I’m grateful for your commitment to children and adults with special needs and developmental disabilities, who deserve every opportunity to achieve their full potential. With your support, Gatepath has invested in improving and expanding services this year:

- We’ve increased access to services by providing need-based scholarships and expanding family support services.

- With additional volunteer sites, adults with developmental disabilities have more opportunities to give back to the community while building their vocational skills.

- Renovated learning spaces and new curricula are helping adults acquire independent living skills and progress along our continuum of services towards community-based employment.

The individuals we serve made significant accomplishments this year, and you can read some of their inspirational stories in this report. I look forward to seeing what we can achieve together in the future as we continue creating a world where people of all abilities are fully accepted, respected and included.

With gratitude,

Bryan Neider
CEO
VISION
A world where people of all abilities are fully accepted, respected and included

MISSION
Empower people with special needs to achieve their full potential through innovative, inclusive programs and community partnerships

VALUES

PEOPLE FIRST
Everything we do is centered on the people we serve

COLLABORATION
Our impact is strengthened by teamwork, trust and community partnerships

INCLUSION
We champion and promote universal inclusion

DEDICATION
We are passionately committed to those we serve

INNOVATION
We innovate and adapt to deliver the highest quality services

COMMUNITY
We create communities of support for individuals with special needs and their families
PEOPLE FIRST

Everything we do is centered on the people we serve.

3 out of 4 individuals receiving direct services are under the age of 18

14,000+ people reached

34% Hispanic
30% Caucasian
20% Asian
2% African American
1% Pacific Islander
13% Other
Our Continuum of Services

We are distinctive in providing support to an individual throughout his or her lifetime.

**CHILDREN**
- Developmental screenings
- Early childhood development classes
- Speech-language, physical and occupational therapy
- Assistive technology library
- Inclusive preschools

**YOUTH**
- Transitional support and planning for life after high school
- Social and recreational activities
- Inclusive classes

**ADULTS**
- Independent living skills
- Social, recreational and wellness activities
- Job training and placement

**FAMILIES**
- Support groups
- Parenting workshops
- Warm line phone support
INNOVATION

We innovate and adapt to deliver the highest quality services.

6 weeks of vocational training and a work assessment completed by all 180 adults in our Community Access program.

Increased job shadowing for adults to observe and learn about community-based employment options.

26 students from local and national colleges in our inaugural internship program; projects included developing adult curriculum on new topics, such as women’s health.
Latisha was one of the first to complete the new employment curriculum in our Community Access program. She learned about work skills, engaged in conversations about employment, and went on site tours of various employers. Latisha was so inspired that she asked to start working as a substitute when needed at Gatepath job sites. After subbing for one month, Latisha was offered a permanent position at the Marriott, where she works three days a week while continuing to learn independent living skills part-time in the Community Access program. Latisha lives on her own and says earning a paycheck helps her “buy things I need and pay rent.” She loves her job and has developed meaningful friendships with colleagues.
COLLABORATION

Our impact is strengthened by teamwork, trust and community partnerships.

6 free dental clinics
for children with special needs, in partnership with Ravenswood Family Health Center

Led a workshop for 32 human resources professionals at Electronic Arts about inclusion of people with disabilities in the workplace

Co-hosted a town hall event to help families plan for the long-term care of their family member with special needs
Thank you to our 150 employment and community partners

4Cs of San Mateo County
A1 Solar Heating
Abilities United
Adia’s Cafe
Aerotek
Atria Senior Living
Berkeley Fellows
BJ’s Brewhouse
Blind Babies Foundation
BoardSource
Bon Appétit
Boys & Girls Club of the Peninsula
Build-A-Bear
Burlingame Parks & Recreation Department
Cabrillo Unified School District, Migrant Education Program
California Disability Services Association
CalNonprofits
Caminar
Century Theatres
Chatime
Chevy’s
Children’s Health Initiative
Chili’s Restaurant
Cimino Care
City of Daly City
City of Mountain View
City of South San Francisco
College of San Mateo
Commission on Disabilities
Common Ground
County of San Mateo
Crystal Springs Golf Course
CVS
Diane Dwyer
Doelger Center, City of Daly City
Doubletree Hotel
Draeger’s Market Place
Edgewood Center for Children and Families
El Torito
Electronic Arts
Embassy Suites by Hilton San Francisco Airport Waterfront
Eric Heitmann
Exploratorium
Express Plumbing
Fair Oaks Health Center
Family Dog Rescue
Family Housing and Adult Resources, Inc.
First 5 San Mateo County
First Presbyterian Church of San Mateo
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Marriott
Mathnasium
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Merrill Lynch Fiduciary & Special Needs Group
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Random Acts of Flowers
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Rebuilding Alliance
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Resource Area For Teaching
Riden Park
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Round Table Pizza
Sacred Heart Preparatory
Safeway
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San Mateo County Special Education Local Plan Area
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San Mateo Unified High School District
Sears
Second Harvest Food Bank
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Silicon Valley Community Foundation Center for Early Learning
SkyChefs
Skyline College
South San Francisco Unified School District
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Village Pharmacy
Visa
Walgreens
WarpHire
Wedgewood Wedding & Banquet Center
Wings Learning Center
YMCA of the Peninsula
COMMUNITY

We create communities of support for individuals with special needs and their families.

- Increased accessibility of family support services for Half Moon Bay, East Palo Alto and Spanish-speaking families.
- 480 children received developmental screenings; 58% exhibited delays and were referred for further assessment or services.
- 19 different languages spoken by 63 bilingual employees.
“When we were at Max’s regular 18-month check-up, I raised concerns about his lack of speech; he had maybe one or two words that he used inconsistently. After further assessment, Max was referred for services at Gatepath.

Within a month of starting speech therapy, something clicked and Max started using words. His therapist actually had to re-write all of his goals because he had such an immediate improvement! In addition to making great progress with his speech, Max’s behavior has improved; previously he would get frustrated when he couldn’t communicate his wants, needs or feelings.

I was also able to meet other parents during early intervention classes and be part of a community. I learned a lot from the teachers, who taught me amazing tools to use at home. Max has now ‘graduated’ from Gatepath needing minimal ongoing support, and we are so grateful!”

- Marge Morle
DEDICATION

We are passionately committed to those we serve.

185 employees with an average of 30 training hours annually

Increased access to services by providing need-based scholarships

3 locations renovated to support expansion of services and promote effective learning

Awards & Certifications
“The financial aid makes a big difference for my family because we couldn’t afford to pay all the tuition. My son started preschool understanding very little English and now he is learning things that I could not teach him. I feel so lucky and blessed that my son can attend Learning Links Preschool.”

- Yolanda Cruz
INCLUSION
We champion and promote universal inclusion.

200 adults employed in the community

15 adults progressed along our continuum of services to greater independence

Launched the *Pledge for Inclusion* to increase the public’s commitment to including people with special needs in all aspects of life; Golden State Warriors Special Needs Family Appreciation Night used our slogan “Accept. Respect. Include.”
Marissa blossomed into a confident and independent young woman while enrolled in the CareerPath track of our Community Access program. Stories about her grandmother sparked Marissa’s interest in working with seniors so staff took her to volunteer at a center a few hours each week. When there was a job opening at a local retirement community, a Gatepath employment specialist helped Marissa apply and prepare for the interview. Thanks to her dedication and our existing employment partnership with The Magnolia of Millbrae, she was offered the job as a dining room server! Marissa is excelling at work and thrilled to be doing something she loves. She proudly describes her job, saying, “They like me here. I pour them coffee and bring new silverware. I’m keeping people happy.”
FINANCIAL OUTCOMES

FY2016-17

- 50% increase in program volunteers
- 1,250 donors
- $400K value of in-kind and pro bono support
Funding

Public Funding 39%
  Adult Services - 29%
  Children’s Services - 10%
Private Fees 36%
Donations & Grants 22%
Investments 3%

TOTAL FUNDING: $14.4M

Operations

Programs 77%
  Adult Services - 31%
  Children’s Services - 46%
Administration 15%
Marketing & Development 8%

TOTAL OPERATIONS: $15.4M

Thanks to more than $2 million in bequests received in FY2015-16, Gatepath was able to make significant investments in program quality this year through facility improvements, vehicle purchases, staff development and ensuring all adults we place into jobs are paid at least a full minimum wage.
THANK YOU TO OUR DONORS

Gatepath is grateful to the following donors who made gifts between July 1, 2016 and June 30, 2017.
Legacy Society
Anonymous (2)
Mary D. Chigos
Mary and Emilio Colombo
Walter Howard Girdlestone
Betsy and Larry Grotte
Frank Hunt
Katie and Bryan Neider
Beverly D. Pabst
Mieko and Nick Poppin
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Katie and Bryan Neider
Peninsula Health Care District
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Sequioa Healthcare District
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Ali and Tony Uccelli
Zynga

Colin Farrell spoke at The Power of Possibilities, our largest fundraising event hosted in partnership with the Gatepath Auxiliary.

Deborah Bailey
Clarice Baranski/Matthew Baranski
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Jennifer and Rich Dizon
Sylvia and Gerald Dowd
John Dwyer
Patricia Dwyer
Abby and Matt Edling
Susan and David Ferro
Lizzie Velasquez shared her personal message of determination and inspiration at the launch of our speaker series to increase awareness of special needs.
Linda Vaughn
Sarah Verity
Shannon Vincent
Chi Vo and Anton Nguyen
Eugenia and Paul Watermulder
Marilyn and Terry Wendt
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Ruth Wisnom
Jenny and Joe Wucher
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Virginia Berry
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Coli Bertuccelli
Berzin Family
Brian Beswick
Wahiba Bhuvad and Uneeb Khan

In partnership with Stanford Football,
the 1st Annual Special Needs Family
Appreciation Night increased awareness
and provided an opportunity for
individuals with special needs to
experience a sporting event – many for
the first time!

Ariba Bhuvad
Gionni Bianchini
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Jill Black
Mike Blank
Julie Bloom
Gerry Blunt
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Brian Bohlig
Joyce and Pierre Bouquet
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Christine De Martini
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Barbara I. Dedo
Casey DeFrancis
Andrea and Chris Dehner
In an intimate and heartfelt conversation, Holly Robinson Peete spoke about parenting a child with autism and the importance of inclusion.
With a 67-year history, the Gatepath Auxiliary is our longest-serving partner in supporting children and adults with special needs and developmental disabilities. We are grateful to all of the members who shared their time, talent and treasure with us this year.
Gatepath participants at the annual appreciation event where they presented roses to Auxiliary members.

Louise Agardy
Marilyn Alberding
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Betty Barnes
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Pat Barr
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With the addition of advocacy and marketing this year, we now have a total of nine committees. We are grateful to the following individuals who volunteered their time alongside board members to support our mission.

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Gatepath’s Advisory Council is comprised of dedicated volunteers, including former board members and community leaders, who provide strategic advice and support.

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Thrive

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