

PATHWAYS TO INDEPENDENCE

Impact Report 2024

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



Partnerships

- California State University Long Beach
- Long Beach City College
- Golden West College
- Champions of Ability
- Assistance League of Huntington Beach
- Food Finders
- NCL – National Charity League
- JFCS of Long Beach
- AWBW a Window Between Worlds
- Working Wardrobes
- US Bank
- F&M Bank
- Serve LosAL
- Spark Studios
- Bracken’s Kitchen
- Lavender Healing Collective
- Alliance young women and girls
- Be Well
- GCH
- Jr League of Long Beach
- Merge
- WISEPlace
- Oak Health Center
- Human Options

Finances & Budget

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

REVENUE

Gross Revenue	\$2,093,575
Expenses Related to Gross Revenue	\$155,525

EXPENSES

Program Expenses.....	\$1,327,376
Total Admin and Operating Expenses	\$467,566
Total Expenses.....	\$1,794,942
Expected Net Profit	\$143,108

This budget will support approximately 40 students. Cost per year per student varies but averages \$44,000.

Check out our latest financials scan here 



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.

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 Board

Sonia E. Aldana
Robert A. Casares – *Treasurer*
John Giacomini
Cynthia Gillis
Sylvia Hendron
Dr Keeley Lewis – *Secretary*
Ana C. Lopez
Lindsay Mais – *Board Chair*
Jonathan Micklis
Melissa Perez
Anita Beltran-Sutt
Xuemei Wei
Diana Wolf

Staff

Kitty Barlow - *Controller*
Nancy Blasi - *Administrative Assistant*
Brenda Gallegos - *Education Director*
Diana D. Hill – *Executive Director*
Lisa Mais - *Development Director*
Jan Pollitt - *LCSW - Therapist Director*
Porscha Singh - *Grad Assistant*

Who We Serve

Young Women 18-35 years old, single or unmarried, with no dependents. These young women come from adverse backgrounds that include abuse, poverty, neglect, and/or homelessness.

Program Requirements

- Serious desire to become empowered & self-sufficient
- Attend school full time and work part time.
- Have a minimum of 12 college credits with a GPA of 2.5 or better
- Current CA resident
- Apply for Financial Aid
- Commit to a Mental Wellness Plan
- Commit to Pathways 16 Core Commitments

Growth and Sustainability

Diana D. Hill, Executive Director



This year has been one of growth and sustainability for Pathways to Independence. In 2024, we remained deeply focused on our mission and what we call the *Pathways Butterfly Effect*—the idea that small, intentional steps can create lasting change. As we proudly sent five new graduates into the world, ready to make an impact in their communities, we also welcomed ten new clients into our program, ensuring that the cycle of transformation continues.

A major milestone this year has been strengthening the foundation that supports our clients. We have stabilized our teams and staff, fostering an environment where both our clients and those who serve them can thrive. One of the most powerful changes we've made is the addition of a **Therapist Associate**, made possible by a generous grant. Having an in-house therapist, under the guidance of our **Director of Therapy**, has allowed us to better manage the cost of therapy, take a proactive rather than reactive approach to mental wellness, and invest in a profession that has profoundly shaped the lives of our clients. In fact, our 2024 alumni survey revealed that 81% of respondents felt that therapy had a very positive impact on their lives.

We've also continued our commitment to education by working closely with our **Education Director** to ensure our clients successfully navigate the school system and follow personalized education plans. These efforts empower them to make the most of their time in Pathways and build a strong foundation for their future.

This year also marked the first full year of our three-year strategic plan, giving us a clear roadmap for the future. While we were sad to say goodbye to three incredible board members, we are grateful that their passion for Pathways remains strong.

Looking ahead to 2025, we are excited to expand our reach and serve more clients. A key focus will be launching a workforce development program, ensuring that as our clients graduate from Pathways and college, they transition seamlessly into meaningful careers.

Every day, I am honored to do this work and to witness the strength and resilience of the true heroes of Pathways—our clients. When they go out into the world, breaking unhealthy cycles and standing as strong, empowered women, the *Pathways Butterfly Effect* is in motion. You can feel it. You can see it. And thanks to your support, it continues to grow.

Love and Light, Diana

A Client's Journey

I've been a Pathways client since November 2020, and words can't describe how incredibly grateful I am to be a part of this community. Before Pathways came into my life, I felt like I had been climbing a mountain to become self-reliant. Since no one from my immediate family had ever attended college, I never truly believed I'd ever get the chance to attend college. In my early twenties, I was ready to do something for myself and break generational cycles. After several interviews, I received a congratulatory call accepting me into the program.

I wasn't quite sure what to expect or how the people in the program would treat me; I wasn't sure how life would be. I was so used to one hardship after another occurring in my life since I was a child. To my surprise, the women in this program welcomed me with open arms, unconditional support, and even reassurance when I doubted myself. I'm not sure I've had people who offered me as much support as those from Pathways. With Pathways in my life, I now know I have people who believe I can indeed do what I set my mind to and if I feel doubtful or stressed, there's always someone from the program available for me to confide in.

**"I am
incredibly
proud of my
3.5+ GPA..."**

Since I've been a Pathways client, I have been leaning into the therapy resources provided, which makes me feel so fortunate. I've been able to pay off the little debt I had coming into the program and learn how to manage money better. Growing up, I didn't have financial support to maintain my overall health. Since this journey with Pathways, I have learned a lot about myself. Before, I never would have thought I'd enjoy learning. I feel I am much more knowledgeable now than when I first joined Pathways and began my educational journey. As someone who barely had any credits toward graduating in high school, I am incredibly proud of my 3.5+ GPA and want to continue increasing my score. I can't forget to mention the home Pathways has provided me for a long time. I've been praying for a space of my own where I can live in peace and heal from my past. I have so much gratitude in my heart for the opportunities Pathways has provided. I am attending California State University of Fullerton, and I can't wait to see what the future holds!

K.R.



SAVE
THE
DATE



— Lisa & Frank —
CHAPMAN
TITLE SPONSOR



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Founding Members
Jean & Jerry Green

LEGACY SPONSOR

PRESENTED BY
FRIENDS OF PATHWAYS

SATURDAY OCTOBER 4 2025 ★ CSULB

Our 28th Annual Fundraiser, *Pathways to Paradise*, was an unforgettable evening under the stars at CSULB on October 5, 2024. Guests enjoyed island music, delicious offerings from 30+ restaurants and beverage sponsors, and an exciting silent & live auction.

More than just a celebration, this event funds two-thirds of our budget, supporting 36 young women on their path to education and independence. A highlight of the night was one of our talented artist clients showcasing her work, a testament to the power of self-expression and resilience. Adding to the inspiration, a couple of our clients shared their powerful stories, reflecting on how Pathways has transformed their lives.

We were also honored to present the *Change Maker Awards* to **Gayle Wright**, founder of Friends of Pathways, and **Patsi Wagner** past board president, and dedicated mentor. Their unwavering commitment continues to shape the future of the young women we serve.

It was a night to remember, made possible by our incredible supporters—thank you for being part of this journey! We hope you will Save the Date on Saturday, October 4, 2025, for the 29th annual Fundraiser *Rodeo Roundup*.



Therapist Director

Even under the best childhood experiences and family support, this is a challenging time to be a young adult. The lingering effects of COVID-19 lockdowns, along with the rising costs of education, rent, and daily necessities, have made it even more difficult. For our client population—despite their resilience and determination to rise above their circumstances—managing mental health challenges can still be overwhelming.



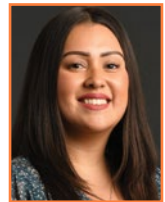
We ask a great deal from our clients, including maintaining a full-time school schedule, part-time employment and regular meetings with their therapist and mentor, and managing all other aspects of adulthood. At times, the demands can become unmanageable.

Since joining PTI, I have been able to apply my 35+ years of experience across multiple agencies, along with my licensure as a Clinical Social Worker, to quickly identify clients who are struggling and intervene immediately. I make myself available 24/7 for any crisis that arises. If necessary, I refer clients for medication evaluations or collaborate with their current therapists after obtaining the appropriate release of information.

Through my work with PTI and our collaborative approach with each client's team, I am proud to say that all of our clients have shown increased mental health stability. This, in turn, enables them to achieve success in their educational goals and continue progressing on their Pathways to Independence.

Education Director

As the Education Director for Pathways to Independence, I have played a pivotal role in supporting the educational and personal growth of our clients. By implementing structured processes for academic document collection, I have ensured greater accountability and transparency in tracking student progress. My efforts in enforcing financial aid policies have helped maximize student funding, ensuring their education remains financially sustainable.



Beyond academics, I have contributed to the organization's growth by refining program policies, creating essential forms in Apricot, and developing surveys to gather meaningful feedback. Hosting workshops and community-building events, such as the End-of-Summer BBQ gathering and How to Have a Successful Semester workshops, have fostered a sense of belonging and empowerment among clients.

Ultimately, my goal has been to ensure that each client receives the guidance, resources, and community support needed to graduate and achieve long-term success. My work continues to strengthen the organization's mission and impact.

Pathways by the Numbers



Pathways served **45**
young women in 2024

(Pathway's commitment is for 3 to 5 years at an average of \$44,000 per client per year).



Pathways graduated **5**
Clients in 2024 with degrees

in BA Business Sustainability, BA Child Development, BA Studio Art, BA Psychology and BA Public Health



10
new clients
welcomed in
2024



Pathways
clients ages:

18-24: 35%
24-35: 65%



Pathways' current
demographics:

White 42%
58% non-white: Hispanic,
Black, Pacific Islander,
Middle Eastern, Indigenous



Pathways has an
80%
graduation rate
(Compared to the U.S.
rate of 62.2%)



Over **1,140**
college units
completed



2024
Volunteer Hours
3,038

Pathways provided housing for



18,250 days



Pathways provided

2,232
hours of therapy

You can help us turn progress into possibility for the young women of Pathways in 2025—be the change that makes it happen. Donate now
pathwaystoindpendence.org

