



2021
ANNUAL REPORT
TO THE COMMUNITY

LETTER FROM OUR PRESIDENT & BOARD OF DIRECTORS

As many of you also experienced, 2021 was another unprecedented year that none of us could have anticipated. Despite these challenges, it was also a year of progress and inspiration for Pathways as we navigated 2021 with resilience, compassion, and innovation.

In 2021, we have worked to fulfill this mission by adding to our existing strengths and growing new capabilities – with your help. We are pleased to share with you our Annual Report for 2021.

A few highlights of our 2021 advances have included:

- We broke ground on a state-of-the-art, stand-alone inpatient care center on our Carpenter Road Campus. When completed in the summer of 2022, this 12-bed facility will be the only hospice inpatient care center in northern Colorado.
- We opened our new Weld County office in Greeley on January 12, 2021. This 4,300 sq ft stand-alone office building provides workspace for our growing Weld County team as well as additional counseling rooms to meet the growing demand for grief counseling.
- We continued our annual trend of reaching even more patients and families with hospice and palliative care, and bereavement counseling.
- Pathways for Grief & Loss developed and implemented innovative programs to provide resilience training and support to first responders and school counselors.

Much has changed over the past few years, and we anticipate that further disruption and change is likely for the foreseeable future. One thing that will not change, however, is our commitment to our community and providing the highest quality end-of-life care for all who are in need. Time and again over the course of our 44-year history, Pathways has proven that we can adapt, evolve, and reinvent ourselves to meet the unique needs of the moment.

We encourage you to read more about how we have impacted the lives of those in our community in 2021. We thank you for your generous support and continued trust in Pathways.



A handwritten signature in black ink that reads "Nate Lamkin".

Nate Lamkin
President



A handwritten signature in black ink that reads "Karen R. Dawson".

Karen Dawson
Chair, Board of Directors

2021 CARE STATISTICS & FINANCIAL HIGHLIGHTS

TOTAL
PATIENTS
2,510

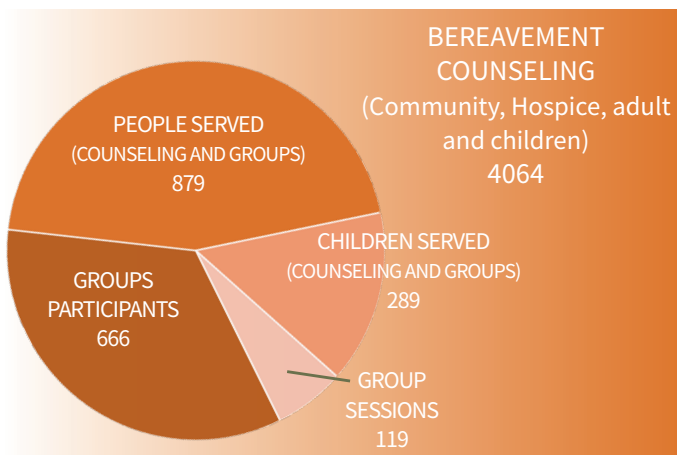
HOSPICE
CARE
1,778

PALLIATIVE
CARE
732

Pathways provides high-quality, life-enhancing hospice and palliative care services for patients with a life-limiting illness or terminal diagnosis. We offer patients and families more options and more control about how they want to manage their illness and their day-to-day lives, allowing them to enjoy more from life.

Our grief counselors also coordinated 119 group counseling sessions in which 666 individuals participated. These group sessions were tailored to newly bereaved individuals; bereaved parents; kids, teens, and adults; families; and widowed persons. Sessions took place at our Pathways for Grief & Loss counseling center, which has rooms that are designed and furnished for specific classes, age groups, and therapies.

In 2021, Pathways provided care to over
2,500 PATIENTS

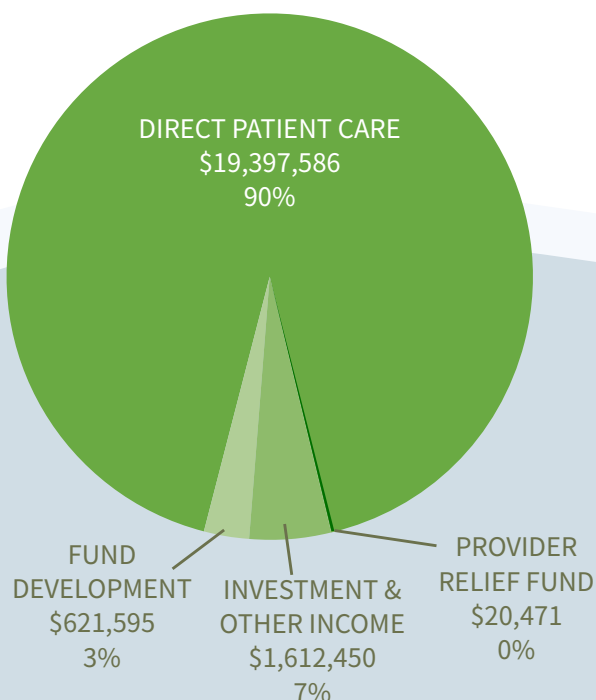


REVENUE AND EXPENSES

Our work is guided by our not-for-profit mission to put people before profits. We frame all decisions, strategies, personnel, programs and community outreach with the single focus on what is best for patients and families. Our service to the community includes providing hospice and palliative care to those in need and no ability to pay.

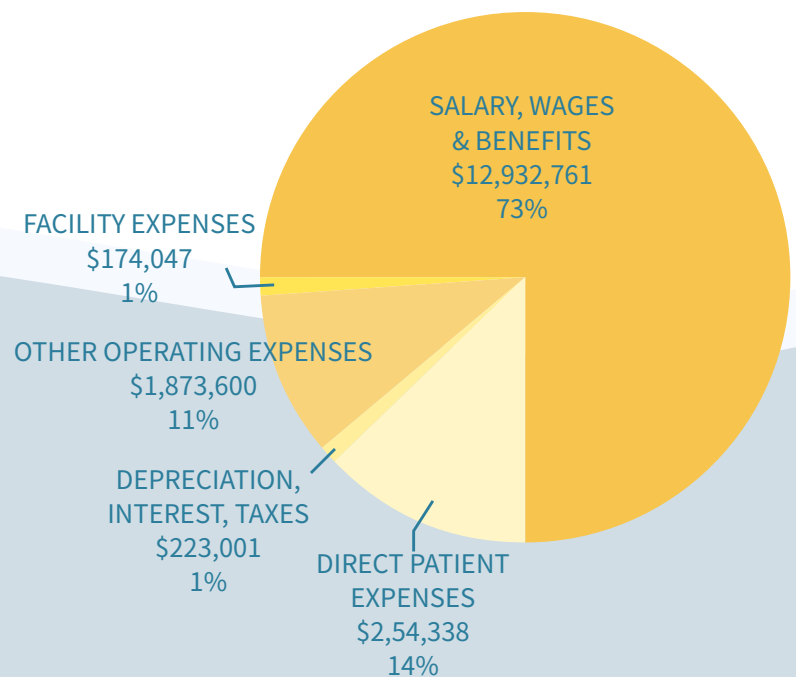
REVENUE:
\$21,652,102

SOURCES OF REVENUE



EXPENSES:
\$17,777,747

HOW WE SPEND THE FUNDS ENTRUSTED TO US



PATHWAYS 2021 HIGHLIGHTS



INPATIENT CARE CENTER GROUNDBREAKING MARKS ANOTHER STEP FORWARD

About 120 people gathered on May 25, 2021 to take the next step to making our inpatient care center a reality, breaking ground on construction.

Attendees included volunteers, supporters, members of the Fort Collins and Loveland city councils, and Fort Collins Mayor Jeni Arndt and Loveland Mayor Jacki Marsh.

Once, a grass field, the site at 305 Carpenter Road will be transformed into a 12-bed Inpatient Care Center.

The center will provide high-quality, compassionate hospice care in a homelike setting to patients needing hospital-level treatment. It will also further Pathways' ability to work with local colleges and universities to educate the next generation of care professionals, including nurses, physicians, social workers, therapists and counselors.

Demand for hospice beds continues to outstrip availability, and the population of those 65 and older in Larimer County alone will grow by 140 percent in the next 20 years. The former six-bed hospice center at McKee Medical Center was full one out of every four days in 2020.

The new Inpatient Care Center is being funded by Pathways' \$8 million capital campaign. During his talk, former board member Earl Sethre announced a \$100,000 challenge match. For every \$2 given to the capital campaign for the Inpatient Care Center, Earl and his wife, Lisbeth will match \$1. For more information on the challenge, visit www.pathways-care.org/capitalcampaign/.



PATHWAYS' COMMUNITY MEMBERS BLESS INPATIENT CARE CENTER AT STUD SIGNING EVENT

Pathways volunteers and staff left a lasting mark on our new Inpatient Care Center when we welcomed them to the construction site on Nov. 18, 2021 for a Stud Signing event.

Visitors wore hard hats and wrote messages throughout the building. These notes, well wishes and blessings will become part of the walls of the care center as the building is completed.

The 12-bed, stand-alone Inpatient Care Center will be the only inpatient hospice center in northern Colorado. The care center is scheduled to open in June 2022.



VOLUNTEER DICK RUSH WRAPS UP 13 YEARS OF SUPPORTING PATIENTS

Dick Rush forged bonds with more than 30 patients during his 13 years as a Pathways volunteer.

One patient in particular stands out.

“One of my hospice patients was an operatic tenor, and we grew very close during the few months that I worked with him,” Dick recalled. “My wife and I just listened to a record that he made when he was a voice instructor at the University of Maryland and his wife was an accompanist.”

The memories of his patients are ever present for Dick. “These memories will be with me until I move on,” he says.

In February 2021, Dick ended his 13-year tenure as a Pathways volunteer. During that time, he was a companion to 33 male patients.

Dick, who turned 88 in April 2021, decided it was time to reduce his community involvement to spend more time reading, visiting with friends and family, and hiking and gardening with his wife Carol.

Born in Ohio, Dick grew up in southern California, and served in the Navy from 1956-1960. He taught high school in California

and then moved to Colorado 52 years ago. He taught in Loveland schools for 22 years, until he retired in 1991.

In addition to Pathways, Dick has served as a restorative justice and teen court facilitator, a tutor for adult learners, and has volunteered with the U.S. Forest Service, the Loveland Snow Squad and the United Nations Association.

A ‘wonderful enlightenment’

Dick calls his time with Pathways a “wonderful enlightenment,” filled with enriching experiences. As a seasoned volunteer, he was asked to describe the experience for volunteer training. This is what he has shared:

Broadening.

“I had 33 companions, all men. These men were all over the place in terms of their life experiences and the kind of people they were. I learned so much about different kinds of people, that I otherwise wouldn’t have had the opportunity to meet.”

Deepening.

“The men I worked with were dying. They did not hold back. They told me their ideas of what it means to die. This deepened my experience of what life is about.”

Humbling.

“The men I worked with showed incredible courage. They accepted the fact that they were dying, and so did their families. I was touched by how accepting they were of their situation and of their pathway.”

Challenging.

“Every single patient was different. Day one was not day two. You never knew when you went to see a patient what you would encounter. Each person was different on different occasions.”

Dick also tells new volunteers, “Prepare to grow. This is a life-changing experience, and you will grow from it and learn from it.”

Doing this challenging work for an organization like Pathways made things easier, Dick says. “The support was amazing. Pathways has a wonderful community reputation, and if you told someone you were working with Pathways, they smiled. That really helped.”

Thank you, Dick, from the bottom of our hearts, for your service. Your dedication won’t be forgotten.

JANET SEVERANCE CELEBRATES 30 YEARS

Pathways grief counselor Janet Severance celebrated 30 years of supporting Northern Colorado families in grief and loss counseling, in 2021.



Janet earned a master's degree in social work from Colorado State University in 1991 and took her first job at Pathways, which was then Hospice of Larimer County. She has been serving our community ever since. Janet has worked with us in social work and bereavement and grew with us as we built a dedicated Grief and Loss Counseling Center and Children's Healing Garden.

Clients come to Pathways' Grief and Loss Counseling Center because of a death or serious illness in their family. Janet has worked with people of all ages over her career and facilitated retreats and support groups, but she developed a specialty in providing grief counseling for children, helping them cope with death and loss through play, talk, Sand Tray and other creative therapies.

Working in grief counseling gives an opportunity to build relationships with clients, and that's where she sees her biggest successes.

"It's so beautiful when there are these opportunities for grief support that this relationship has been established and they love coming here," Janet said. "They sense they belong here and that this is a place for them where they are understood and cared about."

Janet said the work has been an incredible opportunity to witness the growth and the resilience of people of all ages. Janet has also seen a lot of growth at Pathways over the past three decades. She developed her specialty working with children simply as the need arose, but she and other grief support staff have also worked with local school districts, businesses and organizations in grief-related training and

support groups.

While the work environment has changed over the years — growing from an organization of about 20 to the organization it is today — Janet says the mission has always been the guiding force for herself and the organization.

"The mission and what we are here to do matter. It is important. I have never faltered."

She credits her colleagues with helping her stay with Pathways over the years.

"This program is all about the team," Janet said. "We wouldn't be able to do the type of work that's been done here without that. The job is too demanding and difficult to do that in isolation. We carry the load together."

WELCOME NEW BOARD MEMBERS! GENE HAFFNER AND R.J. MARTINEZ APPOINTED TO THREE-YEAR TERMS

In 2021, Pathways welcomed two new members to its board of directors. R.J. Martinez and Gene Haffner, both long-time northern Colorado residents, each will serve a three-year term.



Gene Haffner

Gene has lived in Northern Colorado since 1976 and recently wrapped up his public and community relations career at North Colorado Medical Center. He currently works as a life celebration/funeral assistant for Allnutt/Dignity Funeral Service.

"Our family has used Pathways Services three times since 1997," Gene said. "Serving on the Board is a way to give back to an organization that provides exceptional service to families during a difficult time in their 'life story.'"



R.J. Martinez

A Colorado native, R.J. brings a strong background in finance and banking to the table. He has a bachelor's degree in economics from Colorado State University and has worked in the financial field for 20-plus years. He is senior vice president and business development officer at FMS bank, specializing in commercial lending. He grew up in Keenesburg and now

lives in Windsor with his wife and three-year-old daughter.

"I hope to provide some valuable insight to the board on financials, and at the same time help make the world a better place," R.J. says.

Pathways President Nate Lamkin welcomed the knowledge and insight that R.J. and Gene bring to Pathways. "We'll definitely benefit from their community ties and talents," he said. "R.J. will provide financial expertise to help guide our expansion efforts, and Gene's experience in public and community relations along with his understanding of grief and death are a rare, valuable combination."

19TH ANNUAL A VINTAGE AFFAIR RAISES \$118,000

The 19th Annual A Vintage Affair, presented by Wilbur's Total Beverage, raised \$118,000 for Pathways' Inpatient Care Center. The event on Sept. 12, 2021 drew 300 guests, volunteers and vendors who shared 135 wines and beers and 54 auction items. This year's paddle raiser auction included two challenges: \$10,000 from Vision Financial Group and \$5,000 from an anonymous donor, which helped raise the impressive amount.

The community support for Pathways is astounding — our neighbors are helping us to help northern Colorado families for years to come.

The 12-bed Inpatient Care Center will allow us to provide a home-like experience for patients who are unable to remain at home for end-of-life treatment. For hospice care, where comfort and dignity are two of the most important benefits we can give to our patients, the importance of this Inpatient Care Center is immeasurable.

The Inpatient Care Center is being built next to its main campus at 305 Carpenter Road in Fort Collins. Progress on the Inpatient Care Center can be watched in real-time on our homepage.

Thank you to all of the attendees, volunteers, vendors and sponsors who made A Vintage Affair such a success!



PATHWAYS DONORS 2021

PATHWAYS WOULD LIKE TO THANK THE FOLLOWING DONORS FOR THEIR SUPPORT IN 2021

\$10,000 & UP

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OUR MISSION

Honoring every moment of life, Pathways provides compassionate, excellent, comprehensive care for those who have an advanced medical condition and those who are grieving.

OUR VISION

Pathways is committed to be the region's preferred provider of hospice services through excellent patient care in all settings and comprehensive grief support. We educate about end-of-life care, partner with caregivers, remain good financial stewards, grow to meet our community's needs, and strive to be an employer of choice.

OUR VALUES

We honor life through compassion, respect, integrity, excellence and stewardship.

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www.pathways-care.org

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Greeley, CO 80634
(970) 356-4090

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