Nathalie  EMPath Participant

NEVER PICTURED me and my son living in a homeless shelter. But at that time, in 2014, shelter was my only option. The only thing that kept me going was my son. I wanted better for him.

While there, with the encouragement and guidance of my EMPath mentor, I obtained subsidized housing. Shortly after, I joined EMPath’s intensive five-year program. One of the first goals I set was to increase my income to meet the needs of my family.

I worked to get into a program that helps low-income women become language interpreters. I graduated in 2016 with the highest grades in my group.

I improved my resume and got a job as a Spanish Translator and Interpreter for Boston Public Schools. It was one of the best feelings in the world. I went from earning a very low income to a salary that allows me to support my family.

“I attribute my success to EMPath’s goal-setting tools, my hard work, and the support I had along the way.”

Gains by flagship program graduates

<table>
<thead>
<tr>
<th>From</th>
<th>Increase in</th>
<th>From</th>
<th>Increase in</th>
<th>From</th>
<th>Increase in</th>
</tr>
</thead>
<tbody>
<tr>
<td>65%</td>
<td>employment rate</td>
<td>38%</td>
<td>college degrees</td>
<td>$23k</td>
<td>annual income</td>
</tr>
<tr>
<td>↓</td>
<td></td>
<td>↓</td>
<td></td>
<td>↓</td>
<td></td>
</tr>
<tr>
<td>97%</td>
<td></td>
<td>74%</td>
<td></td>
<td>$45k</td>
<td></td>
</tr>
</tbody>
</table>
Dear Friends,

EMPath believes every family deserves a bright future—regardless of income. That’s why we have high expectations for our local families, talented staff, and dedicated partners. We aim higher because we’ve seen families reach heights that had previously been considered unreachable.

Ten years ago the new knowledge economy forced us to re-think how we help low-income families in Greater Boston. We went from a traditional anti-poverty organization to one that uses emerging science as a launching pad for more effective support. The result: a coaching approach that has helped participants become the first ones in their family to own a home, graduate college, and break the generational cycle of poverty.

Thank you for seeing potential in EMPath. In the last year, we accomplished a lot together:

- We supported 105 Boston families as they moved out of shelter and into permanent housing.
- We published two field-leading papers to advance human services delivery.
- We welcomed 51 new members of the Economic Mobility Exchange™, EMPath’s global learning network. The Exchange now includes 115 vibrant partner organizations.
- We launched an online tool to help people find a sustainable career path.
- We achieved major policy wins in Massachusetts to increase support for low-income families.
- We partnered with welfare agencies in nine states to improve their welfare-to-work programs.

We owe this success to the hardworking families and their mentors. We owe it to the bold leadership of our Board of Directors. We owe it to partner organizations, who make a difference each and every day. And we owe it to our generous investors, who aren’t okay with “good enough.”

Together we aim higher.

Appreciatively,

Elisabeth D. Babcock, MCRP, PhD
President & CEO

Leah Siciabarrasi
Board Chair
The latest science tells us that people in poverty often experience chronic stress, which acts as a barrier to achieving long-term goals. Using this emerging science, EMPath developed a new way to combat the stress of poverty.

EMPath’s coaching approach—based on science—gets breakthrough results. The approach partners an individual with a trained mentor. Together, they assess the individual’s family life, health, finances, education, and career; and they work towards long-term goals.

EMPath’s human services network boosts economic mobility across the country and around the world. The Exchange shares EMPath’s coaching approach, fosters learning, and enhances existing human service programs.

EMPath helps low-income families reach the middle class and beyond.
A Trusted Voice

- EMPath received a **2018 Beyond Housing Award**—given out biennially by The Institute for Children, Poverty & Homelessness—for its “pioneering and comprehensive programs that address the unique and complex needs of homeless families and children.”

- Increasingly, EMPath has been asked to provide training to government agencies in order to integrate a coaching model and improve results. EMPath works directly with states across the country, from Washington to South Dakota to New Jersey.

- Elisabeth Babcock, EMPath President & CEO, was asked to join **The US Partnership on Mobility from Poverty**—a diverse, nonpartisan collection of the nation’s leading scholars, policy experts, and practitioners funded by The Bill & Melinda Gates Foundation. Babcock authored one of the proposals and spoke at the culminating event.

- **Sesame Street in Communities**, which provides online support to parents and child care organizations nationwide, worked with EMPath to spread the word about how poverty and stress impact the early brain development of children. Elisabeth Babcock, EMPath President & CEO, was named a “Sesame Hero.”
Angel EMPath Participant

Angel moved from Puerto Rico to Boston in 2008 with his wife and two children. When they arrived, he worked multiple jobs to support his family. Due to a serious physical health ailment, he eventually found himself unable to work. He and his family were evicted.

They moved into one of EMPath’s shelters. Angel began working alongside a mentor, to improve his credit score and to work on budgeting skills. Now he has set his sights on buying a home and says, “You hit rock bottom because you were homeless and now you’re thinking about buying a house? In that sense, it’s an awakening.”

EMPath has given me back the confidence that I had lost.

Direct Services in Greater Boston

EMPath provides Mobility Mentoring® to families in its emergency shelters, residents living in public housing, and participants of its long-term program.

1,274 Individuals served in Greater Boston in FY18

68% Goal completion rate across all local programs in FY18

94% of current flagship program participants are working or in school

Goals can range from addressing debt to updating a resume to starting an education program.
PATRICIA ALWAYS DREAMED of owning her own home—and recently that dream became a reality. She and her grandson moved into a beautiful two-bedroom home in Mattapan, which feels like a world away from their previous home in Roxbury’s Whittier Street Housing Development.

Since 2016, EMPath has provided its Mobility Mentoring® services to residents of Whittier Street, including Patricia, who had lived there for a long time. With guidance from her mentor, Patricia began to plan for the future she wanted. At the top of the list: a new home for her and her grandson. She got to work, enrolling in a home buying class and checking off financial boxes in order to qualify for a mortgage.

With her mentor by her side, Patricia realized her dream in under two years. She bought her home and is all moved in. Her grandson loves his new bedroom, where every day he practices slam dunks on his mini basketball hoop.

“EMPath has been my rock, my anchor.”

EMPath provides policy expertise to government at the local, state, and federal level.

Policy wins in 2018 for low-income Massachusetts families:

- An increase to the state Earned Income Tax Credit, which benefits low-income working families.
- A 400% increase in funding for the Workforce Competitive Trust Fund. The WCTF is a proven partnership to train and place unemployed and under-employed workers.
- $100 million in the budget devoted to rental vouchers, which help formerly homeless individuals and families access and maintain housing.

“When I started learning about EMPath, it was immediately clear that this wasn’t your traditional anti-poverty organization. I was blown away by the ideas, energy, and enthusiasm. If you believe that every low-income family has the ability to reach economic self-sufficiency then there’s no better investment than EMPath.”

- Corinne Larson, Board Member
The Economic Mobility Exchange™ shares EMPath’s breakthrough coaching approach with organizations across the country and around the world.

Individuals served with a Mobility Mentoring®-informed approach:

<table>
<thead>
<tr>
<th></th>
<th>FY16</th>
<th>FY17</th>
<th>FY18</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>16,400</td>
<td>48,700</td>
<td>96,500</td>
</tr>
</tbody>
</table>

“Family assessments show significant changes in family functioning, especially in the areas of school involvement, community resource knowledge, healthy lifestyle, developing parenting skills, savings, and personal professional networks.”

– Washington State Dept. of Early Learning

Family Support Pilot Year Two Update
IN 2018, EMPath officially partnered with Platform31, a Dutch learning collaborative that works with municipal governments in the Netherlands. Platform31 has developed a Dutch branch of the Economic Mobility Exchange™ to bring a Mobility Mentoring® approach to communities across the country.

15 communities and nonprofit organizations have joined, with more expected to sign up in the coming year. These nonprofit and government agencies use a Mobility Mentoring approach to support a wide range of populations, including jobseekers, young mothers, and at-risk youth.

“We’ve seen a shift in how participants are engaging with our services. They’re more hopeful.”

– Self Enhancement, Inc.
Supports underserved children in Portland, OR

STAT: 115+ member organizations in 29 states and 5 countries
Donors

Corporations and Foundations

$100,000+
Annie E. Casey Foundation
Kresge Foundation
Nordblom Family Foundation

$50,000 - $99,999
BNY Mellon
Klarman Family Foundation

$20,000 - $49,999
Lincoln & Therese Filene Foundation
Amelia Peabody Charitable Fund
Dume Wolverine Foundation
The P&G Fund of The Greater Cincinnati Foundation
G. Gorham Peters Trust
John Hancock
Liberty Mutual Group
Martin Fund
Skillworks
Working Poor Families Project
Yawkey Foundation

$10,000 - $19,999
Highland Street Foundation
Anna B. Stearns Foundation
The Boston Consulting Group
Charisma Fund – Lucy R. Sprague Memorial

$5,000 - $9,999
Adler Family Fund
Blue Cross Blue Shield
Dorothy and Jonathan Rintels Foundation
Frederick A. Bailey Trust
Hastings-Plummer Fund
Hemenway & Barnes
Morgan, Lewis, & Bockius LLP
People’s United Community Foundation
Pricewaterhouse Coopers LLP
Roy A. Hunt Foundation
State Street Corporation

$1,000 - $4,999
Amelia Silliman Rockwell & Carlos Perry Rockwell Fund
Anchor Capital Advisors, LLC
A.W. Perry, Inc.
Paul and Edith Babson Foundation
Boston Fatherless and Widows Society
Cambridge Trust Company

Coastal Capital Group, Inc.
Crestwood Advisors LLC
The Elizabeth Grant Fund
David & Margaret Engel Family Foundation
Ernst & Young, LLP
Foresters Financial
Grantmakers in Health
Harvard Pilgrim Health Care Foundation
Health Resources in Action
Henry Hornblower Fund, Inc.
Institute for Children, Poverty, & Homelessness
KPMG LLP
Laura Sibbel Fiske Trust
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Network for Good
Partners HealthCare
Pearson Foundation Fund
Rockland Trust Charitable Foundation
The Robert Cushman Woods Van Nostrand Memorial Fund
Schott Foundation for Public Education
Schwab Charitable
United Way of Massachusetts Bay and Merrimack Valley
Webster Bank
$500 - $999
Alchemy Foundation
Boston Advisors, LLC
Choate, Hall & Stewart LLP
Klein Hornig LLP
New England Association of Financial Professionals
Pabian & Russell, LLC

$499 and Under
Libbey-Clarke Family Fund
Macy’s Inc.
Rotary Club of Burlington
Vergys, LLC

$1,000 - $4,999
Louise Ambler
Anonymous x2
Nathalie Apchin
Elizabeth Boveroux
Heidi Brooks
Susan Bush
Rachel Chagnon
Mary Coleman
Ruth Darling
Kimberly Dawson
Elizabeth De Montigny
Jennifer Gaudet
D’Arcy Goldman
Courtney Goldthwait
Nancy Keating
Ryan Kim
Corinne Larson
Helene Lieb
Claudia Mathis
Katherine Parker
Dorothy Puhy
Theresa & Nate Roy
Tamara Sitkoff
Lauren Smith
Carol Stoner
Weili Su
Anne Symchych
Wendy Watson

$500 - $999
Margaret Ackerman
Anonymous
Christine Baldwin
Anne Bandes
Joni Beshansky
Thomas Collet
Mike Costa
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Mary Farrington
Frank Graziano
G. Hampson
Heidi Hardin
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Christine Kendall
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Betty Morningstar
Karen Shine Nelson
Eric Paley
Richard Platt
Diane Schmalensee
Wendy Shattuck
William Shipley
Anne Turner
Barbara Freedman Wand

$250 - $499
Anonymous
Marieta Baykal
Patricia Belden
Cynthia Berenson
Catherine Buttenwieser
Sonia Chang-Diaz

Individuals

$100,000+
Ellin Smalley

$20,000 - $49,999
Carson Biederman
Donna Jeffers
William Mantzoukas
Katharine Merck

$10,000 - $19,999
Elisabeth Babcock
Eileen Casey
Anne Covert
Laurence Kantor
Edward and Catharine Pendergast
Robert Reilly
Leah Sciolabressi and Cesare Casadei
Brian Spector
Anne St. Goar

$5,000 - $9,999
Sue Curran
Persis Levy
Pamela Murray
Georgia Murray and Mark Maloney
Barbara Russell
Ray Sullivan
Charlotte Wagner
Peter Zane
Every effort has been made to ensure accuracy. EMPath sincerely regrets any errors or omissions due to space. For a complete list of donors, visit: www.empathways.org/sponsors
### Economic Mobility Pathways
#### Statement of Financial Position

<table>
<thead>
<tr>
<th>Assets</th>
<th>6/30/18</th>
<th>6/30/17</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Assets</td>
<td>$1,345,720</td>
<td>$1,242,789</td>
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<tr>
<td>Investments</td>
<td>$5,512,945</td>
<td>$5,467,513</td>
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<tr>
<td>Property, Plant and Equipment, Net</td>
<td>$3,167,870</td>
<td>$3,343,876</td>
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<tr>
<td><strong>Total Assets</strong></td>
<td><strong>$10,026,535</strong></td>
<td><strong>$10,054,178</strong></td>
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</table>

<table>
<thead>
<tr>
<th>Liabilities and Net Assets</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Current Liabilities</td>
<td>$1,008,251</td>
<td>$847,601</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td><strong>$1,008,251</strong></td>
<td><strong>$847,601</strong></td>
</tr>
<tr>
<td>Unrestricted - Undesignated</td>
<td>$1,784,802</td>
<td>$1,949,693</td>
</tr>
<tr>
<td>Unrestricted - Board Designated</td>
<td>$2,511,373</td>
<td>$2,486,194</td>
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<tr>
<td>Temporarily Restricted</td>
<td>$2,599,160</td>
<td>$2,647,741</td>
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<tr>
<td>Permanently Restricted</td>
<td>$2,122,949</td>
<td>$2,122,949</td>
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<tr>
<td><strong>Total Net Assets</strong></td>
<td><strong>$9,018,284</strong></td>
<td><strong>$9,206,577</strong></td>
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<tr>
<td><strong>Total Liabilities and Net Assets</strong></td>
<td><strong>$10,026,535</strong></td>
<td><strong>$10,054,178</strong></td>
</tr>
</tbody>
</table>

#### Sources of Operating Funds:
- Government Support 72%
- Fee for Service 8%
- Gifts and Grants 18%
- Investment Income 2%

#### Use of Operating Funds:
- Programs 81%
- Research and Advocacy 5%
- Management and General 10%
- Fundraising 4%

### Economic Mobility Pathways
#### Statement of Activities

<table>
<thead>
<tr>
<th>Operating Revenue</th>
<th>FY18</th>
<th>FY17</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Service Fees</td>
<td>$9,330,869</td>
<td>$8,771,003</td>
</tr>
<tr>
<td>Gifts and Grants</td>
<td>$2,028,474</td>
<td>$1,611,181</td>
</tr>
<tr>
<td>In-Kind Gifts</td>
<td>$210,251</td>
<td>$199,477</td>
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<tr>
<td>Investment Income Appropriated</td>
<td>$279,000</td>
<td>$693,000</td>
</tr>
<tr>
<td>Other Income</td>
<td>$345,348</td>
<td>$399,437</td>
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<tr>
<td><strong>Total Operating Revenue</strong></td>
<td><strong>$12,193,942</strong></td>
<td><strong>$11,674,098</strong></td>
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</table>

<table>
<thead>
<tr>
<th>Operating Expenses</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Services</td>
<td>$10,643,597</td>
<td>$10,021,168</td>
</tr>
<tr>
<td>Management and General</td>
<td>$1,189,782</td>
<td>$1,384,833</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$525,453</td>
<td>$549,241</td>
</tr>
<tr>
<td><strong>Total Operating Expenses</strong></td>
<td><strong>$12,358,832</strong></td>
<td><strong>$11,955,242</strong></td>
</tr>
</tbody>
</table>

| Change in Net Assets from operating activities | $(164,890) | $(281,144) |
| Change in Net Assets from non operating activities | $25,178 | $(271,513) |
| Change in Temporarily Restricted Net Assets     | $(48,581)   | $(54,846)    |
| Change in Permanently Restricted Net Assets     | 0           | 0            |
| **Total Change in Net Assets**                  | $(188,293)  | $(607,503)   |
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