



Clear Path<sup>TM</sup>  
FOR VETERANS  
NEW ENGLAND  
SUPPORTING THE JOURNEY HOME<sup>SM</sup>

# Annual Report



'2024



## *From the desk of the Chief Executive Officer*

As a Veteran who has faced the challenges of homelessness and navigating the complexities of the VA system, I understand firsthand the barriers that so many of our brave men and women face after their service. My journey with Clear Path for Veterans New England has been both deeply personal and transformative. I began five years ago as a Program Development Specialist, focused on securing resources and building programs to meet the needs of Veterans. Over time, I advanced to Chief Operating Officer, where I gained invaluable experience overseeing organizational operations and executing strategic initiatives. Today, as CEO, I am honored to lead an organization whose mission aligns with my personal passion: ensuring that every Veteran has the opportunity to rebuild, recover, and thrive.

Our mission to “*Support the Journey Home*” is not just a slogan—it’s a promise. For me, it’s also a reflection of my own journey. I know what it feels like to need a helping hand, to search for stability and purpose, and to find hope through the support of others. That is why our work at Clear Path is so critical. Every Veteran we serve deserves the same opportunity to be welcomed home with dignity and provided with the tools they need to succeed.

This commitment to our mission is evident in the strides we’ve made over the past five years. We have significantly expanded our services, and our connections and reach have grown exponentially during this time. Today, Clear Path manages housing for more than 74 Veterans and families, provides wellness services to hundreds of Veterans annually, and delivers innovative programs like our service dog initiative and Wellness program expansion. We have also developed strong partnerships with organizations that align with our mission, and state and federal agencies, to ensure that our Veterans receive comprehensive care and support.

My dedication to this mission is also deeply personal. As a father of two children who are currently serving our country, I am reminded daily of the sacrifices military families make and the importance. Their service reminds me every day of the sacrifices our military families make and the importance of creating a future where no Veteran is left behind.

As we look ahead, our mission to end Veteran homelessness and ensure every Veteran is welcomed home remains unwavering. Together, with the continued support of our donors, staff, volunteers, and community partners, we can make this vision a reality.

Thank you for believing in our mission and helping us make 2024 a year of growth, impact, and hope. Together, we are paving the way for a brighter future for our Veteran community.

With gratitude,

*Jason Gilbert*

CEO

Clear Path for Veterans New England

## EVENTS AND ACTIVITIES:

Clear Path for Veterans New England hosted a variety of events throughout 2024, each designed to support veterans, their families, and the community while fostering connections and celebrating service. Below are the key events and activities that took place throughout the year:

# 2024

## Year-in-Review



### **Easter Bunny Breakfast with the Masons – March 22, 2024**

A start to the spring season, this annual event brought together families and veterans for a delightful breakfast with the Easter Bunny, hosted in partnership with the Masons Organization.

### **Comedy Night – April 12, 2024**

Laughter filled the air at our successful Comedy Night fundraiser, where supporters enjoyed a night of humor and camaraderie while raising funds for our mission to support veterans.

### **Duck Race (Ayer Rotary) – May 11, 2024**

The Ayer Rotary Duck Race was a great success. Clear Path sells “ducks” for this event and benefits from the proceeds.

### **Armed Forces Motorcycle Ride Fundraiser – May 19, 2024**

Riders from near and far gathered for this exciting event, honoring our military while raising crucial funds for Clear Path’s veteran programs.

### **Wall That Heals – July 23-28, 2024**

The traveling replica of the Vietnam Veterans Memorial, The Wall That Heals, visited Devens MA, allowing the community to pay their respects and honor the fallen. It was a deeply moving experience for all who attended and volunteered.

### **DogFest – August 17, 2024**

Our annual DogFest event was a celebration of veterans and their four-legged companions, featuring dog-friendly activities, food, games, and demonstrations. Sponsored by Tito’s and Yuengling. All proceeds from this event directly helps Clear Path for Veteran’s service dog program.

### **Antique Truck Show – August 24-25, 2024**

A weekend filled with classic trucks, good food, and great company, this event attracted enthusiasts and veterans alike, all coming together to enjoy vintage vehicles while supporting Clear Path’s mission.

### **RWB Golf Tournament hosted by Clear Path – September 9, 2024**

Clear Path hosted a golf tournament that combined friendly competition with a





# 2024 Year-in-Review continued



## 10th Special Forces Group Reunion – October 18-20, 2024

Veterans from across the nation gathered for a reunion celebrating the brave soldiers of 10th SFG which was once located at Fort Devens. This event was a highlight for many, providing a space for green berets to reconnect and honor their shared experiences.

## Veterans Breakfast with the Masons – November 2, 2024

This annual breakfast brought together veterans and their families for a morning of good food, fellowship, and community support, hosted in collaboration with the Masons Organization.

## Journey Home 5K/10K – November 9, 2024

A meaningful way to honor veterans, the Journey Home 5K/10K featured a run and services.

## Thanksgiving Food Kit Handouts and Shopping Experience – November 25-26, 2024

In the spirit of giving, Clear Path distributed Thanksgiving food kits and hosted a shopping experience for veterans and their families, ensuring they had everything needed for a holiday meal. Over 250 meal kits were distributed.

## Breakfast with Santa – December 8, 2024

Families enjoyed a festive breakfast with Santa Claus, providing veterans and their children a joyful occasion to celebrate the holiday season together.

## Christmas Food Kits / Toys Pickups – December 22-23, 2024

In the lead-up to Christmas, Clear Path provided food kits and toys to veterans and their families, ensuring they could enjoy a fulfilling holiday season, filled with warmth and togetherness. Over 250 families benefited from this service.



Each event in 2024 was a testament to the generosity and commitment of our community.

Clear Path for Veterans New England continues to provide critical services and opportunities for veterans to thrive.

Thank you to all who made these events possible, and we look forward to another year of making a difference.

## Commemorative Brick Courtyard

A Memorial Courtyard has always been a part of the vision when in 2018, Clear Path for Veterans New England purchased the Historic 21,000 square foot former Army Headquarters building at 84 Antietam Street in Devens, MA. Our vision was to create a beautiful and serene outdoor gathering place for Veterans, military members, families, and community members to celebrate, recognize, remember, and honor the lives of those who are serving or have served in the United States Military.

The first brick was purchased on February 1, 2021. There are currently 3 benches engraved, 268 bricks, and 19 pavers installed with several waiting to be engraved for the Spring installation. A dedication ceremony was held on May 26, 2022, with over 200 people in attendance.

// The courtyard is truly inspiring. A place to visit and reflect on one's service to their country and fellow serviceman. //

*-Joe Landry*

// Thank you from the bottom of my heart. You worked hard and the Memorial is beautiful. We hope everyone appreciates it & honors all our Vets. Thank you so much! //

*-Joe, Mary & family*



// By placing my brick next to my dad's was a great honor. This will enable our family members to visit and reflect on all that we have accomplished. //

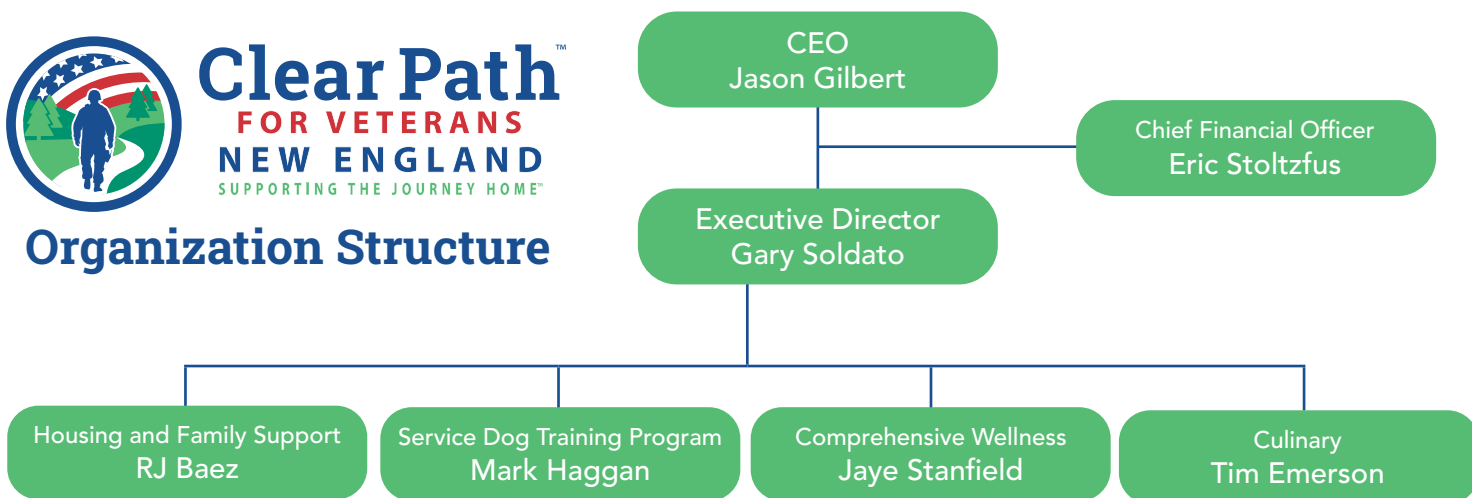
*-Bert Gibson*





**Clear Path**  
**FOR VETERANS**  
**NEW ENGLAND**  
SUPPORTING THE JOURNEY HOME™

## Organization Structure



## Housing & Family Support

December 2024 saw the creation of the Housing and Family Support Division. It is currently comprised of a Director, (2) Program Managers, (2) Program Coordinators, (12) Case Managers and (5) Peer Specialists. This new effort aligned Federal (SSVF), and State (EOVS and HOPE) funded grants under a central program to more efficiently achieve our goal to end chronic homelessness among veterans in our communities. Achieving that goal is complex and requires a holistic approach that addresses the multi-layered challenges many veterans face. The Housing and

Family Support Division provides a full range of support services including but not limited to housing assistance, emergency financial

assistance, food insecurity assistance, employment and training resources, VA benefits counseling and navigation, jail divergence programs, services related to PTSD counseling, substance use/misuse disorder counseling and referrals. Intensive case management and

peer counseling are provided to help veterans regain control of their lives. In addition to these services are extensive outreach engagements which strengthen partnerships with other veteran organizations and community organizations.

Those strong community partnerships proved valuable as Clear Path established a satellite office in Manchester, New Hampshire. The Clear Path leadership recognized the lack of veteran services in that region and established a strong foundation by placing a team of experienced veteran case managers to provide services in New Hampshire.

The geographic expansion of Clear Path was furthered by the addition of the Housing Outreach and Placement Efforts (HOPE) grant. Not only did the addition of this grant expand our coverage areas in the state, it also allowed our team to provide services to members of the National Guard and Reserve components.

### Did you know?

Helped Veterans with  
**\$655,482** in Temporary  
Financial Assistance

Housed **131** Homeless  
Veterans

Utilized **11,036 lbs** of  
food in our food pantry





## Integrated Wellness

Clear Path wellness is positioned to make a significant impact in 2025. The Wellness Program is a comprehensive, holistic program that will seek to improve the overall wellness of the veteran. The program has two pipelines, one that will evaluate the wellness of the veteran and develop success strategies with available resources, and the other, which will stress a tracked, measurable success strategy that involves a physical fitness component.

At the heart of the wellness program is the concept of Neuroplasticity- the mind's ability to create, build, or repair neural pathways and networks. Our population has had networks and

pathways created that have been impacted by TBI/PTSD/ MST, depression and anxiety. By using both specific and general treatments, the intent is to create new pathways that allow for higher quality of life and symptom mitigation.

The program consists of two key pipelines: one focused on assessing a Veteran's wellness and developing personalized success strategies using available resources, and the other dedicated to implementing

a measurable, results-driven approach that includes a physical fitness component. Complicated actions that require the mind and body increase the body's drive to create new networks. New networks will increase the brain's ability to function despite the negative impacts of TBI, trauma, or cognitive decline associated with aging. The strength of the program will be where conditions and countermeasures overlap and complement one another.

### The wellness plan will:

- Define the components of wellness, scope of work, and path forward
- Contextualize them within the relationship between Clear Path and its veterans
- Explore opportunities and avenues to create a rewarding comprehensive wellness program
- Explore the channels and implementation of strategies to become the foundation for Comprehensive Wellness at Clear Path.
- Connect with other programs within the CP4VNE sphere of influence.

**65 Participants**  
through Equine Therapy  
Sponsored **over 135**  
classes weekly  
**throughout 2024**

## Culinary Program

The Culinary Department at Clear Path for Veterans New England is committed to providing nourishing, delicious meals that support the well-being of our veteran community. Through our weekly Canteen and Breakfast programs, we serve over 200 veterans each week, fostering an environment of camaraderie, connection, and care. Our culinary team plays a vital role in supporting a variety of events and programs throughout the year, ensuring that every meal is crafted with purpose and heart to enhance the overall experience of our veterans and their families.

With the addition of the Clear Path



our mission beyond our campus, bringing our culinary offerings to local events while raising vital funds and increasing awareness for Clear Path's services.

Every meal helps to spread the message of hope, healing, and support to the broader community. Through food, we strengthen bonds, build resilience, and honor the

have served our country.

Our commitment is to nourish, empower, and honor veterans through the power of food, all while advancing the mission of Clear Path

### Did you know?

**10,560 pounds** of food  
from the Farmers Market

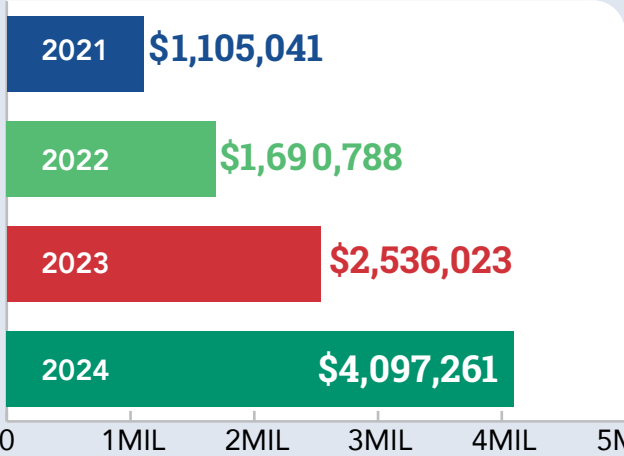
Served **588 Holiday Meals**  
to Veteran Families

Provided **15,213 meals** to  
**Veterans** in 2024!

Our **Food Truck** raised  
**\$9,032** from August to  
Fall 2024

# Financials 2024

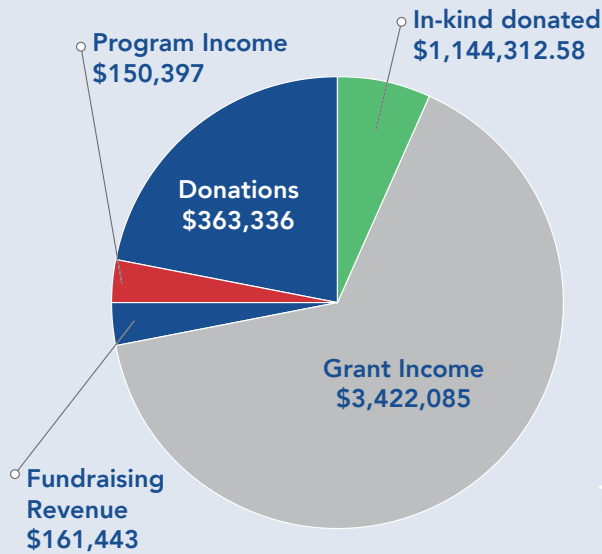
## OPERATING REVENUE & SUPPORT



## Canteen Soldiers Volunteers



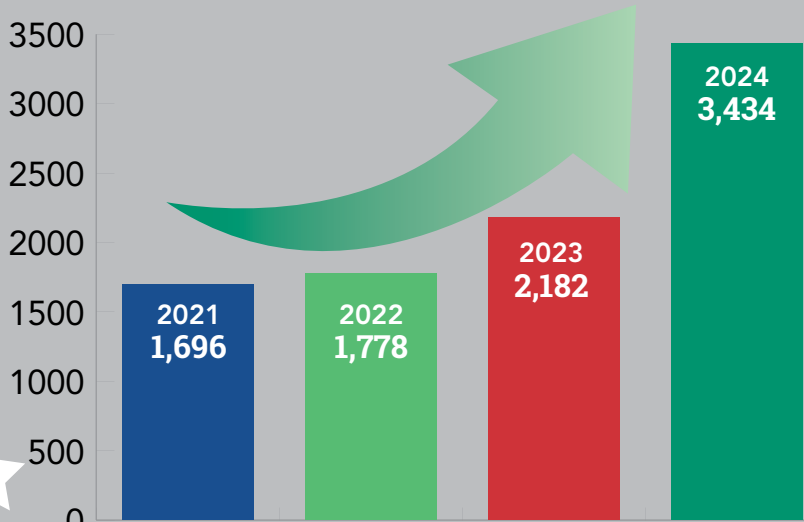
## OPERATING REVENUE NUMBERS FROM 2024



## GRANT INCOME

Support Services for Veteran Families (SSVF)	\$2,000,000
Housing Outreach-to-Placement Effort (HOPE)	\$570,000
Executive Office of Veteran Services (EOVS)	\$706,584
Wounded Warrior Service Dog Program	\$284,000

## Safety4Vets Donated \$50 or more to CP4VNE and received 5% discount of their auto policy with Safety Insurance



Number of Safety Policies  
Receiving a 5% Discount:  
Increase of 117%  
Average discount per  
policyholder = \$134



**Safety Insurance**  
AUTO • HOME • BUSINESS



# Housing Initiatives



Through strategic partnerships and funding, we are developing and managing housing programs to address veteran homelessness and promote long-term stability.

## Housing Project

### Bates Street

- **Units:** 10 three-bedroom rental units
- **Projected Revenue:** \$312,000/year (excluding expenses)
- **Narrative:** This project supports 8 families with permanent housing. At-risk and homeless Veterans with children have greatly benefited from these units. The remaining 2 units are utilized for individual veterans looking to live together. One of the 10 units is designated for a live-in Residential Manager.

## Additional Housing Developments

- 22 Units in Wilmington (Princeton Properties & Chelmsford Housing Authority)
- 12 Units in Norwood
- 30 Units in Waltham (Caritas Communities Partnership)

## Funding & Support

- **\$2,000,000** from VA under the SSVF program
- **\$570,000** for Housing Outreach Placement Endeavor (HOPE) from EOVS
- **\$706,584** from EOVS for Devens & Merrimack Valley Housing

## 2025 Housing Initiatives

99 Church Street  
Leominster, MA

- **Project:** Adaptive reuse of a 22,000-square-foot building
- **Capacity:** 33 veterans
- **Units:** 22 Permanent Supportive Housing (PSH) units, emergency beds, and transitional housing
- **20 Emergency Beds** for Homeless Veterans
- **Rent:** Approx. \$1,600/month for PSH units
- **Projected Revenue:** \$422,400/year before expenses



## CP4VNE Service Dog Program



The Clear Path for Veterans Service Dog Program supports Veterans by providing dogs that assist with healing and daily life under the umbrella of The Wounded Warrior Service Dog Program. Our program encourages Veterans to engage socially and find purpose by working with dogs, which helps prevent isolation and supports their healing. Annually, our program receives partial funding through

the Henry Jackson Foundation Wounded Warrior Service Dog Program Grant.

Service dogs benefit not only the Veteran but their family as well, improving family time and work productivity. These dogs help Veterans manage symptoms, such as anxiety, depression, and sleep issues, allowing them to remain employed and productive. They also enable Veterans to participate in activities they might otherwise avoid due to discomfort. Training these dogs does not come without its own set of challenges; as the total cost to raise, train and take a dog through our program

costs \$30,000 and can take 12-18 months. However, working with service dogs fosters a sense of community among Veterans, allowing them to connect with others who understand their experiences. This peer support also leads to new friendships. Veterans learn valuable skills while training service dogs, such as relaxation, time management, and improving communication, which enables them to better handle daily life situations. The program also focuses on public access training, preparing Veterans to navigate various environments with their dogs. Finally, task work is tailored to each Veteran, with dogs trained to recognize signs of distress and provide comfort or wake them from nightmares.

### 2024 Sponsorships:

Rally 4 Paws: \$15,000  
Baystate Antique  
Truck Show: \$10,000  
Tito's: \$10,000

### FOSTERS

Will Roth  
Becky Wilson  
Bonnie Creamer  
Ruth Robertson  
Shauna Watts



### STAFF

Mark Haggan  
*Director of K9 Services*  
David Babineau  
*Case Manager*  
Drew Wiley  
*Head Dog Trainer*  
Maggie Neff  
*Dog Trainer*  
Michael Howd  
*Offsite Dog Trainer*





# Volunteers of



## Impact at Clear Path for Veterans

Clear Path for Veterans thrives thanks to the unwavering support of our dedicated volunteers. In 2024, more than 100 incredible individuals dedicated over 6,500 hours of their time to support our mission and strengthen the veteran community. From weekly programs to special weekend events, fundraisers, family activities, and beyond, volunteers played an essential role in making every initiative a success.

Our volunteers are the heart and soul of Clear Path, providing crucial support for veterans and their families, whether by assisting at events, helping with administrative tasks, or offering a welcoming hand at one of our activities. They have generously shared their skills, time, and compassion, ensuring that our programs run smoothly and that every veteran receives the care and attention they deserve.

Through their hard work, Clear Path was able to host a variety of impactful events this year, including wellness programs, community outreach initiatives, and fundraising events that raised vital resources to continue our work. Volunteers not only help us fulfill our mission, they also amplify our reach, ensuring we can serve even more veterans across the region.

We are deeply grateful to each volunteer who chose to give their time to Clear Path for Veterans. Their contributions have made a tangible difference in the lives of those who have served our country. We look forward to continuing this journey with them in the year ahead, as we build a stronger, more supportive community for our veterans and their families.

Total Hours Served

**6,475**

Total Service Value

**over \$130K**



# Beyond Grateful

## Special Thanks to Scott and Donna Bulger

A chance meeting at a 2017 golf outing sparked a chain of events that ignited a vision—a vision that would soon evolve into Clear Path for Veterans New England. In just eight short years, you transformed the historic building at Devens into a thriving sanctuary for veterans, filled with dedicated staff, state-of-the-art facilities, and invaluable resources. But beyond bricks and mortar, you've touched the hearts of thousands of veterans and their families.

Thanks to your unwavering commitment, Clear Path has become the fastest-growing charitable organization in New England. You've provided essential housing, financial assistance, food, service dogs, fitness, and a vibrant, welcoming community. Whether it's the camaraderie of a Canteen lunch or the pride of working alongside veterans who've walked the same path, your tireless efforts have made an indelible, life-changing impact.

*Sincerely,*

*The staff and volunteers of Clear Path for Veterans New England*





## Board of Directors

**Thomas Herald**  
*Chairman of the Board*

**Donna Bulger**  
*Treasurer, Board of Directors*

**Scott Bulger**  
*Board of Directors*

**Brig General (Ret)  
Donald Quenneville**  
*Board of Directors*

**Dean Williams**  
*Board of Directors*

**Chris Nissen**  
*Board of Directors*

**Matthew Casaubon**  
*Board of Directors*

**Shelly Heacock (Martin)**  
*Board of Directors*

**Rebecca Alperin**  
*Board of Directors*

**Ann-Marie Rogers**  
*Clerk*



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