



2020 Impact Report

Britepaths' mission is to provide our neighbors in need with short-term safety-net services and empower them to work toward long-term self-sufficiency.

2020 Highlights

Positioned and Ready to Serve, Thanks to Our Supporters

Few could have foreseen the challenges our community and the world at large would face beginning in March 2020. For Britepaths, the big story of 2020 was how deeply our community cared and how quickly they moved to help when the scope of the crisis became clear. We received overwhelming support from individuals, faith communities, businesses, organizations, and the community at large.

This outpouring of generosity inspired us to stretch and innovate and put us in a strong position to adjust and respond as needed. When we realized our families didn't have the capacity to stock up to stay home, our supporters were quick to donate food, funds and supplies. They then donated funds to help us meet our clients' challenges due to illness and job loss. Thanks to strong governance from our Board of Directors and the strength and flexibility of our staff, we were able to mobilize quickly. Having long been a trusted partner, Fairfax County, the City of Fairfax and our grantors and donors recognized that we were ready and able to distribute pandemic assistance. Our organizational budget doubled, allowing us to efficiently deliver meaningful assistance to our neighbors in crisis.



New Solutions for Resilience Services

When the Governor issued stay-at-home orders in March 2020, our staff at Britepaths and the Financial Empowerment Center at South County moved rapidly to offer as many of our Resilience services as possible virtually. We educated our volunteers and clients in using video conferencing, and many found that they loved the convenience. For clients, it eliminated barriers of transportation and childcare, and for volunteers, it cut down on commuting time.

We met our service goals and outcomes despite the change. We plan to use what we learned during this time to continue offering our services virtually when appropriate after we resume in-person services.

Fostering Diversity, Equity and Inclusion

2020 was tough on everyone, but it became clear very early on that the families we serve would be hit the hardest because they lacked a financial cushion. National events last spring also brought home for all of us the urgency for systemic change and the necessity for our organization to take more concrete action in support of diversity, equity and inclusion. We created a staff Diversity Committee to help drive healthy conversations among staff and create some actionable goals as a staff.

Internally, we read, researched and held discussions, and we developed a staff and Board-approved Values Statement. Externally, it was important that our supporters understood our commitment to DEI work. We held two town halls, bringing in experts to educate us and our supporters. We have long worked to ensure that our program delivery is sensitive to these issues, and will continue these efforts. Our Board committed funding to hire a consultant to continue this work.

Help and Hope in Challenging Times

We are so grateful to our supporters, and so are the families we serve. We received numerous phone calls, emails and cards from them last year, and we shared many of them on our website.

Mr. K and his wife have three children. He called and wrote to thank us for providing Food Assistance.

"Thank you so much for your gift card. We are so grateful for the assistance you provided to us. We run a small business. We had a steady income, but since the pandemic hit our world, we lost most of our income. We didn't lose hope because we know that there are noble people like you that really care about others. We really appreciate your help."

Read more thank yous and view videos at:
britepaths.org/news/COVIDAssistance.

Who We Are

Britepaths is in our 37th year of providing help and hope to struggling Northern Virginia residents. Like a business, we offer a service to the community called social impact. We are committed to tailoring our services to meet the ever-changing needs of the working poor or those in crisis.

We are a dedicated leader in developing sustainable solutions that meet the challenges of low-income working families through emergency assistance, financial literacy, workforce development and one-on-one mentoring.

In 2020, we moved quickly to maintain continuity of our services during uncertain times, and were able to pivot

easily because we were already set up for remote work. We migrated all of our programs to virtual interactions. We also took care of our staff, providing wellness and mindfulness supports, outfitting their home offices, and seeing the impact of 2020 current events on our staff, created a Diversity Committee.

We rely on the financial support and volunteer power of civic organizations, businesses, faith communities, local governments and thousands of community members to deliver these vital services to our struggling neighbors.

Visit britepaths.org to learn how you can support our work.



Back to School: Along with our Collect for Kids partners, Britepaths collected funds to provide pre-assembled school supply kits that were easy for school staff to distribute to students for distance learning. Recognizing the digital divide, we allotted funds to assist families in need of wired internet. Through a grant from the City of Fairfax, we were also able to assist City families with connectivity. *In the photo:* Eastern's Automotive Group awards Britepaths a Digital Access grant on the WUSA-9 show Great Day Washington.



Resilience Services: Britepaths and the Financial Empowerment Center at South County moved quickly to provide our Financial Literacy and Workforce Development offerings virtually. We were able to deliver the same quality of services, and in some cases reached more clients. We will continue to offer virtual options when appropriate, even when in-person services resume. *In the photo:* A Britepaths volunteer teaches a virtual Budgeting Class in Spanish to Western Fairfax Christian Ministry clients.



Food Services: After distributing as much emergency food as possible from the Pantry, Britepaths closed it in March 2020 and began mailing grocery store gift cards to clients. This was an efficient way to deliver CARES Act food relief funds from Fairfax County and the City of Fairfax. We also provided gift cards to Fairfax County Health Department workers to distribute to families in need who were quarantined. Working with Fairfax County and partners, we adjusted the Our Daily Veggies program to deliver fresh food boxes to quarantined families. *In the photo:* A client receives food gift cards.

2020 Impact

In a year like no other, Britepaths' supporters helped us deliver for our families, helping them weather the pandemic and keep setting and working toward their goals. We served **7,506 Northern Virginia households**, impacting the lives and wellbeing of **13,168 residents**. The families who turn to Britepaths for assistance are working, but struggling to pay for rent and basic necessities in our expensive area. During the pandemic, we also received requests from neighbors who had never in their lives needed to seek assistance. Our Stability programs help them stay in their homes while they work through a crisis, and our Resilience programs provide tools so they can budget and plan for a better future. Supports for Children provide hope and help for families during stressful times. The success of our programs rely heavily on volunteer support.



Building Resilience

2,523

People with Financial Literacy, Workforce Development and Financial Empowerment Center Services

Stabilizing Families

1,542

Food Bridge and Financial Assistance Clients



Supports for Children

5,239

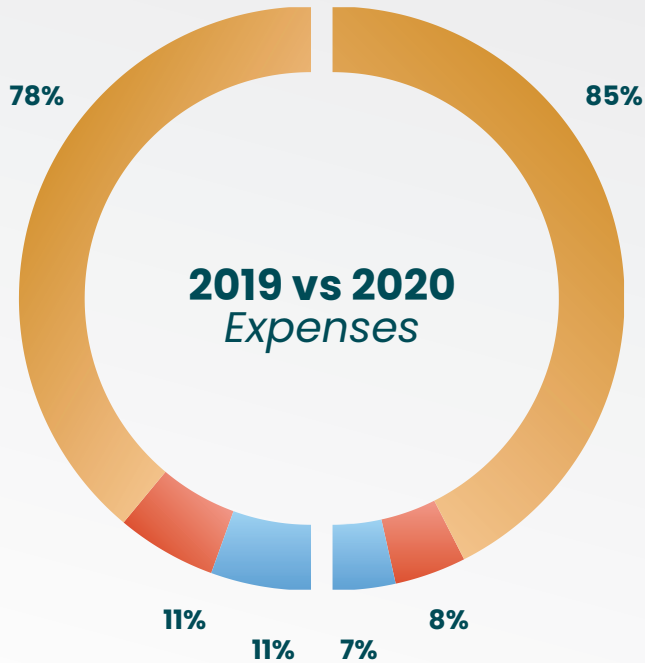
Children with Food4Thought, Back to School, Holiday and Financial Literacy

Volunteer Power

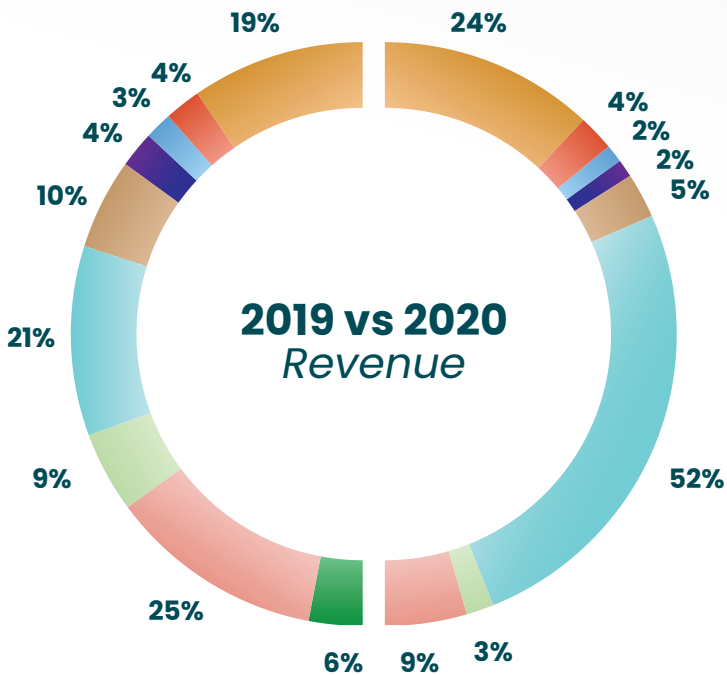
362

Volunteers, Devoting 6,227 Hours, Valued at \$266,992

An Unprecedented Year



| Expenses: | 2019 | 2020 |
|---------------------|------|------|
| Program..... | 78% | 85% |
| Administrative..... | 11% | 8% |
| Fundraising..... | 11% | 7% |



| Revenue: | 2019 | 2020 |
|-----------------------|-------------|-------------|
| Contributions..... | 19% | 24% |
| Corporations..... | 4% | 4% |
| Denominational..... | 3% | 2% |
| Foundations..... | 4% | 2% |
| United Way..... | 10% | 5% |
| Govt. Grants..... | 21% | 52% |
| Non Govt. Grants..... | 9% | 3% |
| In-kind..... | 25% | 9% |
| Special Events..... | 6% | 0% |
| Total..... | \$1,643,269 | \$3,236,955 |

Britepaths' Values

At Britepaths...

We seek to learn the unique circumstances of each client, and craft solutions with the whole person in mind. As we guide others towards self-sufficiency, we accept that teaching others means nurturing self-awareness in ourselves.

We embrace our differences and see them as a source of strength.

We commit to individual and organizational efforts to nurture respect, compassion, dignity, equity, and self-esteem for each member of our community—inclusive of staff, clients, and supporters.

We value and respect our neighbors regardless of race, gender, age, sexuality, ability, religion, national origin, and gender identity.

We champion individual efforts, build community engagement, and challenge institutional constraints that deny any person the right to live and thrive.

We know that we are at our best when we see ourselves in each other.



Rashida is a single mother of two who has worked diligently in the past two years to reduce her debt, maintain stable employment and housing and pursue an occupational therapy career. She spoke with us in October 2020 about how she and her family were coping during the pandemic.

Watch her video at: britepaths.org/news/Rashida.

“Given the opportunities that I have now with Britepaths and partnering with other organizations, I’m fortunate and blessed enough to stay in my home despite these challenges.”

— Rashida, Resilience Services Client



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