

2025
ANNUAL REPORT



Clear PathTM
FOR VETERANS
NEW ENGLAND
SUPPORTING THE JOURNEY HOME[™]



2026 CEO MESSAGE:

A Year of Growth, Clarity, and What Comes Next

As a Veteran who has experienced homelessness and navigated the complexities of the VA system, I understand firsthand the barriers so many of our men and women face after their service. That experience has stayed with me, and it drives me every single day in this work.

My journey with Clear Path for Veterans New England has been deeply personal and transformative. I began five years ago focused on building programs and securing resources. I later stepped into the role of

Chief Operating Officer, where I helped strengthen operations and expand our reach. Today, as CEO, I carry both the responsibility and the privilege of leading an organization that reflects not only my professional commitment, but my personal story.

Our mission to “Support the Journey Home” is more than words. It is a promise. A promise that every Veteran who walks through our doors will be met with dignity, respect, and a real opportunity to rebuild their life. I know what it feels like to search for stability, to need support, and to find hope again. That perspective shapes how we serve and why we serve.

Over the past several years, we have experienced meaningful growth. We have expanded our housing programs, strengthened our partnerships, and increased our impact across Massachusetts and Southern New Hampshire. Today, we are serving more Veterans than ever before through housing, wellness, food security, employment support, and innovative programs such as our canine-assisted services.

But 2026 represents something even more important than growth. It represents clarity.

Clarity in who we are.

Clarity in how we serve.

And clarity in where we are going.

We are no longer simply a collection of programs. We are a system of care designed to meet Veterans at every stage of their journey. From crisis to stability, from instability to independence, and ultimately toward long-term success and community reintegration.

This year marks a defining moment for our organization. With the continued development of our housing campus in Leominster and the expansion of our services across the region, we are building something that will have a lasting impact for years to come. We are creating Pathways. Real, measurable Pathways that lead Veterans home.

Looking ahead, our future is both ambitious and necessary. We are committed to expanding housing opportunities, strengthening our service delivery model, and continuing to innovate in how we support Veterans and their families. Our focus remains clear, ending Veteran homelessness and ensuring that no Veteran is left behind.

This mission is deeply personal to me as a father of children currently serving our country. Their service is a daily reminder of the responsibility we carry, not only to today’s Veterans, but to the next generation who will one day return home.

To our donors, partners, staff, and volunteers, thank you. Your belief in this mission fuels everything we do. Because of you, 2025 was a year of impact and progress.

Now, 2026 is a year of momentum, expansion, and purpose.

The work ahead is significant. So is our commitment.

Together, we will continue to build something that lasts.

Together, we will continue to lead with purpose.

And together, we will ensure that every Veteran has a Pathway home.

With gratitude,

Jason Gilbert

CEO

Clear Path for Veterans New England

2025

YEAR IN
REVIEW

A YEAR OF EVENTS



COMMUNITY EVENTS & ENGAGEMENT HIGHLIGHTS

Throughout the year, our organization proudly hosted and supported a wide range of events that brought families, veterans, local businesses, and community partners together. These gatherings strengthened community bonds, celebrated service, and created meaningful opportunities for connection and fundraising.

Easter Bunny Breakfast

The year began with our Easter Bunny Breakfast, a family-friendly tradition in coordination with the Masons organization that welcomed children and parents for a morning of food, fun, and seasonal celebration.

Comedy Night

Laughter continued later in the year with Comedy Night, which drew a strong crowd and provided an evening of entertainment while supporting our mission. This event would not be possible without the continued efforts of Jim Pinard, Pinard Landscaping Inc.

Armed Forces Motorcycle Ride

Community spirit was on full display during the Armed Forces Motorcycle Ride, honoring service members and veterans while raising awareness and appreciation for their sacrifices.

2025
YEAR IN
REVIEW
CONTINUED





Breakfast with Santa

The year concluded on a festive note with Breakfast with Santa, a cherished holiday tradition that brought joy to children and families while reinforcing the spirit of giving and community togetherness.

Collectively, these events reflect our ongoing commitment to community engagement, service, and tradition. Each gathering played a vital role in strengthening relationships, supporting our mission, and making a positive impact throughout the year.

Dog Fest

Our Dog Fest brought together pet lovers from across the region for a day of activities, vendors, and canine celebration, while the Antique Truck Show showcased beautifully preserved vehicles and attracted enthusiasts of all ages, highlighting local history and craftsmanship while raising funds for our dog program.

Veterans Breakfast

We were honored to partner with the Masons for the Veterans Breakfast, a meaningful event dedicated to recognizing and thanking local veterans for their service.



VOLUNTEER IMPACT & APPRECIATION



In 2025, our mission would not be possible without the dedication, compassion, and generosity of our volunteers. This year, more than 100 volunteers generously gave their time and talents to support our programs, events, and daily operations, making a meaningful difference in the lives of veterans and families throughout our community. 2025 our volunteers provided over 7,545 hours of service.

Volunteers provided essential support week after week through canteen assistance and front desk coverage, ensuring a welcoming, well-run environment for all who walk through our doors. Their consistency and reliability form the backbone of our day-to-day operations.

In addition to ongoing support, volunteers played a critical role in the success of our major community events, including Breakfast with the Easter Bunny, Breakfast with Santa, DogFest, and The Journey Home 5K/10K. From setup and registration to food service and cleanup, volunteers stepped in wherever needed to ensure each event ran smoothly and successfully.

The true depth of volunteer commitment shines brightest during the holiday season. Our volunteers went above and beyond to help secure donations, purchase turkeys, and pack food boxes for more than 300 families at both Thanksgiving and Christmas. They also worked tirelessly to collect, organize, and pack toy donations, ensuring that veterans and their families received not only essential food items but also the joy and comfort of holiday gifts. Through their selflessness, teamwork, and unwavering dedication, our volunteers embody the spirit of service and community. Their efforts not only support our programs but also bring hope, dignity, and connection to those we serve. We are deeply grateful for every volunteer who stepped up this year and helped make a lasting impact.

Holidays

During the holiday season, Clear Path proudly supported families in need by distributing Thanksgiving and Christmas food boxes to 300 families for each holiday. Each box included all the fixings for a complete and joyful holiday meal. In addition, during the Christmas season, Clear Path was able to provide toys and essential gifts to 300 children, helping ensure that families experienced not only nourishment, but also comfort, dignity, and the joy of the season.



101ST AIRBORNE DIVISION

Reunion & Cookout

On July 19, the New England Chapter of the 101st Airborne Division Association hosted a reunion and cookout at 84 Antietam. Nearly 90 veterans and family members from the famed “Screaming Eagles” gathered for the event, celebrating their shared service and enduring bond.

The 101st Airborne Division has a storied legacy dating back to its formal activation on August 16, 1942, when its first commander, Major General William C. Lee, famously declared: “The 101st Airborne Division has no history, but it has a rendezvous with destiny.” In the decades since, the division’s iconic bald eagle patch has been worn with pride by soldiers serving in deployments and combat operations around the world—from the airborne assault on D-Day during Operation Overlord in World War II to the

battlefields of Operation Iraqi Freedom and Operation Enduring Freedom in Iraq, and Afghanistan.

Many of those in attendance were Vietnam Veterans such as Chapter Secretary Bill Blankenburg, who during Vietnam was awarded the Purple Heart and the Silver Star. New England Chapter President Robert “Bob” Morrissey, a Veteran of the 101st and the 25th ID, served in the early 80s, attending Airborne and Ranger School back-to-back. He has worked tirelessly for nearly three decades to keep the organization active and connected. The reunion also welcomed friends of Clear Path for Veterans New England’s Executive Director, who traveled from as far away as Harker Heights, Texas; Tampa, Florida; and Huntsville, Alabama to attend.

The weekend’s events included a Friday night outing to a Worcester Red Sox (WooSox) baseball game, a Saturday morning tour of the Fort Devens Museum, and the reunion cookout that brought everyone together.

Throughout the gathering, combat veterans from Vietnam shared food, drinks, and stories with those who served during the Global War on Terrorism. Despite differences in era and experience, the laughter and camaraderie were the same. Pilots and paratroopers alike share more than the Screaming Eagle patch—they share a bond forged through service, sacrifice, and brotherhood that endures for a lifetime.



MEMORIAL COURTYARD

A Memorial Courtyard has always been part of the vision since Clear Path for Veterans New England purchased the historic 21,000-square-foot former Army Headquarters building at 84 Antietam Street in Devens, Massachusetts, in 2018. Our goal was to create a beautiful, serene outdoor gathering place where Veterans, military members, families, and community members could come together to celebrate, recognize, remember, and honor the lives of those who are serving—or have served—in the United States Military. The first commemorative brick was purchased on February 1, 2021. Today, the Courtyard is home to four benches, 298 engraved bricks, and 20 engraved pavers—each one representing a story, a service, and a lasting legacy. This Courtyard would not have been possible without the incredible work of Pinard Landscaping, who brought our vision to life, and Leominster Monument, who works tirelessly with Clear Path to ensure every brick and paver is engraved to each family's satisfaction.

“Placing this brick means so much to us. The Memorial Courtyard gives us a place to visit, to reflect, and to feel close to our loved one in a lasting way.

— Ann F. ”



“ On a personal level, these bricks represent the courage and dedication of my husband and son. They stand as a permanent reminder of my deep pride and gratitude for their service to our country.

- Ellie T.

”





WELLNESS PROGRAMS

* **BFIT-** The Clear Path Team, consisting of 15 staff members and volunteers, took to the TD Garden on February 2nd to climb the stairs and run the concourse. Sponsored by our valued friends at 22Mohawks Team, Clear Path NE was able to raise over \$11,000 to bolster Clear Path Wellness Programs.



* **Equine Encounters-** Clear Path conducted 4 veteran equine encounters with our community partners at Ironstone Farms and Kairos Spring Farm- both of these organizations have unique approaches using horses as a path to healing, understanding, and mindfulness to address anxiety, depression, and trauma.

Veterans who participate are introduced to a shared space and experience with the horses and fellow

veterans, where they reframe communication strategies, develop spatial awareness of self and others, and strengthen teamwork and community. Clear Path facilitated the participation for 10 veterans through these amazing programs. These sessions were made possible from our partners at the Massachusetts Office of Outdoor Recreation and the Metrowest Foundation.

65 EQUINE PROGRAM PARTICIPANTS IN 2025
 SPONSORED MORE THAN 135 CLASSES IN 2025

* Veteran Art Program-

With generous grants from the communities of the Massachusetts Cultural Council, Clear Path Wellness was able to launch the Veteran Art Program. The program uses painting to express challenging



and complicated thoughts that may be difficult to put into words. The deliberate, mindful process of painting allows veterans to channel and confront emotions and themes without restriction; Using shapes and colors to communicate through canvas. 7 veterans participated in the initial sessions, with more to come in 2026.

* Bob Woodruff Foundation-

A generous grant from the Bob Woodruff Foundation, enabled the

Wellness and Housing and Family Services

Teams to tackle food insecurity for veterans and families. In total, 30 families were each given a \$250 gift card to Market Basket in the fall, helping support them as they transitioned to new housing, faced employment insecurity, or dealt with illness and other financial insecurity around the holidays.

* Food Insecurity-

The Metrowest Foundation not only supported equine therapy, but also allowed the Clear Path Team to tackle food insecurity, and essentials for veteran families- providing off the shelf food, clothing, diapers and formula to veterans in the Framingham area just before the holidays- this project served as the template for the Mobile Empowerment Center launching in 2026. This initiative provides brand new off the shelf food and clothing to veterans, “where they are at” in their communities.

* Women’s Wellness-

This group meets the 2nd Saturday of every month, connecting the women veterans of Clear



Path to one another, to acknowledge their shared experiences and service, and to build community to support one another. We work primarily with Northeast Passage who graciously provides recreational and adaptive equipment for our adventures including indoor archery, kayaking, and hiking. Women’s Wellness, not only conducts outdoor activities, but also activities that promote mental health and wellbeing, such as journaling and planning and organizational strategies.

CULINARY PROGRAM & FOOD TRUCK HIGHLIGHTS

With the close of 2025, the Culinary Program's food truck completed its first full and highly successful year of operation.

Throughout the summer and fall seasons, the program executed more than 22 events, including business park lunches, brewery partnerships, and themed festivals across the region.

These efforts generated approximately \$25,000 in revenue, helping to

offset operational costs associated with providing canteen meals and culinary support to the veterans we serve. Beyond revenue, the food truck continues to play an important role in community engagement, raising awareness of Clear Path for Veterans New England and our mission. The food truck offers a diverse and flexible menu designed to complement a wide range of events. Popular offerings included burnt end sausage with coleslaw and sweet honey barbecue sauce, bratwurst with sauerkraut, Chinese sausage with kimchi slaw,

and generosity of our volunteers. Their time, effort, and commitment were essential throughout the season, and we are deeply grateful for their support.

Looking ahead to 2026, the Culinary Program aims to build on this momentum with a revenue goal of \$30,000, expanding both our reach and our impact in support of veterans and their families.



pulled pork sandwiches, baked macaroni & cheese, and more.

This success would not have been possible without the dedication

WE HOSTED **22** EVENTS IN 2025

GENERATED OVER **\$25,000** IN REVENUE IN 2025

WE ARE HOPING TO GENERATE OVER **\$30,000** IN 2026

* Workforce Overview

As of January 2026, Clear Path employs 41 personnel, including 29 Veterans (over 71%) and 2 part-time employees.

* Veteran Service Experience

Clear Path's workforce includes a strong representation of Veterans who bring first hand military experience into their roles. Staff Veterans represent service across nearly all branches of the U.S. military, including the Army, Air Force, Marine Corps, and Navy with decades of combined experience gained both domestically and abroad.

Staff Veteran backgrounds include both combat and non-combat service, bringing a wide range of lived military experiences that shape how staff connect with and support the Veterans we serve.

* Workforce Development & Headlamp Partnership

Clear Path for Veterans New England continues to expand opportunities for transitioning service members through participation in the Department of Defense SkillBridge program. Using the Headlamp platform to connect with active-duty service members preparing to separate from the military, Clear Path provides meaningful internship opportunities that translate directly into civilian career pathways. In 2025, Clear Path welcomed a SkillBridge intern who successfully transitioned into a full-time Case Manager role and was later promoted to Program Coordinator. Through programs like SkillBridge and platforms like Headlamp, Clear Path is helping build the next generation of leaders dedicated to supporting the Veteran community.

71% of our staff are Veterans

Army=30%
USAF=15%
USMC=20%
USN= 5%





99 Church Street Update: Building the Future of Veteran Care

* In late May of 2024, Clear Path for Veterans New England took a transformational step forward with the purchase of the property at 99 Church Street in Leominster, Massachusetts—a milestone that represents both the culmination of years of planning and the beginning of a new chapter in how we serve Veterans across the region.

* Once home to the Sisters of the Presentation, the building carries a deep legacy of service, compassion, and



community care. For decades, the Sisters used this space to support others in need—making it a natural and meaningful fit for its next purpose: serving Veterans on their journey toward stability and independence. Preserving that spirit while reimagining its future has been central to our vision.

* The property itself is a 22,000-square-foot, ADA-compliant facility, thoughtfully designed to support a comprehensive, trauma-informed model of care. At full

occupancy, the campus will support up to 43 Veterans, providing both immediate access to shelter and long-term housing solutions within a single, integrated setting. The campus includes residential accommodations, private counseling and case management spaces, a full commercial kitchen and dining area, communal living areas, laundry facilities, and flexible programming spaces that support wellness, education, and community engagement.

* A key component of this model is the development of 23 Permanent Supportive Housing (PSH) units, consisting of 19 studio efficiencies and 4 one-bedroom apartments. These units will provide stable, long-term housing for Veterans who require ongoing support—forming the backbone of a true continuum of care that extends beyond short-term stabilization.

* The renovation of 99 Church Street has been executed in strategic phases, beginning with the Emergency Housing Assistance (EHA) and Grant and Per Diem (GPD) wing, along with the transformation of a central activity and programming space. This first phase laid the groundwork for immediate impact creating a safe, structured environment where Veterans in crisis can stabilize and begin their pathway forward.

* This transformation would not have been possible without the strength of community partnership. It reflects the collective commitment of organizations, leaders, service members, and volunteers who came

together with a shared purpose—to create a space where Veterans can find stability, support, and a pathway forward.

* This project is made possible through a remarkable combination of hands-on volunteer support and the generosity of donors who provided critical financial backing to prepare the building for opening. From early site readiness efforts to final preparations, the collective commitment of our partners and community members has been instrumental in bringing this campus to life.

* We extend our deepest gratitude to the Harvard Lions; the leadership and staff of the City of Leominster, including the Mayor's Office, City Council, and municipal departments; Steve Adams and the North Central Massachusetts Community Foundation; State Representative Natalie Higgins; Senator John Cronin; Habitat for Humanity; the Army Reserve Careers Group, 1st Battalion Headquarters, Devens; the Stevens Family Foundation; the Bulger Family Foundation; DHC Holdings; United Way of North Central Massachusetts; the St. Leo Parish community; and Team Rubicon.

* Their unwavering support, generosity, and belief in this mission have been foundational in transforming this vision into reality. Through a combination of leadership, generosity, and hands-on engagement, this collaboration demonstrates the power of a community united in addressing Veteran homelessness. Every contribution—whether through time, resources, or expertise—has helped shape the Journey Home Campus and ensure a lasting impact for those we serve.

* Looking ahead to 2026, 99 Church

Street will serve as a cornerstone of our evolving model under Veteran Pathways of New England Inc. The Journey Home Campus—Leominster will operate a structured Emergency Housing Assistance (EHA) program, designed around a 90-day stabilization framework, alongside integration with Grant and Per Diem (GPD) programming and permanent housing pathways. With a staffing model that includes case managers, peer specialists, housing navigators, VA benefits specialist, wellness staff, and residential support staff, we are positioned to deliver high-impact, individualized services to Veterans in crisis.

* But beyond the numbers, this campus represents something greater. It is a place where Veterans can walk in during their most difficult moments and find immediate safety, support, and direction. It is where stabilization begins—and where pathways forward are built through coordinated care, housing placement, employment support, and community connection.

The impact is both immediate and long-term. In the short term, we are providing a critical response to homelessness and housing instability in North Central Massachusetts. Over time, we are building a continuum of care that not only addresses crisis but creates lasting outcomes—reducing returns to homelessness, strengthening independence, and restoring dignity.



RWB GOLF TOURNAMENT

On June 23, Clear Path proudly hosted its Annual Red, White, and Blue Golf Tournament, our largest and most successful tournament to date. Held at Juniper Hill Golf Course, the event brought together 144 golfers in support of our mission and in meaningful connection with area veterans and community partners. Despite temperatures near 100 degrees on one of the hottest days of

the year, participants demonstrated remarkable enthusiasm and resilience, united by camaraderie, friendly competition, and a shared commitment to those who have served. Their dedication ensured a memorable day of challenging golf and community spirit. Proceeds from the tournament directly support the comprehensive wellness programs at Clear Path for Veterans New

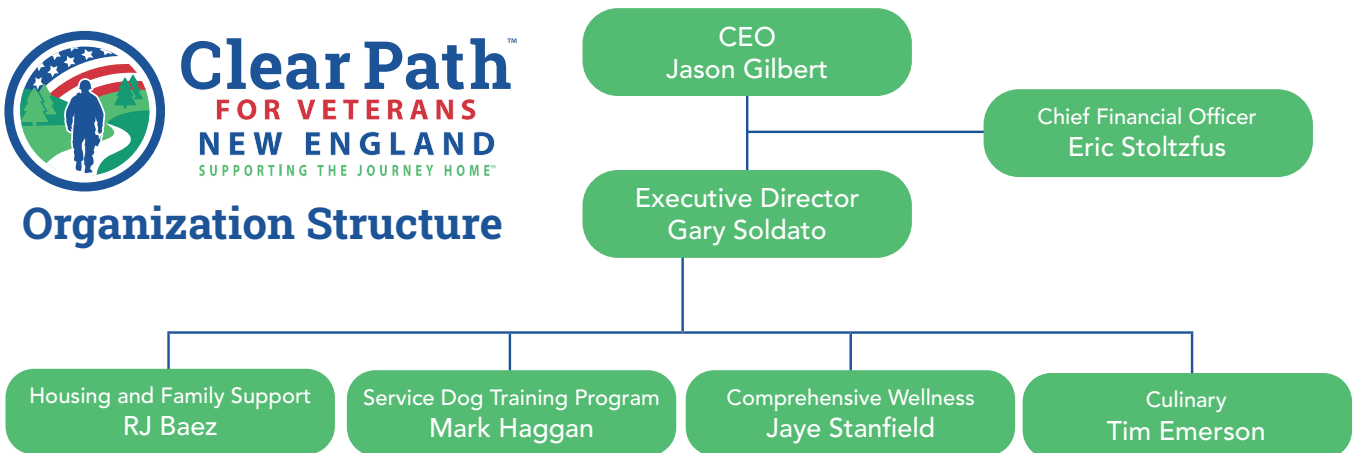
England, helping us continue to provide critical services to veterans and their families.

We extend our sincere appreciation to our lead sponsors—Auto Glass Now, Driven Claims, and N&D Insurance—whose generous support made this event possible. Their partnership played a key role in delivering an outstanding tournament and advancing our mission.



Clear Path
FOR VETERANS
NEW ENGLAND
SUPPORTING THE JOURNEY HOME™

Organization Structure



THE JOURNEY HOME ROAD RACE

The Clear Path Team organized and hosted the Journey Home Road Race.

Over 300 participants and many more supporters rolled out in support of the race- a gathering and a competition that highlights the work that all of us put into coming home.

Throughout our service and deployments, we are all trying to get our teams and ourselves home- sometimes that mission can take a lifetime- and it's dependent on the support of our friends, family, and peers.

The Journey Home Road Race celebrates this- the work we do, and continue to do, to come home.



2025 was an incredible year, marking not only the highest number of participants, but also, the

most money raised- money that supports veterans and service members on their path to get back home.

This year the team added a vendor village, comprised of community partners, service providers, and business aligned with our mission.

We also added a competitive ruck category for the troops looking to continue to carry that torch.

With the support of participants and sponsors we were able to raise over \$15,000- which provides immense support to our programs as they face critical funding challenges and increasing need.

OLD GLORY MILLWORKS

For the past eight years, Clear Path for Veterans New England has proudly partnered with Lance Perkins and his workshop, Old Glory Millworks. What began as a simple act of craftsmanship has grown into a powerful program fostering connection, purpose, and camaraderie among veterans.

* After years working as a home builder and carpenter in New Hampshire, Lance opened Old Glory Millworks in the small town of Templeton, Massachusetts. The inspiration for what would become the “Build-A-Flag Workshop” started when Lance handcrafted a large wooden American flag for his father’s barn. When friends admired the piece and requested their own,

demand quickly grew. Soon after, a fellow veteran suggested Lance teach the craft to another veteran—and with that, the Build-A-Flag Workshop was born.

* Over the past decade, Lance has crafted thousands of wooden flags and signs while personally teaching more than 600 veterans the woodworking process. In 2025 alone, more than 100 veterans participated in workshops held on the first

and third Thursday of each month.

* While each participant arrives for their own reason, whether seeking the unique bond shared among servicemembers or simply eager to learn a new skill—the outcome is consistent. Through hands-on craftsmanship, shared stories, and lighthearted banter, veterans build more than wooden flags. They build meaningful social and emotional connections that strengthen their sense of community and belonging. The patriotic keepsake they take home serves as a lasting reminder of that connection and shared experience.



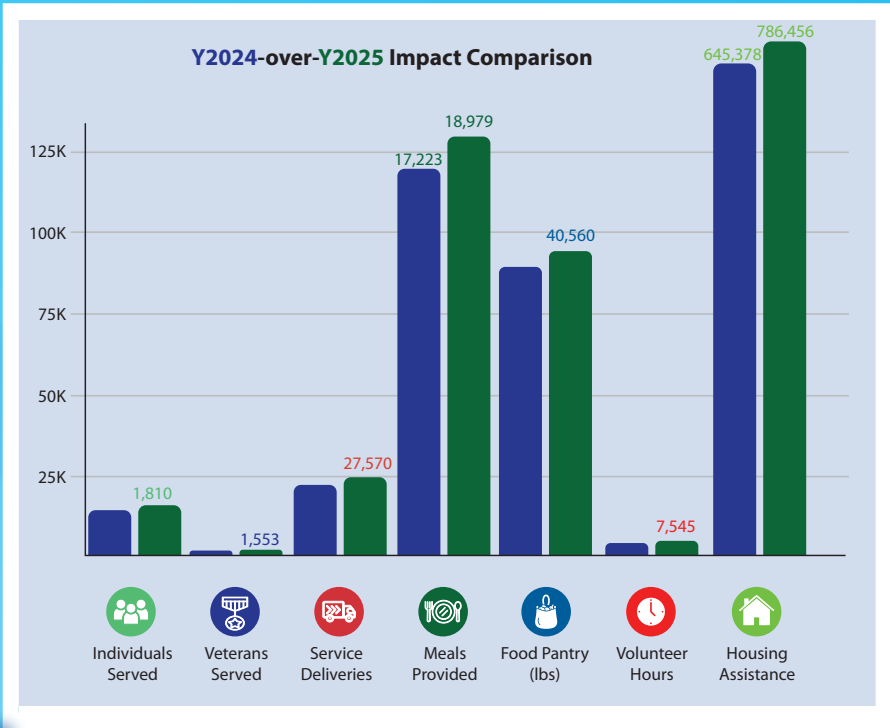
2025 FINANCE REPORT

\$5.7M
Total Income
+31.6%

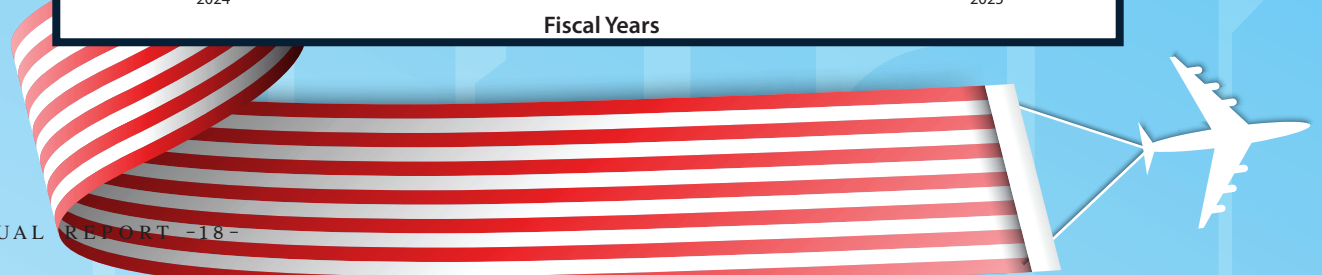
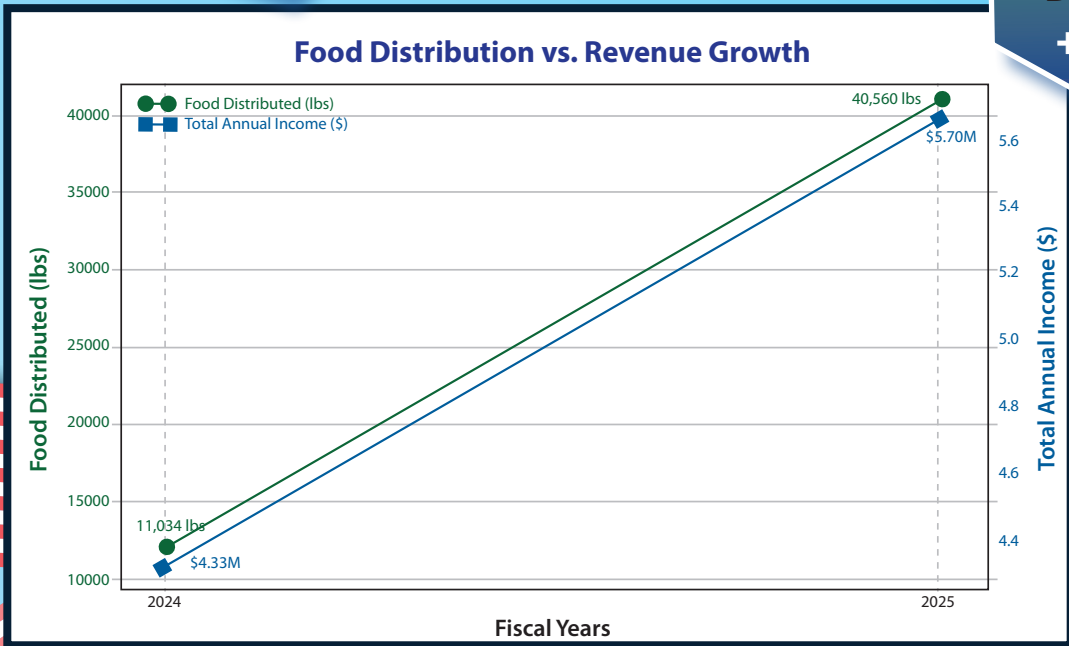
1,810
Individuals Served
+11.2%

1,553
Veterans Served
+27.3%

\$786,456
Housing Assistance
Provided
+21.9%



40,560 lbs
of Food
Distributed
+267.6%



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