A Commitment to Inclusion

Since joining Gatepath in fall 2015, I have been inspired by a “mission moment” every single day. I am moved by those we serve and our dedicated staff. We are all passionately committed to building a world where people of all abilities are fully included, respected and valued.

Your voice plays a critical role in raising awareness about children and adults with special needs and disabilities, and the positive impact of inclusion. With your support, during our 2014-15 fiscal year, we increased our reach in the community by 13%, connecting with 14,460 individuals through direct programs, information and support services. In addition, 431 volunteers supported our mission by providing 17,415 service hours! We also expanded Gatepath’s role as a leader in the field, including:

- Selected by First 5 San Mateo County as the lead agency for Watch Me Grow, a countywide project to support integrated systems of care for children with special needs and their families
- Developed and shared “Making the Business Case: Getting Jobs for People with Developmental Disabilities” toolkit with other service providers

As we look to the future, and our 100th anniversary in 2020, those we serve will continue to be at the center of everything we do. Our main priority is increasing inclusion in all aspects of our community. Collaborative partnerships and continued diversification of revenue will further our impact and support long-term sustainability.

As we look back on the fiscal year, it’s important to recognize the contributions Sheryl Young made as CEO of Gatepath for 26 years. Under her leadership, the organization expanded its services and became a champion of inclusion. I’m committed to partnering with you to add to the foundation she helped build. This is an exciting time at Gatepath and the future is filled with possibilities.

Thank you for making our mission, your mission,

Bryan Neider
CEO

THANK YOU TO OUR LEADERSHIP VOLUNTEERS IN FY 2014-15

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**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.

**DEDICATION**
We are passionately committed to those we serve.

**INCLUSION**
We champion and promote universal inclusion.

**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.

**VISION**

A world where people of all abilities are fully included, respected and valued.
Sammy is a happy, energetic four-year-old who loves nothing more than trains, cars, and trucks – anything on wheels! He also happens to have Down syndrome. When Sammy was just an infant, we were referred to Gatepath where we met an incredible team of physical, occupational and speech therapists who gave us support, resources and encouragement. The Gatepath team genuinely cares about Sammy and has become part of our family. We’ve been so pleased to be able to help give back by leading a Down syndrome parent support group and raising funds for Gatepath during Silicon Valley Gives 2015.

— Stephanie and Richard Lee
Children’s Services
We provide comprehensive and inclusive services for children with special needs.

Early Intervention and Pediatric Therapy Services
Individualized therapies and classes to support the development of children, from infants to teens

Watch Me Grow
Free online developmental screenings, care coordination, and countywide collaborations to improve the system of care for children with special needs

Learning Links Preschool
A model of inclusion where children with and without special needs learn, play and prepare for kindergarten together

Autism Social Connection
Film and media arts classes for youth and young adults with autism to learn social and technical skills

Family Resource Center
Free support for families of children with special needs

The Betty Ivey Lange Technology Library
Educational workshops for families and professionals, as well as a lending library of communication tools and assistive technology for children

3,626 families and professionals received resources, training and support

80% increase in Augmentative and Assistive Communication (AAC) therapy services

48% increase in children receiving speech, occupational, and physical therapies through pediatric therapy services

90% of Learning Links Burlingame general education students showed substantial progress in Social & Emotional Development, Language & Literacy Development, and Cognition (including Math and Science), as measured by the Desired Results Developmental Profile assessment tool.
Adult Services
We provide a variety of individualized continuing education and training opportunities to adults with special needs and disabilities so they can live full and productive lives.

Learning & Resource Campuses
Classes and hands-on training in social skills, personal health and safety, educational enrichment and community involvement

Community Access
Experiential learning through community-based activities that focus on independent living, social skills, and employment readiness—including paid and volunteer work

Learning & Employment Campus
Independent living, community involvement and pre-vocational training such as volunteer experiences and mock work stations

Employment Services
Job placements in community employment based on individual skills and experience, with on-the-job coaching to support retention

86% achievement of individualized goals, such as independent living skills and employment

74 community employment partners

324 adults served in inclusive community-based settings

285 adults received paid work opportunities
Deimintrius is fairly independent, but was struggling to budget his monthly expenses so he had enough money for transportation to consistently attend our Community Access program. For three months, Gatepath staff helped track his spending and taught Deimintrius basic money management skills. This hands-on training helped Deimintrius learn how to pay bus fare, buy special things when needed, and most importantly, how to save money. He is learning to live within his budget – an important skill. Achievements like this help empower those we serve to live full and productive lives.
FY 2014-15 Financial Outcomes
We pride ourselves on the quality of our services matched by our focus on fiscal responsibility, accountability and transparency.

Revenue: $13,361,786
- Public Funding: 42%
  - Adult Services: 30%
  - Children’s Services: 12%
- Private Fees: 34%
- Grants: 11%
- Contributions & Events: 8%
- Legacy Gifts: 5%

Expenses: $13,096,415
- Programs: 76%
  - Adult Services: 43%
  - Children’s Services: 33%
- Administration: 17%
- Development: 7%

Private funding is critical to our mission
California is last in the nation in funding allocated per person with developmental disabilities.

Investing in staff drives our success:
83% of employees provide direct services

Thank you to our community employment partners
Aerotek | Air Serv | A-1 Solar Heating | Allied Barton Security | Atria Assisted Living | BJ’s Brewhouse | Bon Appetit
Broadway Tennis Center | Century Theaters | Chatime | Chili’s | Classic Party Rentals | Colfax International | Congregation Beth Jacob
Cotchett, Pitre & McCarthy | Crystal Springs Golf Course | Cuisine Style | CVS Pharmacy | Data Safe | Denny’s | Dollar Tree | Draeger’s
Electronic Arts | Flying Foods Group | Green Citizen | Guckenheimer | Home Goods | Hotel Sofitel | Jack in the Box | Juut Salon
K-Mart | Lowe’s | Lucky’s | Lunardi’s Market | Macy’s | Marriott Hotel | Marshalls | McDonald’s | MD Laser Cosmetics
Millbrae Recreation Center | Sutter Health Mills-Peninsula Health Services | Mollie Stone’s | Orchard Supply Hardware
Pacific Nurseries | Pak ‘N Save | Peninsula Jewish Community Center | Peninsula Pet Resort | Peninsula Regent | Planet Pooch
Rite Aid | Ross | Round Table | Safeway | Salvation Army | San Mateo Medical Center | Savers | Sears | South San Francisco School District
St. Vincent De Paul | Sunrise Senior Living | Thermo Fischer | Taco Bell | Target | The Magnolia of Millbrae | TJ Maxx | Trader Joe’s
UNIQLO | Walgreens | WarpHire | Wedgewood Wedding and Banquet Center | Wendy’s | West Bay Housing Property Management
Westlake Realty | WORKERS.COM
Thank you to our donors who are “Turning Disabilities Into Possibilities!”

Donor list reflects gifts between July 1, 2014 and June 30, 2015.

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Thank you, Hillsborough Auxiliary to Gatepath

The Hillsborough Auxiliary has been a devoted partner to Gatepath for 65 years. This remarkable group of over 160 women has provided financial resources, countless volunteer hours, friendship and social opportunities for children and adults with special needs and disabilities. We have a shared vision of a world where people of all abilities are fully included, respected and valued. As Gatepath looks forward to celebrating 100 years of service, our enduring partnership with the Auxiliary ensures a bright future filled with possibilities.