



Clear PathTM
FOR VETERANS
SUPPORTING THE JOURNEY HOMETM

2019
ANNUAL
REPORT

FROM OUR LEADERSHIP



My entire life has been spent serving my nation and others in one form or another. Becoming the CEO of Clear Path for Veterans in July was a natural fit for me, during this my season of giving back. The purposeful nature and uniqueness of the mission of helping Veterans by providing them meaningful resources was a job I found powerful in what it sought to accomplish through the programs and services Clear Path delivers. Passion and purpose are what drive me. Reaching, touching and impacting Veterans and their families in positive ways will be my motivation as it has been since joining this unique organization. Blessed to be here.

-Bill Smullen, Chief Executive Officer

A handwritten signature in black ink that reads "F. William Smullen III".

BILL SMULLEN

OUR VISION

Since its inception in 2010, Clear Path's vision has been to be a national model for others to follow, and in 2017 our board of directors agreed and created a structure to make that happen. We are an organization of Veterans and civilians who have built trust and mutual respect. Clear Path will always strive to be the Veteran Service Organization that Veterans turn to in order to improve their physical and emotional well-being and general sense of self-worth. As co-founder and lifelong resident of this community, I am proud that Clear Path's birthplace is here in Central New York, and that our mission and physical location remain an inspirational model that continues to spread regionally and nationally. We ensure no Veteran is left behind and that all are welcomed home. That vision is being realized here and in the Southern Tier, Hudson Valley, and in Devens, MA. Thank you for seeing the value in our mission.



-Melissa Spicer, Co-Founder & Executive Director

A handwritten signature in black ink that reads "Melissa Spicer".

MELISSA SPICER



Clear Path's programs are at the forefront of our mission to serve Veterans and their families including members of the guard, reserve, and active military. With the support of community members and volunteers, each program strives to meet holistic needs in a safe and respectful environment. The devoted staff who execute programs and services combine their unique military experiences alongside non-Veteran staff that have dedicated their careers to serve those who have served. Clear Path's programs delivered and continue to deliver world class services throughout its 23-county coverage area in Central New York. We look forward to expanding and enriching our programs and services in 2020 while continuing to focus on the importance of empowering those who have served to be valuable leaders in their respective communities.

-Alexander J. Behm, Chief Operating

Officer

A handwritten signature in black ink that reads "Alexander J. Behm".

ALEXANDER BEHM

OUR MISSION

OUR PROGRAMS



WHAT MAKES US DIFFERENT

The term “gold standard” was originally used to express the value of currency. It has evolved to be used to define the value of something that serves others in one way or another. Clear Path for Veterans fits that model in many different ways.

Founded with the vision of finding ways and means to invest in the well-being of Veterans still in uniform or having transitioned to civilian life, Clear Path does this in a host of ways to lighten the load by providing a support system they know is there for them.

Clear Path provides a network of programs and services that are individualized. It is a unique resource center that stands up to help and stands out to make a difference in people’s lives. It is a model to emulate. Every community in America that has a veteran population should have a Clear Path equivalent. We call our mission “supporting the journey home.” It’s what we proudly do for anyone who fits the category of Veteran and in any way that provides a respectful hand up for them.

OUR MISSION

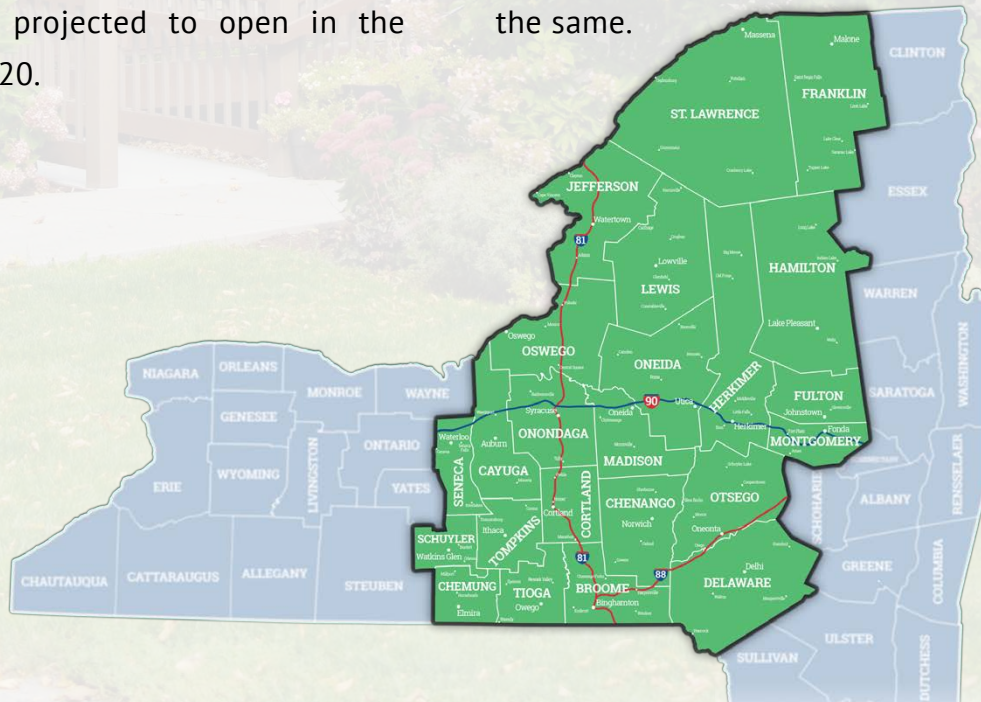
Recognizing the responsibility of communities to help those who serve, Clear Path for Veterans empowers service members, Veterans, and their families through supportive programs and services in a safe, respectful environment. Clear Path for Veterans is committed to serving military members and their families to include: Veterans, active-duty, reserve, and guard members, across 23 counties in New York State.

WHO WE SERVE

Serving Veterans in 23 New York Counties and beyond

Located on Salt Springs Road in Chittenango, New York, Clear Path for Veterans sits in both Madison and Onondaga counties, two of the twenty-three counties in New York that are served by our programs and services. Our central location allows our team to aid Veterans of all eras from Binghamton, in the Southern Tier, all the way up to the Canadian Border. The Southern Tier location in Broome County continues to grow, with the Broome County Veterans Resource Center projected to open in the Fall 2020.

Located in Devens, Massachusetts, Clear Path for Veterans New England (CPNE) was established in 2017. With a mission to provide a safe, supportive, respectful place for Veterans in that geographical region, it mirrors the same holistic approach to wellness as Clear Path headquarters in New York. Working in tandem, we both provide programs and services that assist, train, and mentor Veterans and their families in ways designed to inspire other communities to do the same.



HOLISTIC WARRIOR CARE



PEER SUPPORT

Providing close, individualized support for Veterans of all eras across 23 counties in New York State who need guidance and assistance getting on track with their personal goals and objectives.



EMPLOYMENT

Empowering Veterans to enter the workforce by equipping them with the necessary skills and training to ensure success in achieving their career goals. The program provides career services support that is customized to meet each Veteran's unique defined needs.



VOLUNTEERISM & OUTREACH

Volunteering engages our Veterans through time shared missions and, at the same time, it educates members of our community on warrior culture. As volunteers at Clear Path, both Veterans and civilians work together side by side to give back and, in doing so, they strengthen our community.



SOCIAL ENGAGEMENT

Social Engagement encompasses a wide variety of programs and services designed to engage our Veterans. Its primary purpose is to break the trend of social isolation. We create opportunities for Veterans to experience a wide scope of healthy activities, build meaningful bonds and improve one's overall health.



SUMMIT GROUP

When individuals and organizations in a community come together in pursuit of a common cause everyone benefits. That is why Clear Path collaborates with a host of like-minded entities working together to support and assist Veterans and their families.



INTEGRATIVE MEDICINE

Clear Path's whole health approach involves offering different integrative modalities to Veterans and their families designed to enhance one's overall mental, physical, and emotional well-being.



Clear Path for Veterans believes the best way to serve our Veterans and their families is through community collaboration and strategic partnerships. Healthy Veterans transform their communities, and we collaborate with community partners who are also invested in Holistic Warrior Care. Clear Path's whole health approach involves offering diverse programs and services that target key areas of need required to support the journey home. Using peer support, community resources, and Clear Path programs, we are able to reduce the barriers to integration and strengthen communities.

PEER SUPPORT

Providing close, individualized support for Veterans of all eras across 23 counties in New York State who need guidance and assistance getting on track with their personal goals and objectives .



1,027
ACTS OF SERVICE

154
RECEIVED PANTRY
& HOUSING SUPPORT

60
INCARCERATED
VETERANS SERVED

The Peer Mentor Program guides Veterans and Active Duty service members to a variety of resources depending on the individual's needs. Our Veteran Peer Mentors assist and empower Veterans in establishing independence and purpose-driven lives. In 2019 the Peer Team provided 250 Veterans with over 1,027 individual assists with: customized referrals, housing support, food pantry and hygiene items, transportation assistance, VA Benefits information, advocacy and emotional support. We are proud of the personal relationships built with our Veterans and the trust that has been built with them over time. This allows them to feel as though they can utilize Clear Path as a resource again and again, regardless of what their needs may be. This year, in addition to the previous offerings, the Peer Program launched a new program at Jamesville Correctional Facility, providing resources to over 60 Veterans to ensure a successful post-release transition.

WARRIORS WORKING

Empowering Veterans to enter the workforce by equipping them with the necessary skills and training to ensure success in achieving their career goals. The program provides career services support that is customized to meet each Veteran's unique, defined needs.



In 2019, Warriors Working was proud to have assisted over 100 Veterans with resume support, interview skills, networking and other job-search assistance. Our focus is to work with Veterans one-on-one with their specific needs on their path to finding fulfilling careers. We assisted 40 Veterans in finding employment, over three times the number that found employment the previous year. We also placed 10 Veterans in jobs with companies that Warriors Working has employment contracts with, bringing in almost \$40,000 which aids in funding additional services to Veterans at Clear Path. The Warriors Working Program now has employment contracts and relationships with 15 companies in the Central NY region. In 2020, we are dedicated to partnering with companies in other geographic areas to better provide employment support for our Veterans in all twenty-three counties Clear Path serves.

“ Our cutting-edge Warriors Working program is a customized career services model specifically for Veterans. We are able to not only establish relationships and connect Veterans with local employers, but follow them throughout their occupational journey ”

Alexander Behm
Chief Operating Officer



CULINARY

Good food nourishes our bodies as well as our souls. Clear Path’s Culinary Program strives to provide delicious meals that bring people together at Wednesday Canteens, Clear Path events, and through educational opportunities such as cooking classes. Our Culinary Program provides significant support to Clear Path events with the help of 125 dedicated volunteers.

15,052

MEALS SERVED

Clear Path served approximately 10,000 meals at 2019 Canteens in addition to over 5,000 at Clear Path events.

50
Canteens

87
Events

4,594

VOLUNTEER HOURS

The Clear Path Culinary Team would not be able to carry out its mission without the unwavering support of our volunteers.





VOLUNTEERS

Volunteers, both Veteran and civilian, help make it possible for Clear Path to continue to serve those who have served. Our Volunteer Program offers unique hands-on opportunities to give back in an environment that feels like home. Volunteers get to know the Veterans Clear Path is serving, and that is an experience that will never be forgotten.

109

NEW VOLUNTEERS IN 2019

24,595

VOLUNTEER HOURS



29
Volunteer
Groups

759
Group
Hours

MEET A VOLUNTEER



"People are here because they want to be. They stay because they believe in Clear Path's mission. They stay because they find laughter, appreciation, friendship and fulfillment. I feel lucky to be a small part of that."

According to the lyrics of a song by the Rolling Stones, "You can't always get what you want, but sometimes...you get what you need."

As far as volunteering at Clear Path, I can honestly say, I got both! I wanted to "pay it forward" by doing something useful and meaningful in my late husband's memory. He served in Vietnam and earned a Purple Heart. There is a light on the Tribute Tree out front for him. But that was not enough. I needed more direct contact with our Veteran population. Clear Path provided that opportunity! I have been privileged to work with the wonderful staff of "Dishdawgs," as we call ourselves. It is such a pleasure working in the kitchen with Chef Chris and the prep staff for Canteen Wednesdays, as well as numerous events throughout the year. Getting to know Clear Path's office staff, as well, has been a plus. People are here because they want to be. They stay because they believe in Clear Path's mission. They stay because they find laughter, appreciation, friendship and fulfillment. I feel lucky to be a small part of that. The frosting on the cake, culinary pun intended, has been to meet many Veterans who attend our weekly Canteen. They are wonderful, always smiling and happy to see and talk to us and thank us for volunteering. They very much appreciate the work that Clear Path does. Watching the regulars enjoy a delicious meal, along with the opportunity to chat with their Veteran buddies each week, is food for the soul. Clear Path has helped fill my soul along with theirs. Thank you to all the Clear Path staff and volunteers who have helped enrich my life.

Sincerely,

Yvonne Schemmerhorn

SOCIAL ENGAGEMENT

In 2019, internal programs worked to offer more diverse and robust programming to Veterans and their families. These programs and services would not have been made possible without the help and direction of many community collaborators. Their support has made all the difference in allowing Clear Path for Veteran's mission and vision of the Holistic Warrior Care model come to life.

Over ninety classes and workshops were offered over the course of the year ranging from pottery and painting, to aromatherapy, guitar lessons, wood carving and blacksmithing.



This wide variety of offerings brings together Veterans and their family members of all interests.

Our friends and family offerings are an excellent opportunity for the civilian community to join us and partake in Clear Path events. Events such as Halloweenfest and Clear Path's annual Easter Egg hunt are held each year and attract over 350 Veteran family members.



7

EVENTS

90

WORKSHOPS &
CLASSES HELD

350

VETERAN AND FAMILY
MEMBER PARTICIPANTS

CANINE PROGRAM

2019 marks the first year that the Canine Program has partnered with a breeder specializing in purpose-bred service dogs. The Cold Springs Healing Paws Foundation, located in New Hampshire, has provided us with our first four purpose-bred puppies: Rotary, Grainger, Faith, and Rosie. These puppies are engaged in training on a daily basis and will continually be assessed for placement during later stages of development. We are very happy with their progress so far and are fortunate to have partnered with this reputable organization with a similar mission.

The Canine Program continues to grow, with the goal of impacting as many lives of Veterans and Families as possible, consistent with the mission of Clear Path for Veterans. This year we are laying the foundation for our accreditation with Assistance Dogs International (ADI), a governing body ensuring best practices within the service dog industry. This will broaden our ability to collaborate with other accredited providers. Meanwhile, we will continue planning for further expansion and remain committed to meeting the needs of our nation's Veterans.



13,620
HOURS OF FOSTERING

14
VETERANS & THEIR
DOGS IN TRAINING

4
PURPOSE-BRED PUPPIES

MEET A FOSTER PARENT

What the Canine Program is most grateful for in 2019 is the dedication and commitment of the volunteers who have sacrificed their own precious time toward the betterment of the program and ultimately the life of a Veteran and Dog. Mary Giroux, an active Canine volunteer, has been active in raising puppies for service dog providers for many years. In recent years she decided to partner with Clear Path to dedicate her skills toward a local organization. As a long-standing member of the Skaneateles Rotary Club, Mary proposed that their chapter, along

with many other chapters in Central NY, partner in a combined grant application to support the Puppy Development Program. This was an initiative taken on her own accord, and, as a result, the Puppy Development Program received a grant in the amount of \$11,000. There are truly no words to express the gratitude that Clear Path has for such an individual. Mary Giroux is a great example of the impact that a single community member can have on an organization like Clear Path for Veterans.



A woman in a military uniform, including a camouflage jacket and a matching cap, stands in front of a dark door. She is looking directly at the camera with a neutral expression. The background shows a window with light-colored curtains on either side of the door. A large, semi-transparent blue arrow graphic points from the left towards the center of the image.

OPERATION DEEP DIVE

Operation Deep Dive is a community-based military Veteran suicide prevention study taking place in 13 communities across the country, including Syracuse, New York. This four-year study is a partnership between America's Warrior Partnership and researchers from the University of Alabama that is funded by a grant from the Bristol-Myers Squibb Foundation. The goal of Operation Deep Dive is to identify community factors that can develop an upstream approach to enhancing programs that improve the quality of life and reduce risk factors associated with Veteran suicide and non-natural deaths.

" THIS RESEARCH ENDEAVOR IS THE FIRST TIME THAT COMMUNITY ENVIRONMENTS WILL BE INCORPORATED INTO THE RESEARCH PROCESS, GIVING US A WHOLE NEW LEVEL OF INSIGHT INTO POTENTIAL FACTORS OF VETERAN SUICIDE. "

*Jim Lorraine, President/CEO
America's Warrior Partnership*

In 2019 Clear Path for Veterans hosted several informational meetings and discussion groups to better understand the specific challenges Veterans in our community face, what programs and activities are already supporting veterans, and what we can do to better help Veterans before they reach a point of crisis. The goal of this network is to help close the gap between mental health professionals, law enforcement, community members, and the general public about Veteran suicide and mental health awareness. We hired a research assistant and formed a Community Action Team that consisted of various Veteran-serving organizations, community leaders and veterans and their families within the CNY area to help the national research team with this suicide prevention study.

In 2020, we hope to conduct our first interview, using the Sociocultural Death Investigation (SDI) tool. Speaking to family members, friends, and coworkers of Veterans lost helps us to gain a better understanding of how the community engages with veterans and where we can improve support. Our hope is to use the collective observations of survivors of suicide loss to equip organizations with actionable steps to more effectively support the Veterans in our communities.

"Investing in the lives of the Veteran population is a cause and a responsibility Clear Path for Veterans takes seriously."

- CEO, Bill Smullen



2019 EVENTS

Our events are a wonderful part of the Clear Path for Veterans experience. Veterans and their families come together as a community to connect, have fun, and support our many valuable programs and services.



Red, White & Blue BBQ

The Red, White & Blue Barbeque is Clear Path's largest annual fundraiser, helping to support programs and services that reach thousands of Veterans and their families each year. Our Culinary Program features a variety of local craft cocktails and locally sourced ingredients.



Warrior Classic

Our annual Warrior Classic is held off-site at a local golf course. The event offers 18 holes of championship level golf in a spectacular natural setting. In 2019 the Warrior Classic was held at Turning Stone Golf Resort and offered a day of spectacular golf, entertainment, and an appearance from Clint Bruce, former NFL football player turned Navy SEAL.



Tour de Clear Path

Tour de Clear Path is a community bicycle ride featuring 25 and 50 mile route options through parts of scenic Madison & Onondaga Counties. Cyclists have the opportunity to experience the Clear Path grounds and support our programs.



Ride for Clear Path

In 2019 the annual motorcycle ride drew nearly 500 motorcyclists to Salt Springs Road for a scenic hour-long trip through parts of Madison and Onondaga counties. Upon their return, riders enjoy a delicious barbeque lunch, live music and raffles. With the help of the Southern Hills Posse Motorcycle Club, this ride is considered by many as the premier motorcycle ride event in the area.

ORGANIZATION STATISTICS

Herein are financial facts and figures for 2019

30K

VETERANS AND THEIR FAMILIES

in 2019 Clear Path for Veterans reached over 30,000 Veterans and their families.

2.6M

TOTAL REVENUE

Revenue Highlights

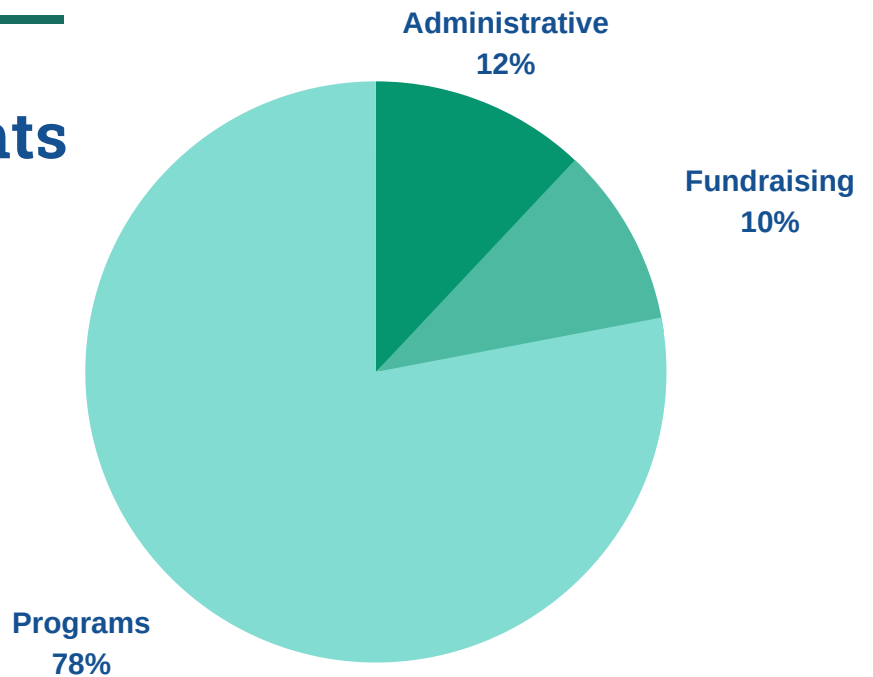
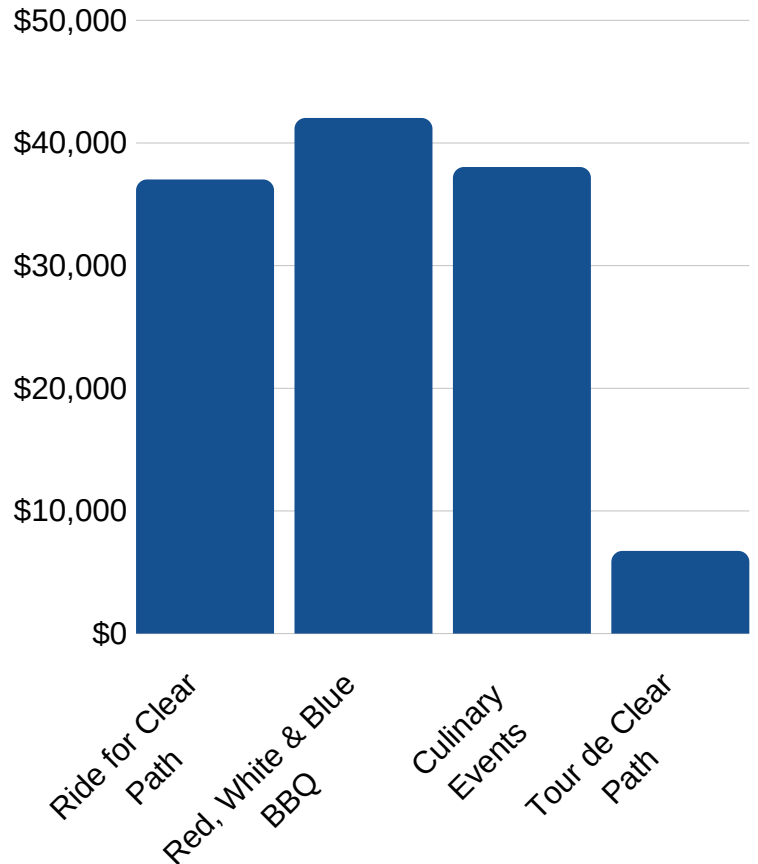
Revenue \$2,613,745

Expenses \$1,954,172

Net revenue \$659,573

Net Assets \$976,001

Fundraising Highlights



OUR STAFF



Bill Smullen
Chief Executive Officer
Col. (Ret.), U.S. Army

Melissa Spicer
Executive Director & Co-Founder

Alexander J. Behm
Chief Operating Officer
U.S. Marine Corps Veteran

Bethany Frank
Executive Assistant

Ryan Woodruff
Director of Canine Programs
U.S. Marine Corps Veteran

Christopher Griffin
Culinary Director & Executive Chef
U.S. Marine Corps Veteran

Kate Hannon
Internal Programs Director

Lance Stenfeldt
Peer Program Director
SFC (Ret.), U.S. Army

Hannah Luiz
Director of Marketing, Public Relations & Brand Management

Terry Finley
National Outreach Manager
MSG (Ret.), U.S. Army

Sue Virgil
Development Manager

Lynn Fox
Outreach Manager

Maggie Benedict
Events & Volunteer Manager

Stephanie Venezia
Receptionist

Susan Goodfellow
Accounting Assistant

Barbara Williams
Sous Chef

Casey Eberhardt
Puppy Development Coordinator

Kellie Hatton
Canine Program Trainer

TJ Plummer
Canine Program Trainer
U.S. Marine Corps Veteran

Patricia Chase
Behavioral Health Consultant

Venecia DeRoose
Peer Support Manager
U.S. Navy Veteran

Robert Solano
Peer Support Manager
Sgt. Maj. (Ret.), U.S. Marine Corps

Jonathan Wanglund
Peer Support Coordinator
U.S. Air Force Veteran

Katina Sinclair
Community Outreach Coordinator

Bob Schug
Warriors Working Manager
U.S. Navy Reserve

Justin Muir
Program Assistant
U.S. Marine Corps, Veteran

Lizzette Donigan
Human Resources Manager

Earl Fontenot
Chief Strategic Officer
U.S. Army, Veteran

Cory Farragher-Gnadt
Peer Support Manager
U.S. Marine Corps, Veteran

Erin McDonald
Canine Program Manager

Karen Krull Robart
Culinary Program Manager

Deb Roth
Canine Program Trainer

Christian Vischi
PR & Marketing Manger

BOARD OF DIRECTORS

THRIVE

The board and I consider it an honor to lead Clear Path with this all too important mission during this all too important time. Indeed, we have much to be thankful for and look forward with great optimism and great opportunity. In 2020, we will further advance our core programs here in Central New York and across the state while also helping other communities, such as the greater Boston area, to embrace and instill the Clear Path model in service to their veteran populations. When that happens, veterans and communities thrive.

CAPT. CHRIS FLAHERTY *Chris Flaherty*

Capt. Chris Flaherty
Chair, U.S. Navy

Cindy Boyd
Vice Chair, U.S. Army Veteran

Stephen Breen
Treasurer of the Board

William "Bill" Pollard, Ph.D.
Secretary of the Board

Ben Eberhardt
U.S. Army Veteran

Anthony "Tony" Basile
Col. (Ret.), U.S. Air Force

J. Carlos Cervantes
LTC (Ret.), U.S. Army

Carroll Clark

Ronald Hayward, MSSE, PMP
Col. (Ret.), U.S. Marine Corps

Matthew G. Jubelt
U.S. Army

Samuel J. Lanzafame

Orrin B. "Mac" MacMurray
Col. (Ret.), U.S. Army

Michael Mattson

Gay Pomeroy

Richard H. Sykes
U.S. Army Veteran

Wade Wiers
U.S. Marine Corps Veteran

Casey Crabill, Ed.D.



Clear Path[™]
FOR VETERANS
SUPPORTING THE JOURNEY HOME[™]

Donate

The transition from military service to civilian citizenship can be daunting. Supporting Veterans through transition and beyond is the mission of Clear Path. Because of your support, Clear Path is able to offer programs and services to support all levels of need.

Volunteer

You can volunteer in our culinary program, provide front desk support, help us maintain our trails, serve during one of our major events, and volunteer in a number of other capacities. We have the perfect place for you and you'll get back so much more than you give.

Connect

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