  
**12** months, a total of  
**348** months of  
safe housing



Pathways has  
provided over  
**1400**  
hours of therapy  
in 2022.





*For more information  
visit us at  
[pathwaystoindependence.org](http://pathwaystoindependence.org)*