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
**Who We Serve**

The individuals Gatepath serves represent the ethnic diversity of San Mateo County. We have recently increased support services for Spanish-speaking families and continue to expand our reach, especially in areas that are typically underserved.

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hispanic</td>
<td>34%</td>
</tr>
<tr>
<td>Caucasian</td>
<td>32%</td>
</tr>
<tr>
<td>Asian</td>
<td>20%</td>
</tr>
<tr>
<td>African American</td>
<td>4%</td>
</tr>
<tr>
<td>Pacific Islander</td>
<td>1%</td>
</tr>
<tr>
<td>Other</td>
<td>10%</td>
</tr>
</tbody>
</table>

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

13,000+ people reached

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**What We Do**

Gatepath’s array of programs meet the evolving needs of people with special needs and developmental disabilities at all ages and stages:

- Developmental screenings and care coordination
- Early Intervention services
- Early childhood development classes with parent participation
- Speech-language, physical and occupational therapy for children
- Assistive technology library
- Inclusive preschools
- Life skills and enrichment classes
- Social, recreational and wellness activities for teens and adults
- Job training and placement
- Family support groups
- Parenting workshops
Shermae is building important work skills, such as teamwork and communication, so she can get a job on her own. She currently works at Café Bon Appétit at Electronic Arts. In fall 2015, Bon Appétit worked with Gatepath to turn a full-time job opening for one individual into a group employment opportunity for eight people, so more Gatepath trainees could benefit. Each person works part-time at the café to increase their vocational skills and engages in valuable life skills training during the remainder of the day. This model is new to Gatepath’s innovative services that are designed to meet the unique needs and interests of those we serve.

One of Shermae’s favorite aspects of working at the café (besides the free food!) is how much she learns every day. Her job duties have expanded from washing dishes, maintaining cafeteria food trays and recycling to include organizing produce, stocking shelves, assisting the chef with food prep, and maintaining a clean kitchen. After a part-time work shift, she returns to Gatepath to learn life skills, such as money management, navigating public transportation, and self-advocacy.

Shermae says earning a paycheck makes her feel proud of herself, especially when she saves her money for special occasions. “I want a brighter future,” Shermae says, “I have a positive attitude, and Bon Appétit believes in me.” The collaboration between Gatepath and Bon Appétit is a true testament to the power of innovation, collaboration and inclusion.
COLLABORATION
Our impact is strengthened by teamwork, trust and community partnerships.

Thank you to our employment and community partners:

A1 Solar Heating  
Abbott Vascular  
Abilities United  
Aerotek  
Agile Learning Labs  
AirServ  
Albertsons  
All In One Building Maintenance  
Applebee Preschool  
Arrillaga Family Gymnastics Center  
Atria Senior Living  
Avis Rental Car  
Bianchini’s Market  
Big 5 Sporting Goods  
BJ’s Brewhouse  
Blind Babies Foundation  
Bon Appétit  
Broadmoor Hotel  
Build-A-Bear  
Burlingame Elementary School District  
Burlingame Parks & Recreation Department  
Burlingame Villa Assisted Living  
Cabrillo Unified School District, Migrant Education Program  
Century Theatres  
Chatime  
Cheesecake Factory  
Child Care Coordinating Council  
Children’s Health Initiative  
Chili’s Restaurant  
Cimino Care  
City of Daly City  
City of Mountain View  
City of South San Francisco  
Classic Party Rentals  
Colfax International  
College of San Mateo  
Commission on Disabilities  
Costco  
County of San Mateo  
Crystal Springs Golf Course  
Cuisine Style  
CVS  
Doelger Center, City of Daly City  
Draeger’s Market Place  
Edgewood Center for Children and Families  
Electronic Arts  
Environmental Protection Agency  
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  
Fitness 19  
Flying Food Group  
Frank Howard Allen Realtors  
Gander and White  
Genentech  
Girls & Boys Club of the Peninsula  
Golden Gate Regional Center  
Golden State Warriors  
Goodwill  
Half Moon Bay Parks and Beaches  
Health Plan of San Mateo  
Hilton Garden Inn  
Home Depot  
Home Goods  
Hotel Sofitel  
Human Service Agency  
Institute for Human and Social Development  
Head Start/Early Head Start  
Ironsystems  
Jack in the Box  
Jacobs Farm  
Joyce Accounting Inc.  
JSI Logistics  
Juut Salon  
Kainos  
KFC  
Kid Chow LLC  
King Center, City of San Mateo
Selected by First 5 San Mateo County as the lead agency with 9 subcontractors for the countywide Watch Me Grow initiative to improve the system of care for children with special needs.

160+ employment and community partners

14,000 volunteer hours

66 years of partnership with the Gatepath Auxiliary

K-Mart
Kohl’s
Last Stop Souvenirs
Legal Aid Society
Life Steps Foundation
Lowe’s
Lucky
Magnolia Center, City of South San Francisco
The Magnolia of Millbrae
Marriott
Marshalls
McDonald’s
Millbrae Parks & Recreation Department
Mills Estate Villa
Musika
Nordstrom Café
Notre Dame de Namur
OK Lumber
Orchard Supply Hardware
Pacific Nurseries
Parca
Peninsula Jewish Community Center
Pet Food Express
Petco
Pick of the Litter, Burlingame SPCA
Planet Pooch
The Plant Cafe Organic
Random Acts of Flowers
Red Robin
Registration Express
Resource Area for Teaching
Rite Aid
Rose’s Kitty Rescue
Ross
Round Table Pizza
Sacred Heart Preparatory
Safeway
Salvation Army
Samaritan House
San Mateo County Office of Education and SELPA
San Mateo Medical Center
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Sears
Second Harvest Food Bank
Segan Industries
Select Staffing
Senior Citizen Center of San Mateo, City of San Mateo
Seton Medical Center
San Francisco Giants
Silicon Valley Community Foundation
Center for Early Learning
Simon Properties
SkyChefs
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Spruce Elementary School, South San Francisco
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Stanford Alumni Consulting Team for Non Profits
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Visa
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WarpHire
Wedgewood Wedding & Banquet Center
Westlake Realty
Wings Learning Center
Wingstop
Workers.com
WORLDPAC
YMCA of the Peninsula
Ethan was born with a variety of health issues and missed early milestones such as sitting up, rolling over and crawling. When he was 13 months old, Ethan’s parents decided to seek early intervention services at the advice of a close friend. Within four months of physical and occupational therapy services at Gatepath, Ethan started sitting up and crawling!

He responded incredibly well to the skilled therapists and teachers, who also helped his mom, Jennie, learn how to continue supporting Ethan’s development at home. “In addition to what they’ve done for Ethan,” Jennie remarks, “nothing compares to the care the teachers and Family Resource Center staff have given us as a family unit.”

Ethan has now “graduated” from early intervention and no longer requires ongoing therapy! Thanks to the supportive community they experienced at Gatepath, Jennie could only imagine Ethan moving on to one preschool: Gatepath’s Learning Links Preschool where children with and without special needs learn together in the same classrooms. Jennie tells us, “Not only does Ethan love it [t]here, but they see his potential. Thanks to Gatepath, Ethan has flourished!”

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

1,625 families and professionals received information and support through the Family Resource Center; 84% of parents increased their understanding of how to access services for their child with special needs.

26% increase in the number of children served through speech, occupational and physical therapy services.

Launched Little Explorers, an inclusive parent participation program for children ages 0-3.

Learning Links Preschool is recognized as a model of inclusion; 20% of students have special needs and 80% are typically developing.
DEDICATION
We are passionately committed to those we serve.

87% of employees provide direct services

1 in 4 employees has worked at Gatepath 5+ years

180 employees with an average of 25 training hours annually

Advisory Council
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

Andy Billings
Electronic Arts

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Barulich Dugoni Law Group Inc.

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Toby Mumford
Franklin Templeton Investments (Retired)

Barry Parker
Parker Rightside IP Law

Supervisor Dave Pine
San Mateo County Board of Supervisors

Burnie Sparks
Bailard
Eric has been employed by Safeway for 14 years through Gatepath’s Employment Services program. He recently received a pin showing his tenure and proudly wears it on his uniform every day. He has even won Safeway’s World Class Service award for excellent customer service and work performance.

One of his strongest assets is his interest in helping people. While at work recently, he noticed a little girl who was outside the store by herself. Eric was concerned that she was alone and immediately brought her inside the store to find her father, who expressed his sincere gratitude, as did Eric’s supervisor and job coach.

Eric says working at Safeway for so many years is easy because he loves the work he does, finding joy every day in serving customers and making sure they have a great experience. He is already responsible for maintaining the 50% off section every Saturday and aspires to be a store manager one day.

* CARF International is an independent, nonprofit accreditor of health and human services organizations

180+ participants were employed in the community

3,765 hours of on-the-job support provided

140+ employment sites

Awarded three-year CARF accreditation renewal, which is the highest rating and demonstrates a program’s quality, transparency and commitment to the satisfaction of individuals served*
Total revenue increased by 15% over the prior fiscal year, primarily due to bequests. This allowed us to invest in our current programs by purchasing vehicles, facilities improvements, launching an art therapy curriculum for adults, improving staff compensation, and increasing community awareness. These investments are providing the foundation for expanded program offerings and greater community inclusion.

PRIVATE SUPPORT IS CRITICAL TO OUR SUCCESS.

Only half of program expenses are covered by public funding.
Thank you to our donors
Gatepath is grateful to the following donors who made gifts between July 1, 2015 and June 30, 2016.

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Gatepath makes every effort to recognize our donors accurately. If you are listed incorrectly, please contact Kerry Hagan at 650-259-8513 so we can update our records for future listings. Thank you.
Earlier this year, we embarked on fulfilling our vision to create a world where people of all abilities are fully accepted, respected and included. Ambitious and inspirational, this vision represents our hope for the future. At the core of our vision is our values, which uniquely define who we are as an organization and are at the heart of everything we do. Gatepath’s values are: People First, Collaboration, Inclusion, Dedication, Innovation and Community.

With this vision and these values as our guide, we made significant progress this past year for children and adults with special needs and developmental disabilities:

- We expanded access to speech, occupational and physical therapies, increasing the number of children served by 26%.
- We were selected by First 5 San Mateo County as the lead agency to implement a countywide initiative to improve the system of care for children with special needs.
- We expanded our health and wellness programming for adults to include art therapy and cooking classes.
- We launched a campaign to raise awareness for inclusion in our community.

Everyone deserves to pursue a life filled with joy, purpose and fulfillment. We extend our heartfelt appreciation to our donors, employment and community partners, volunteers, Gatepath Auxiliary, and our amazing staff, who help improve the lives of those we serve. Your compassionate and generous spirit fuels the work we do every day. Together, we are creating a world where people of all abilities are fully accepted, respected and included.

With gratitude,

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