Pathfinder Services

Helping people along their path to self-reliance and inclusion

ANNUAL REPORT 2016
OUR VISION
Pathfinder Services, Inc. envisions a community in which all people are valued and accepted and have control over their own destinies.

OUR MISSION
To strengthen communities primarily by enabling people facing physical, developmental or economic challenges to achieve independence, inclusion, and stability.

OUR SERVICE VALUES
As a Pathfinder we value - P remier customer service. A ctive listening. T reating others with dignity and respect. H onesty and fairness to others. F ollowing through in a timely manner. I ntegrity. N ew learning opportunities. D eveloping inclusive solutions. E nvironments promoting mutual trust. R especting confidentiality.

www.pathfinderservices.org  Facebook: Pathfinder Services, Inc.
Past, Present, and Welcoming the Future

“Reaching the 50 year milestone is a great achievement for any organization.”

In 1966, community leaders formed the Huntington County Association for Retarded Children, recruiting 1001 members to provide services for 13 children and a work program for 2 adults. In 1981, the Board changed the name of the organization to Pathfinder Services Inc. to enable services to be provided to all people with disabilities. Through the efforts of hundreds of volunteer Board members and community leaders, we are now a $19 million dollar comprehensive human and community development organization serving over 4500 people throughout Indiana.

When I become President in 1985, the majority served were persons with developmental disabilities, consistent with our roots. We provided services through mostly segregated programs with limited interaction with others in the community. A community survey revealed the overall public perception was a “babysitting program for the mentally retarded down the street.” That statement propelled the Board to expand the mission of the organization to serve people with all disabilities, and fill community services gaps through integrated models. That change allowed us to integrate our services and help others who could benefit from new programs.

Our first expansion was the development of Kids Kampus, bringing together all children who need high quality child care and early developmental services. Serving children with and without disabilities, according to their needs (not labels), allows them to build lifelong friendships. Other community gaps included homelessness and affordable housing. A homeless transitional program for families was created. As families graduated out of homeless services, we noticed there was little affordable housing. In 1996, Rural LISC provided resources to create a new community development division, now known as the NeighborWorks® HomeOwnership Center. We create homeownership opportunities for working families to lower their cost of living and provide wealth creation. Building our core competency in affordable housing and real estate development has allowed the organization to diversify its revenue sources and become more financially sustainable.

In 1985, we served nearly 150 people, many who had a developmental disability. Today we are serving over 4500 people, with 15% indicating they have an intellectual disability. We have not forgotten the core reason why we were established 50 years ago. We continue to provide excellent quality services to people with disabilities, while expanding our expertise and competency to serve others to have control over their lives.

Reaching the 50 year milestone is a great achievement for any organization. As we look to the future, we envision a greater integration of our services within the community and sharpening of our competencies to improve education, create employment, and develop affordable housing for those we serve. It is critical to continue as a vibrant community asset using our resources, both human and financial, to tackle the complex issues facing those we serve, as they navigate their paths to success.

I hope you will be inspired by the stories in our 50th Annual Report. Please join us as we welcome our future of helping people along their path to self-reliance and inclusion, while strengthening the communities where they live.

Sincerely,
1983
Pathfinder Foundation Inc. Founded

1966
Huntington Children's ARC Incorporated

1969
Village Workshop moved to Clear Creek

1976
State Street Groundbreaking

1981
Name changed to Pathfinder Services

1990
Kids Campus opened

1994
Employment Services become Resource Connection

1995
John Wiederman President

MEMORABLE
Welcome our Future

Pathfinder Services was founded 50 years ago with the support of 1,001 people in the Huntington Community. Over the last 50 years we were blessed to grow our resources. In that time we also became highly dependent on government funding — funding that is unpredictable and often ties our hands with inflexible restrictions.

Today, it costs us a little over $13 per day for each person or family we help to become more stable, independent and included in their community. Government funding doesn’t nearly cover the entire cost of the service your neighbors deserve. It provides for the basic minimums and the need is much greater. Individuals and families we serve deserve opportunities to become more self-reliant, contributing members of our community. And that’s what we are all about. Private charitable gifts fill gaps and invest in the innovative and more flexible models that get us beyond the basics and into real life change. Your charitable gifts help make up the difference.

During our 50th anniversary year, we have celebrated our exciting and rich history, but we also have our eyes on the future. We look forward to deeply serving our communities for years to come, and we need your support to make that happen. You have the ability to make a gift today by completing the form included in this report. Together, we can ensure Pathfinder Services has a sustainable future of serving those facing physical, developmental, or economic challenges and helping each person achieve independence, inclusion, and stability.

If you would like more information about giving to Pathfinder Services, please contact Kasey Davis at (260) 519-0937 or by email at kdavis@pathfinderservices.org. Every gift makes a difference in the lives of those we serve!
We appreciate the generosity of the members listed below*

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Joe and Pam Reese  
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Amy Rekeweg  
Renz Floor Care, Inc.  
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William and Sylvia Stiegler  
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Susan Wilhelm  
Dylan and Staci Wilkinson  
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Mark and Emilie Wolf  
Mary Lou Wolf  
Jim and Kim Wood  
Mary Wright  
The Nelson Yentes Family  
Robert and Judy Young  
Nick & Rachel Zahn  

*Includes members through October 20, 2016
THANK YOU EMPLOYEES & VOLUNTEERS

Thank you to our employees, board members & committee members, who play such a vital role.

Governance
Board of Directors
Mary Burke
Chris Campbell
Kimberly Elkins
Lisa Garrott
Randy Prange
Holly Sale
Peter Schwiegeraht
Joey Spiegel
Amy Thomas
Chant Thompson
Randy Warner
Rosa Wheeler
Seth Whicker

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Mary Burke
Chant Thompson
Seth Whicker

Customer Acclaim/Impact Committee
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Chris Campbell
Holly Sale
Amy Thomas

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Peter Schwiegeraht
Joey Spiegel
Randy Warner
Seth Whicker

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Randy Prange
Rosa Wheeler

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Royce Ruckman
Jim Scheiber
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Seth Whicker

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Todd Landrum
Bill Reeds
J. Ryan Wall

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Nancy Disbro
Stephine Eckinger
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Amy Lewis
Stephanie Smith
Terry Zumbrun

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Scott Brown
Debbie Dyson
Judy Frischman
Chris Long
Carla MacDonald
Kyle Metzger
Janice Ruckman
Kellie Woll

Service Awards
2 Years
Kassanesh Belay
Lauren Bowers
Justin Carroll
Mallory Carroll
Laurie Coburn
Markus Clacy
Rachael Datta
Chelsea Drew
Rebecca Dubuc
Kristina Cochran
Latoya Eldridge
Tara Faust
Jennifer Gehrke
Sheryl Glancy
Morgan Goetz
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Roxane Minix
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Marah Patrick
Lisa Repp
Jeffrey Ringenberg
Karen Smith
Brian Sommers
Ashley Tester
Amanda Tharp
Tasha Tompсон
Sherry Thurston
Colleen Walker
Staci Wilkinson
Marsha Yeazel
Eric Zahm

5 Years
Jennifer Beemer
Stacey Boaell
Teresa Boyd
Erin Burris
Marissa Castillo
Michael Clabaugh
Katie Frankie
Kari Green
Linda Grossman
Rachel Hall
Melissa Hogue
Courtney Kilander
Diane Miller
Anita Pape
Kayla Patrick
Joseph Rees
Philip Rogers
Hachile Sandomo
John Wamue
David Winkler

Elizabeth Lusch
Loretta Mottram
Danielle Rich
Clarissia Rowe
Cheryl Vanderheof
Sarah Williams
Becky Walker

15 Years
Joslin Collins
Brenda Flynn
Krystal Garber
Jennifer McKeen
Ina O’Hara
Sara Palkovich
Angela Porter
Connie Salter
Bonnie Samuelson
Richard Sisson

20 Years
Sheila Allison
Randy Easterday

25 Years
Sheila Crawford
Elizabeth Dean
Deborah Felone
Carrie Lester

20 Years
Sheila Crawford
Elizabeth Dean
Deborah Felone
Carrie Lester

10 Years
Rose Beck
Niki Benson
Angela Bowman
Diann Hawkins
Julianna Heacock
Tiffany Jones
Linda Klumb

Elizabeth Lusch
Loretta Mottram
Danielle Rich
Clarissia Rowe
Cheryl Vanderheof
Sarah Williams
Becky Walker

15 Years
Joslin Collins
Brenda Flynn
Krystal Garber
Jennifer McKeen
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Sara Palkovich
Angela Porter
Connie Salter
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Carrie Lester

10 Years
Rose Beck
Niki Benson
Angela Bowman
Diann Hawkins
Julianna Heacock
Tiffany Jones
Linda Klumb
THANK YOU SPONSORS
Thank you to our generous sponsors

25th Annual Pathfinder Kids Kampus Golf Outing Sponsors
David Culp & Co.
Saints Peter & Paul Catholic Church
First Federal Savings Bank
Assured Partners NL - Jeff Kunce
Irving Materials
Innovative Edge
SYM Financial Advisors
1st Source Bank
Assured Partners NL - Jeff Kunce
Bowen Center
Bradley & Associates
Coldwell Banker - Bob Burnsworth
Century 21 - Kent Bowers

Thank you to our generous funders

26th Annual Pathfinder Kids Kampus Golf Outing Sponsors
Johnson Realty - Craig Johnson
CS Kern
Duane & Jenny Hougendobler
Epic Health Services
Hickory Creek at Huntington
HiValu, LLC
Hylan
In Memory of John Decker
INARF
Intercontinental Coffee Service
JJ’s
Larry Elliott Agency
Mann’s Inc
Maxim Health Care
MidWest America Federal Credit Union
Mike’s Car Care
Myer’s Funeral Home
NACCAP
Our Sunday Visitor
Parkview Huntington
Parkview Huntington Hospital
Pathfinder Foundation Inc
Hires Automotive
Perfection Wheel
Safeway Packaging
State Farm Insurance - Jake Stroup
Steve & Vicky Eisenhut
Wells Fargo Bank
Terry L. Reckard, CPA
Builders Mart
Warren Service & Supply
Wells Fargo Bank
Wings Etc.

THANK YOU GRANT FUNDERS
Thank you to our generous funders

11th Annual Pathfinder Kids Kampus Turkey Trot Sponsors
McDonald’s of Huntington
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PHD
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3G Concepts
DHI Roofing
Huntington University
Imagine Real Estate
Metronet
Novae

A SPECIAL THANK YOU TO OUR SUNDAY VISITOR
for donating the printing of this 50th Anniversary Annual report

THANK YOU TO OUR GOLDEN AWARD RECIPIENTS

CONTACT US
Administrative Office
2824 Theater Ave. I P.O. Box 1001 I Huntington, IN 46750
p (260) 356-0500 I t (800) 833-1571 I f (260) 356-1804
Pathfinder Services, Inc.
## Pathfinder Services by the Numbers
Pathfinder Services benefits from an experienced and committed team of **26 Leaders** with a combined **318 years of service** to this organization.

<table>
<thead>
<tr>
<th></th>
<th>ACTUAL</th>
<th>TARGET</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>486</strong> Dedicated employees enriching the lives of more than 4,500 individuals served this year</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>6.08</strong> Average years of service for employees</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>22%</strong> Employee turnover; lower than the industry average of 34%</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>37</strong> Committee members dedicated time to learn and advise on the programs within the Pathfinder Services organization</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>283</strong> Volunteers committed time to serve the Pathfinder Services mission</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>8,621</strong> Volunteer hours</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

## Corporate Performance Scorecard

### Customer Acclaim

<table>
<thead>
<tr>
<th>Exceed customer and stakeholder expectations</th>
<th>ACTUAL</th>
<th>TARGET</th>
</tr>
</thead>
<tbody>
<tr>
<td>Customer Acclaim Score (out of 10.0)</td>
<td>9.6</td>
<td>9.0</td>
</tr>
<tr>
<td>Internal Customer Acclaim Score (out of 10.0)</td>
<td>9.5</td>
<td>9.0</td>
</tr>
</tbody>
</table>

### Customer and Community Impact

<table>
<thead>
<tr>
<th>Individuals and communities gain greater economic benefit through home ownership and rehabilitation</th>
<th>ACTUAL</th>
<th>TARGET</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Home Owners</td>
<td>145</td>
<td>200</td>
</tr>
<tr>
<td>Homes Rehabbed and Sold</td>
<td>25</td>
<td>15</td>
</tr>
<tr>
<td>Adults with disabilities contributing to their communities through meaningful enterprise or volunteerism</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Client hours on paid work</td>
<td>37%</td>
<td>50%</td>
</tr>
<tr>
<td>Increase sustainable community employment for people with disabilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Job Placements</td>
<td>67</td>
<td>75</td>
</tr>
<tr>
<td>People still employed after 1 year</td>
<td>75%</td>
<td>70%</td>
</tr>
<tr>
<td>Help children of all abilities learn and grow</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kids reaching all developmental milestones at follow up assessment</td>
<td>87%</td>
<td>92%</td>
</tr>
<tr>
<td>Kids with an identified developmental delay showing developmental improvement at follow up assessment</td>
<td>82%</td>
<td>68%</td>
</tr>
</tbody>
</table>

### Internal Assets

<table>
<thead>
<tr>
<th>Create a culture of highly engaged and satisfied employees</th>
<th>ACTUAL</th>
<th>TARGET</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Engagement Score (annual)</td>
<td>85%</td>
<td>70%</td>
</tr>
<tr>
<td>Turnover</td>
<td>22%</td>
<td>25%</td>
</tr>
</tbody>
</table>
Enabling potential, fulfilling dreams
How Pathfinder Services helped Kammy achieve a childhood dream

All her life, Kammy Updegrove has struggled and overcome challenges. Born with Down syndrome, she accomplished one goal after another, thanks to her own determined spirit, her parents’ dedication and the assistance of Pathfinder Services. Over the years, Kammy taught herself sign language, traveled, held down various jobs and lived on her own with the help of a social worker. Through July, Kammy lived in a supportive living home with three other women and enjoyed the day to day activities provided by Pathfinder Community Supports. Today, Kammy is dealing with diminishing abilities due to Alzheimer’s disease and is no longer served by Pathfinder Services.

In a moving letter about Kammy posted online, her sister, Kimm Loewen, wrote, “Kammy is a member of an excellent, caring organization called Pathfinder Services in Huntington, Indiana. They basically help take care of all my sister’s needs in correlation with us, her family. Without them, Kammy would not be doing as well as she is.”

Dreaming big
In August 2014, Pathfinder Services was also able to help Kammy realize a dream. Though already in the early stages of Alzheimer’s and experiencing short-term memory loss, Kammy still remembered a wish she had from years before: to fly in a hot air balloon with her sister. Kimm reached out to Pathfinder Services and the local community. “I want to make this happen for her while she can still do this physically and for that moment in time remember. It will be a memory for me I will always cherish,” Kimm said.
Dream Fund takes flight
Pathfinder Community Supports raised over $1,000 to help Kammy realize her dream, though only $200 was needed for the high-flying adventure. The extra money was put into a Dream Fund to support the wishes of other Pathfinder clients. As Kimm explained, “The program is not funded but relies on gifts of money or services to grant these wishes.” On the day of her balloon ride, Kammy was asked if she was excited about finally getting to ride on a hot air balloon with her sister. She responded with an enthusiastic “Yes!” and threw her hands up in the air.

Surrounded by love
In her online letter, Kimm had written of Kammy, “It has been very hard watching her slowly lose capabilities... but Kammy through all this has maintained her wonderful sense of humor, her love for people, especially children, and her appreciation for those who love her.” Kimm said that every time she and her sister talk on the phone, Kammy always tells Kimm she loves her. “My heart wants to burst with love for her every time she says that,” Kimm said. “My sister has had a huge part in making me the person I am today. She taught me how to be patient, how to care, how to listen, and how to love. How to take pleasure in the simple things in life and how to be thankful for the smallest of accomplishments.”

If you know someone who would benefit from Pathfinder Services, contact us today. And please consider supporting our work. Your gifts help people like Kammy achieve greater independence and realize their dreams.

COMMUNITY SUPPORTS BY THE NUMBERS

11 students served with the After School program
8 teen participants in Teens on the Town
24 teens attended Summer Camp
76 people received Respite/PAC services
89% Direct Support Professionals have been employed with Pathfinder Services for more than a year
93 people utilized Group Home Living
94 people served in Supported Living
100% of people served chose to remain in our services
254 people utilized Community Integration/Day Services for interaction and participation in their communities

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1005 W. Rudisill Street, Suite 301 I Fort Wayne, IN 46807 I p (260) 456-2385 I f (260) 745-5287
2049 S. Wabash Street, P.O. Box 322 I Wabash, IN 46992 I p (260) 563-1144 I f (260) 563-0195
113 Water Street I Plymouth, IN 45653 I p (574) 936-5610 I f (574) 936-7643
Pathfinder Community Supports
Misty Pullum has always had a big place in her heart for individuals with special needs. Her heart grew even bigger after the birth of her daughter, Layla, who has Down syndrome. The occupational therapist helping Misty after Layla was born happened to be a former Pathfinder Services employee, and she suggested they might benefit from programs at Kids Kampus, the child-care division of Pathfinder Services. “Pathfinder Services is great,” Misty said. “I tell everybody. Their community services do a lot for adults, and kids benefit, too, at Kids Kampus.”

“Layla likes it there.”
Misty was already familiar with Kids Kampus, as her son, Jeremiah, attended preschool there. Both he and older sister, Chloe participated in school-age daycare programs whenever school was delayed or canceled because of bad weather. Kids Kampus proved to be the perfect place for Layla, too.

“I put her in a play group at Kids Kampus when she was three years old,” Misty said. “She went to preschool there, and now she’s at Kids Kampus before and after school. She’s in a group of school children of all ages, up to fifth grade; that includes those with disabilities and without.” A thriving, talkative eight-year-old, Layla is popular with all the Kids Kampus teachers. She loves movies and enjoys reciting movie dialogue, acting out scenes and singing.

“Layla has someone with her all the time to provide assistance as needed, so she gets one-on-
one care in a group setting,” Misty said. “In the summer, she’s there more, so she has even more fun then.” In the summer, the children are taken on field trips, such as going to movies and the Splash Park in Huntington. “Kids Kampus also has a great playground for the kids,” Misty said.

“I never worry.”
Always confident that Layla is well cared for at Kids Kampus, Misty says, “From the beginning, they accepted Layla and made her feel part of the family. When we walk in, they all know us and say hi. It’s a very welcoming place. You never feel scared for your child there. I’m very protective of Layla, but I never worry. They’re always great with her.” Misty, who once worked in a group home with special-needs adults, later worked at Kids Kampus after Layla was born. Today, she does volunteer work for Pathfinder Services, taking a special needs adult with her to church every Sunday.

While all of her family’s experience with Pathfinder Services has been positive, one memory stands out for Misty. She says, “It was really neat to see Layla on stage with her peers when she graduated from preschool. To see her dancing and singing, with her little cap and gown on, was very heartwarming. They’ve never looked at her as being different.”

For more information about how your child could benefit from Kids Kampus, please give us a call — and come for a tour! Let your child experience Huntington’s only licensed child-care center.
We’d love to meet you!

KIDS KAMPUS BY THE NUMBERS

7 children attended Premier Preschool
120 children served in child care
100% parents surveyed reported satisfaction
1,840 child visits to Kids Klinic
$21,160 scholarship funding for preschool and child care programs
$176,937 Community Child Care Development Block Grant funding for child care

CONTACT US
435 Campus Street  |  Huntington, IN 46750
p (260) 356-0123  |  f (260) 358-9512
www.kidskampus.org  |  Facebook Pathfinder Kids Kampus
More than child care
How Early Head Start through Pathfinder Services is making a difference for the whole family

Heather S. is a mother of four children, ages 2 – 15. She has come to believe that the earlier you start a child in school, the better chance that child has at being successful later in life. Take her experience with her daughter, Olivia, age 2, for example. For a little over a year, Olivia has been enrolled in Early Head Start and is reaping multiple benefits from the program.

One of the most obvious benefits of Early Head Start is the socialization Olivia receives at school. “Olivia is always excited for opportunities to interact with her friends,” says Heather. Not only does Olivia gain significant socialization with her peers and teachers; she also receives extra learning opportunities with materials she normally wouldn’t play with at home. And, thanks to educational parent workshops, Heather is now learning how to make educational toys out of everyday, household items, too.

But the services don’t end there. Heather also really enjoys her home visits with the family child educator, who works with her and her daughter, one-on-one. This educator shows Heather toys and activities from school and explains how much Olivia is learning from these experiences. The family child educator also brings information about resources that she knows will benefit the family, such as current calendars from Work One, along with information about story hours at the public library.

In addition to these educational opportunities, Olivia also receives therapy from First Steps at Pathfinder Kids Kampus. The playground equipment, both indoor and outdoor, is just Olivia’s size, and she receives good, nutritious meals, including a wide variety of fruits and vegetables. Perhaps one of the best ways that Olivia has benefitted from Early Head Start is through the free vision screening, made possible through the local Lions Club. “Thanks to a free vision screening,” says Heather, “we discovered that Olivia had a condition requiring glasses. Now, she sees the world in a whole new way!”

Heather served on the Early Head Start Policy Council, which gave her the chance to speak up for her fellow community members. “I’m so thankful for the opportunities that we’ve had with Early Head Start,” says Heather. “I highly recommend the program to other families.”

For more information about all the ways you or someone you know could benefit from Early Head Start, please give us a call at (260) 356-0123. We’d love to get your children on track to reaching their full potential!
Child & Family Literacy
• Librarian reads to the children
• Take home literacy activities
• Books read daily by teachers
• Free books distributed in the community
• Socialization at the library
• Literacy activities at all home visits

Staff Highlights
1 staff member was in Early Head Start as a child
2 staff members were or are the parent of a child
enrolled in Early Head Start
5 staff members with over 10 years of Early Childhood
Education experience
6 staff members with over 5 years of Early Childhood
Education experience
11 Early Head Start Staff; in which 7 have Bachelor’s
Degree in Early Childhood Education or a related
degree, 2 have an Associate’s Degree in Early
Childhood Education, and 2 have a Child Development
Associate (CDA)

Cumulative Enrollment
100% of slots filled in all Early Head Start and
Prenatal programs
136 children and 13 pregnant moms enrolled
131 families enrolled
6 children on the center-based program wait list
1 child on the home-based program wait list
7 children on the combination program wait list
8 classes offered

Special Needs Children
18 children began receiving Part C (First Steps)
during the year
16 children began Early Head Start who had previously
utilized Part C
34 children qualified for disability services
18 children identified to need additional evaluation by
Part C services (First Step therapists)
54 new children screened through ASQ 3 Ages and
Stages Questionnaires

Demographics
147 English speaking families and 2 Spanish
speaking families
138 families of white ethnicity, 9 multi-racial, and 2 American Indian
76 one-parent families
55 two-parent families consist of:
• 43 parents (Biological or Adopted)
• 2 grandparents
• 10 foster parents
34 children with a disability, primarily speech
55 one-parent families enrolled
109 families with income below 100% poverty line
11 families using TANF or SSI
9 homeless families
61 parents employed
63 parents unemployed or disabled

Nutrition
318 breakfasts served
338 lunches served
368 snacks served
• Licensed Dietician plans and approves all meals

Transition Program (After aging out of EHS)
14 families transitioned to another Early
Childhood program
11 families transitioned to Head Start

Family Participation
74 families involved with Father Engagement
10 parents participating in the Policy Council
20 parents participating in the Parent Committee
68 various take-home activities provided in classrooms
156 Family Partnership Agreements completed for
children and prenatal moms
• Bi-monthly Socializations held involving community
resources such as 4-H Fair, Purdue Extension, Forks
of the Wabash, Splash Park, Animal Shelter, and more

Health Screenings
13 prenatal/postpartum health care visits
96 children had up-to-date dental screening and exams
105 children had up-to-date well baby checks
97 children had up-to-date immunizations

Program Information Report: August 2, 2015–August 1,
2016. Wait list information is current until time of printing
and subject to change.

Financials
Personnel.......................... $ 378,965
Fringe Benefits............... $ 134,848
Travel............................... $ 5,376
Supplies.......................... $ 22,980
Other............................... $ 128,059
Total.............................$ 670,228
Non-Federal Share............ $ 167,557
Growing a business, building a community
Modoc’s Market models inclusion

Ask Angie Beauchamp about helping people find a place in the workforce, and she’ll tell you it’s the right thing to do. Angie is a respected community leader and 12-year owner of Modoc’s Market, a coffee shop in Wabash. She is also a valuable partner to Pathfinder Resource Connection, the employment division of Pathfinder Services.

Ten years ago, Angie hired her first individual served by Pathfinder Services to work at the coffee shop. Since then, she has hired a total of four people. Though one individual moved out of state, the other three still work at Modoc’s.

Good for business

Angie points out that employing individuals with disabilities enhances her business. “It’s a good example to the community,” she says. “It brings similarities out in the open more than differences.” Modoc’s Market, for example, employs a total of 20 people. Of the three employees who are involved with Pathfinder Services, Angie says, “It’s interesting to see how they affect the others who work there. It builds tolerance. It helps the other team members grow in their understanding of others’ gifts and challenges. It’s a whole ripple effect of being blessed from these relationships.”

Angie’s involvement with Pathfinder Services began after she and her husband became acquainted with a local gentleman with a developmental disability. He regularly visited their church and the coffee shop. Today, Angie and her husband serve as his guardian and advocate. Through her relationship with this gentleman, Angie discovered the many opportunities available through Pathfinder Services. She has become a committed partner. In addition to hiring work-ready employees, Angie works with Pathfinder Resource Connection in other ways. Modoc’s Market is a place where Pathfinder clients can test their skill sets and discover if they are ready to hold a community job.
A blessing for the community

The benefit to Pathfinder clients cannot be understated, either. “You become part of their lives, too,” Angie explains. “One of my employees with a disability has had issues where she’s not been able to work at times. Her job is only one day a week for a few hours, but it means so much to her. I think knowing that she had a job to come back to helped her recovery and overall wellness.”

Hiring people with disabilities is something Angie would encourage other business owners to do. “The value to the community is the awareness it builds that there are lots of ways people can contribute,” she says. “I think it speaks to the character of a community, how they take care of, embrace or encourage people with disabilities or any other part of the community that’s underserved. It makes us better.”

If you have a friend or family member struggling to overcome barriers to employment, help them connect with Pathfinder Resource Connection. We’d also like to talk with you about hiring our clients in your business. Contact us today.

RESOURCE CONNECTION BY THE NUMBERS

$8.39 average per hour wage of employment placements
37 people learned to maximize their earnings through Benefit Counseling
67 individuals achieved competitive community based employment
75% job retention after 1 year
100% of customers served rated services at satisfactory or above.
166 annual referrals

CONTACT US
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1005 W. Rudisill Street, Suite 301 I Fort Wayne, IN 46807
p (260) 456-2385 I t (866) 892-0513 I f (260) 745-5287
2049 S. Wabash Street, P.O. Box 322 I Wabash, IN 46992
p (260) 563-1144 I t (800) 508-0036 I f (260) 563-0195
518 Garland Avenue, Suite A I Columbia City, IN 46725
p (260) 244-0162 I f (260) 244-0163
www.resourcecon.org I Pathfinder Resource Connection
Bookseller speaks volumes about OutSource Manufacturing

Quality, consistency and value are keys to partnership

Pathfinder Services would be hard-pressed to find a better endorsement of its OutSource Manufacturing than the one provided by Justin Wheeler, warehouse manager at American West Books (AWB), which is headquartered in Sanger, California. AWB is a major nationwide supplier to warehouse clubs, specialty grocers, and national booksellers. In addition to books, AWB sells a variety of other products such as maps, puzzles, and games.

OutSource Manufacturing provides a much appreciated workforce that processes AWB’s East Coast Whole Foods returns. “Our Pathfinder workers process returns at a near-perfect rate and very quickly,” Wheeler says. “They communicate with us with exactly the information we need every time, and they’re constantly helping us to improve systems as they see issues arise.”

A partnership packed with value

Wheeler says AWB chose Pathfinder’s OutSource Manufacturing for a variety of reasons. “We chose to partner with Pathfinder because of their competitive cost structure, the rave reviews they receive from their other partners, their servant attitude, and because of their knowledge in manufacturing.”

And it was a good decision, Wheeler adds. “Our partnership with Pathfinder has much value. Their constant desire to communicate with us regardless of the reason, and their desire to help us be more efficient in areas like packaging costs, have proved quite valuable. Pathfinder is always looking for ways to help us provide excellent customer service, value, efficiency, effective business practices, and outstanding communication. We could not find a better partner to work with.”
Good for the financial books, too

What’s more, AWB is realizing a tangible return on its investment with OutSource Manufacturing. “Pathfinder’s commitment to excellence has helped us reduce our returns-inventory turnover for our East Coast Whole Foods,” Wheeler explains. “This has allowed us to process credits in a much more timely fashion and pay our vendors quicker — something our vendors are much happier about, as well.”

The quality of the work performed keeps Wheeler happy. “Pathfinder’s ability to meet ISO 9001 standards is just another testament to their excellence in quality,” he says. “This is proven time and time again in their ability to exceed our expectations of both quality and on-time delivery. “We would absolutely recommend Pathfinder to any business,” Wheeler adds. “They display qualities of commitment, quality, excellence, and character that are at the top of any industry.”

If you need competitive outsourcing solutions for your company, consider Pathfinder OutSource Manufacturing. We offer high quality solutions that meet the demands of today’s marketplace.

OUTSOURCE MANUFACTURING BY THE NUMBERS

38 People working to earn an income
100% defect free orders
100% on time delivery
100% of business partners surveyed reported satisfaction
8,659 total orders shipped
10,000 square-foot manufacturing facility streamlined for value-added processing
$835,907 in sub-contract sales
$933,051 total sales

CONTACT US
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www.outsource-manufacturing.org
Pathfinder OutSource Manufacturing
A proud homeowner
How the Pathfinder HomeOwnership Center helped Tosha realize her dream

Tosha is a proud single mother of two grown children. Her daughter is in the Varsity Singers at Huntington North High School and her son is serving our country in the US Navy. Tosha is also a proud homeowner thanks to her hard work and guidance from the Pathfinder HomeOwnership Center, a certified NeighborWorks HomeOwnership Center.

Tosha contacted the Pathfinder HomeOwnership Center in March of 2014 to see if she might be able to afford to stop renting and purchase a home. Like many working parents, Tosha’s middle-class income allowed her to make ends meet. She was paying high rent to be sure her children were in a comfortable home and safe neighborhood. There wasn’t a lot left over to save for a down payment on a home. She believed owning a home was out of her reach until she spoke with Justin at the Pathfinder HomeOwnership Center. “I went in to Pathfinder Services, and Justin explained the program and made recommendations on what I should do and I did those things,” Tosha explains. “Justin was wonderful to work with, very professional and he really treated me with dignity. Being a single mother, I wasn’t sure if being a homeowner was something I could do, but Pathfinder encouraged me that I could.”

She believes it was more than fate that lead her to her nearly move-in ready home in a quiet Huntington neighborhood. “One day I got routed down this street and saw the for sale sign in the yard. I thought it was a lovely home, so I called. When I first came through the home, it just felt like it fit our family,” says Tosha. Although she knew she had found her new home, the Pathfinder HomeOwnership Center recommended that Tosha wait a few months for a mortgage option that would put her in a better financial situation. Tosha explains, “My faith in God is a big part of who I am and although I really wanted this home, I felt I needed to be a good steward of what I had been
given so I made the decision to wait.” In the end, all the pieces fell in to place for Tosha; she was able to make a contingent offer on the home so she could wait for the better mortgage option and the seller accepted her offer.

Tosha has been in her home since May of 2015. For the last year, she has been doing small things to make her home her own. She’s touched up paint, done some landscaping, and warmly decorated her living and dining rooms. “Becoming a homeowner has saved me a significant amount of money compared to renting,” she says. “All-in-all, we are just so blessed to call this our home and for the guidance the Pathfinder HomeOwnership Center gave me along the way.”

HOMEOWNERSHIP CENTER BY THE NUMBERS

Community Impact

65 households closed on newly built homes
75 jobs created by new homes built, with wages and salaries equaling $3,371,250
145 families fulfilled their dream of home ownership
319 households received foreclosure assistance
321 families received Home Buyer and/or Financial Capabilities Education and counseling to learn what to expect in home ownership

Voluntary Income Tax Assistance

95% return accuracy in the free tax program with $2,491,739 in refunds and $350,352 saved in fees spent
1,623 free tax returns were filed (10.8% increase over 2015)
$715,016 Earned Income Tax Credit returned to 354 qualified families

Asset-Building Services

5 Transition Housing families successfully graduated from the program. 100% of the families attended one or more financial literacy classes
12 families obtained used car loans in partnership with 1st Source Bank
51 Individual Development Account holders received and utilized a combined total of $95,640 for 13 home purchases, 4 home repairs, 16 post-secondary education programs, and 5 businesses capitalized

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www.pathfinderhomes.org | HomeOwnership Center
Making home accessible
Amramp provides solutions for those in wheelchairs

Getting out of the house can be a challenge for those in wheelchairs. Maneuvering multiple steps or narrow stairways can make it difficult to exit safely. Many older homes were not built to accommodate wheelchairs, making it almost impossible to leave quickly during an emergency. Whether someone is recovering from a recent injury or living with a long-term illness, wheelchair accessibility is not only a necessity, it’s a lifeline to freedom and independence. That is why people turn to Amramp for their home ramp needs. With a variety of convenient options, Amramp makes accessibility a possibility for any home.

Evaluating Needs

“Accessibility to the home and safe egress for patients with impaired mobility is critical,” says Evan Detweiler, Director of Therapy and Case Management at the Lutheran Rehabilitation Hospital of Fort Wayne. “Installation of a ramp should be considered whenever mobility is impaired,” Detweiler explains.

“The need for a ramp increases as the complexity of injury or disability increases. The longer the impairment is expected to last, the greater the need for ramping. In more permanent scenarios, the ramping solution will need to withstand the anticipated duration of use.” That’s when Amramp can become an integral part of therapy and recovery for those in wheelchairs. Amramp gives patients the opportunity to exit their home safely and easily. Amramp offers a variety of solutions, including permanent installation and short-term, temporary ramps.

Overcoming Barriers to Ramp Installation

The process of getting a ramp through Amramp involves a home evaluation as there are many structural and safety issues to consider.
Access to the home may be a barrier. The home may have narrow steps that make getting into the house a challenge. Doorways that are too narrow also create accessibility issues. Throw rugs and lighting issues are safety concerns that may be addressed during the evaluation as well.

Even when a ramp is determined to be necessary, families must overcome other hurdles, such as cost and physical restrictions. Amramp can determine which ramp best suits the physical space. Amramp also offers rental ramps for as little as one day. For many individuals, ramp installation is more affordable than other options.

“The ramp expense versus major remodeling or relocating should be considered since it may be the simplest way to maintain independence as well as being the most cost effective,” Detweiler adds. “Ramp access allows people to age in place or have access to their home and family without the expense of moving or remodeling.” Through Amramp’s wheelchair accessibility solutions, patients’ lives improve, gaining the freedom and mobility they need.

Make home accessibility possible for someone in a wheelchair. Consider supporting Pathfinder Services so that more people can live with freedom and independence.

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AMRAMP BY THE NUMBERS

92 ramps installed helping people gain accessibility  
100% on time installation  
161 free evaluations conducted  
1,786 contacts made to referral sources  
0 reportable accidents/injuries  
3 days from inquiry to proposal  
$23,457 in Amramp Social Mission Closet inventory

CONTACT US

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 PATHFINDER OUR SERVICES
A closer look at the services we provide our clients and community

COMMUNITY SUPPORTS
About
Pathfinder Community Supports, the developmental disability services division, began impacting the quality of clients’ lives in 1966.

Group Homes
• 24 hour care in 13 homes
• RN/LPN available
• Family environment
• Involvement in the community
• Build life skills
• Provide choice and control over destiny

Supported Independent Living
• Build life skills
• RN/LPN available
• Encourage self sufficiency
• Provide choice and control over destiny
• Daily assistance up to 24 hours

Community Integration/Day Services
• Community participation
• Build social skills
• Individual goal development
• Volunteer activities
• Life experience trips
• Art experiences

Respite Care and Family Caregiver Supports

Person Centered Planning

Teen Programs
• Summer enrichment camp
• Teens on the Town
• After School care/activities

Client Transportation

Creative Abilities

Counties served:
Allen, Huntington, Marshall, Starke, Wabash, Markle area of Wells County, and Whitley

KIDS KAMPUS
About
Pathfinder Kids Kampus, the early education division, was created in 1990 to provide an integrated center for all children in Huntington County. Pathfinder Kids Kampus engages in partnerships to provide support to families and focuses on the whole child through child care. Collaborative efforts and resources are shared with all community human services agencies throughout Huntington County.

What we offer
Caring, Qualified Staff
• Four teachers with Bachelor’s degrees in Education
• Six teachers with Associate’s degrees in Education
• Six teachers with a Child Development Associate

Child Care
• Huntington County Early Head Start Program. Free for income eligible children six weeks to three years as well as prenatal mothers.

Licensed Center
• Paths to Quality Level Three

On Site Kids Clinic
• Operates 7:00–5:00 p.m.
• Available to any family in the community by appointment and fees apply.

Flexible Programs
• Hourly drop off
• Full/Part time
• Open M-F, 6am-6pm
• Indiana Childcare Vouchers accepted

Cooperative Programming
• Huntington University
• Parkview Huntington Hospital
• Otis R. Bowen Center
• First Steps Family Resource Services
• Parenting Classes
• Early Intervention Services
• Huntington County Community School Corporation

Preschool Programs
• Kindergarten Readiness
• Language Development
• Math Concepts
• Creative Expression
• Social Concepts and Emotional Development
• Physical Development and Wellness
• Scientific Investigations
• Social Studies
• KinderDance

Fall, Winter, and Summer Kamps
• Field Trips
• Educational Programming
• Fine & Large Motor Skill Activities

School Enrichment
• Teacher Collaboration
• Parent Partnerships

Huntington County Community School Corporation
• Early Childhood Education Program

EARLY HEAD START
About
Early Head Start (EHS) serves infants, toddlers, pregnant women, and their families. To enroll, children need to be 0–3 years old, meet income guidelines, and live in Huntington County. EHS is a federally funded program and provides free child care for 76 children in Huntington County at any given time.

Pathfinder Kids Kampus Early Head Start works closely with First Steps to identify, assess, and provide services to children with disabilities. Early Head Start welcomes all children, including those who have special needs.

RESOURCES CONNECTION
About
Pathfinder Resource Connection, the employment division, began in 1987 and specializes in assisting people with disabilities and others in finding and retaining employment. Specific assistance is provided to job seekers as well as additional training as needed once the individual is hired.

Employment Services
Benefit Counseling
• Personal Benefit Analysis
• Explain the impact of employment on benefits
• Encourage maximizing earning potential
• Support in achieving self-sufficiency

Discovery
• Personal interview
• Trial Work evaluations
• Situational assessments
• Job shadowing
• Vocational testing
• Work experience
• Identifying careers

Job Readiness
• Punctuality
• Dress for success
• Employer expectations
  – Work ethic
  – Code of conduct
  – Productivity
• Esteem and confidence building

Job Development/Placement
• Interview Skills Training and ongoing practice
• Assessment Test Training
• Resumé building
  – Pocket resumé
• Proper completion of on-line applications
and paper applications
- Job carving
- Advocacy
- Community networking

**Transition Services**
- Job exploration and training for High School students with barriers to employment, 14 to 22 years of age

**Job Coaching**
- On-site training and advocacy
- Off-site support
- Skills development

**Extended Services**
- Long term supports

**Employment Network**
- Ticket to Work Program

**Referrals to Community Resources**
- Transportation
- Child care
- Clothing closets
- Public assistance
- Financial planning
- Housing
- Food banks
- Community partnerships

**Caring Staff**
- Highly trained
- Responsive to customer needs

**Counties served:** Allen, Huntington, Wabash, and Whitley

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**OUTSOURCE MANUFACTURING**

**About**
Pathfinder OutSource Manufacturing partners with companies throughout surrounding communities and the nation to provide specialty solutions as an extension of their workforce. Our capabilities include skin packaging, die cutting, bag sealing, vinyl heat sealing, riveting, paper cutting and folding, light manufacturing, and product fulfillment. Our workforce includes people with varying abilities. We enable our workforce to maximize their abilities through innovative fixtures, templates, machinery, proofing, skill development, and high standard quality control, meeting ISO standards. Our commercial customers benefit from this through consistent quality products, just in time delivery and cost savings.

**Logistics**
- Warehousing
- Delivery service
- Shipping

**Packaging**
- Shrink wrapping
- Skin packaging
- Die and material cutting

**Kit Assembly**
- Subassembly
- Sorting-collating-binding

**Manufacturing**

**Unique Products and Services**
- Promotional products
- Customized gifts

**State Use Contracting**
- Recycled binders

**Job Training**
- Entry level skills development
- Proofing, skill development
- Innovative fixtures, templates

**HomeOwnership Center**

**About**
Pathfinder HomeOwnership Center, the community development division, was created in 1997. Pathfinder HomeOwnership Center provides comprehensive homebuyer education, financial coaching, and loan packaging services throughout Indiana.

**Asset Building Services**
- Transitional housing
  - Helping homeless families
- Individual Development Accounts – 3:1 matched savings
- Home buyer education
- Forgivable down payment assistance loans
- USDA 502 direct mortgage packaging
- Community building and organizing
  - Financial Capabilities
    - Financial Coaching
    - Credit repair training
    - Move in to home ownership
- Free tax preparation

**HomeOwnership Preservation**
- Owner occupied rehabilitation in Drover Town
- Foreclosure intervention
  - One-on-one counseling
  - Loan modification assistance
  - Hardest Hit Fund loans

**Real Estate Development**
- Acquisition and rehabilitation
  - Refurbished homes available to buy
- Supported living new construction

**Funding**
- NeighborWorks® America
- Rural LISC
- IHCDA
- United Way of Huntington County
- Wells Fargo Housing Foundation
- Lake City Bank
- Fifth Third Bank
- 1st Source Bank
- Federal Home Loan Bank of Indianapolis
- PNC Foundation

**AMRAMP®**

**About**
Amramp® has a long history of building and installing wheelchair ramps and provides accessibility products for people struggling with accessibility barriers. Amramp® is in business to help clients improve the quality of their lives, maintain their independence, and preserve their dignity. Our dedicated staff is comprised of caring individuals who are experts in providing safe accessibility solutions.

Amramp® steel ramp systems help people get in and out of their homes for doctor appointments, weddings, graduations, holidays, vacations and other special events.

**Indepedently Owned & Operated**
**ADA Compliant**
**Local Inventory**
**Installed in Days, Not Weeks**
**Environmentally Friendly**
**Fire Retardant**
- Safe, sturdy, and reliable
**Open Mesh Am-Grip Surface**
- Allows water & weather to pass through

**Accessibility Products**
- Residential ramps and Commercial ramps
- Portable ramps
- Threshold and transition ramps
- Portable roll-in showers
- Vertical and inclined lifts
- Swimming pool lifts
- Automatic door openers
- Other unique accessibility products

**FREE Home or Business Evaluation**
**Serving Indiana**
**Recyclable/Reusable Steel**
**Patented Ramp System**

**Rent or Purchase**
- Patented Ramp System
- Recycled binders
- State Use Contracting
- Customized gifts
- Promotional products

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- Other unique accessibility products

**FREE Home or Business Evaluation**
**Serving Indiana**
**Recyclable/Reusable Steel**
**Patented Ramp System**

**Rent or Purchase**
- Patented Ramp System
- Recycled binders
- State Use Contracting
- Customized gifts
- Promotional products
## PATHFINDER FINANCIALS

### REVENUE

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th></th>
<th>2015</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>AMOUNT</td>
<td>PERCENT</td>
<td>AMOUNT</td>
<td>PERCENT</td>
</tr>
<tr>
<td>Contributions</td>
<td>$67,863</td>
<td>0.36%</td>
<td>$39,392</td>
<td>0.18%</td>
</tr>
<tr>
<td>United Way</td>
<td>$62,967</td>
<td>0.33%</td>
<td>$87,072</td>
<td>0.39%</td>
</tr>
<tr>
<td>County Government</td>
<td>$84,000</td>
<td>0.44%</td>
<td>$84,000</td>
<td>0.38%</td>
</tr>
<tr>
<td>Other Govt Agencies</td>
<td>$15,819,122</td>
<td>83.71%</td>
<td>$19,352,988</td>
<td>86.69%</td>
</tr>
<tr>
<td>Fees</td>
<td>$1,077,142</td>
<td>5.70%</td>
<td>$1,004,240</td>
<td>4.50%</td>
</tr>
<tr>
<td>Business Contracts</td>
<td>$1,481,691</td>
<td>7.84%</td>
<td>$1,410,988</td>
<td>6.32%</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>$305,825</td>
<td>1.62%</td>
<td>$345,644</td>
<td>1.55%</td>
</tr>
<tr>
<td><strong>TOTAL REVENUE</strong></td>
<td><strong>$18,898,610</strong></td>
<td><strong>100%</strong></td>
<td><strong>$22,324,324</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

### EXPENSES

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th></th>
<th>2015</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>AMOUNT</td>
<td>PERCENT</td>
<td>AMOUNT</td>
<td>PERCENT</td>
</tr>
<tr>
<td>Kids Kampus</td>
<td>$1,509,148</td>
<td>7.99%</td>
<td>$1,355,421</td>
<td>6.07%</td>
</tr>
<tr>
<td>Community Supports</td>
<td>$12,026,183</td>
<td>63.64%</td>
<td>$11,141,815</td>
<td>49.91%</td>
</tr>
<tr>
<td>Resource Connection</td>
<td>$381,998</td>
<td>2.02%</td>
<td>$377,440</td>
<td>1.69%</td>
</tr>
<tr>
<td>Community Connections</td>
<td>$1,321,708</td>
<td>6.99%</td>
<td>$5,527,389</td>
<td>24.76%</td>
</tr>
<tr>
<td>OutSource Manufacturing</td>
<td>$1,083,212</td>
<td>5.73%</td>
<td>$1,012,586</td>
<td>4.54%</td>
</tr>
<tr>
<td>Administration and Support</td>
<td>$2,562,059</td>
<td>13.56%</td>
<td>$2,409,976</td>
<td>10.80%</td>
</tr>
<tr>
<td>Change in Net Assets</td>
<td>$14,302</td>
<td>0.08%</td>
<td>$499,697</td>
<td>2.24%</td>
</tr>
<tr>
<td><strong>TOTAL EXPENSES</strong></td>
<td><strong>$18,898,610</strong></td>
<td><strong>100%</strong></td>
<td><strong>$22,324,324</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

### FUNDRAISING EVENTS

- **Revenue** $58,181
- **Expense** $20,238
- **Outsource Services** $6,439
- **Office Expenses** $262
- **Advertising & Marketing** $14,215

**Total Fundraising Expenses** $84,114
HELP WELCOME THE FUTURE

“Pathfinder Services, Inc. envisions a community in which all people are valued, accepted, and have control over their own destinies.”

To make your gift securely online using your credit card visit: www.pathfinderservices.org and click Donate Now.
Or, complete the following form and return it with your gift.

Please accept my donation of:

- $30
- $100
- $250
- $500
- $1000
- Other $___________

All financial gifts will go to the Pathfinder General Fund and used where they are needed the most unless you specify below:

- Dream Fund: fulfill the dreams of people with disabilities.
- Kay LaMont Child Fund: provide additional support for children with special needs.
- IDA Tax Credit: Help working families develop assets and improve their financial capabilities. (Minimum $150 donation.)
- Other

___________________________________________________________________________________________________

Name ____________________________________________
Address ____________________________________________________________________________________________
City _____________________________________ State __________ Zip+4 ____________________________ - ____________
Date of Birth _____ / _____ / _____________
Email _____________________________________________________________________________________________

To receive information about including Pathfinder Services in your estate planning, please check here ☐

- My check is enclosed. Please mail to: Pathfinder Services 2824 Theater Ave., Huntington, IN 46750
- I/We wish to pledge $ ____________________ Please bill me/us ☐ 1x ☐ 2x ☐ 3x ☐ 4x per year

☐ Yes, I would like to volunteer my time, talent, and resource
to support the mission of Pathfinder Services! Please email me.

Pathfinder Services, Inc. is recognized by the U.S. Internal Revenue Service as a not-for-profit organization as defined by section 501(c)(3) of the U.S. Internal Revenue Code.
Volunteer With Us!

In 2016, 283 servant leaders came to Pathfinder Services to give of their time and talent, totaling 8,621 volunteer hours this fiscal year. These generous people came from throughout our service area, and they believe in a community in which all people are valued and accepted and have control over their own destinies.

Volunteers are vital to the success and sustainability of Pathfinder Services. Programs such as Volunteer Income Tax Assistance (VITA), the Creative Abilities Art Studio, and Kids Kampus rely on faithful volunteers to be effective. There are many ways to get involved with Pathfinder serves. We focus on community integration, education, employment and housing. We need people just like you to assist us in this journey.

So what can you do to volunteer at Pathfinder Services? You can support financial literacy and community building, educate and inspire children at Kids Kampus, enrich the lives of teens and adults with disabilities, or cheer on participants at the Turkey Trot. You can also strengthen Pathfinder Services by lending us your professional services; whether you are an accountant, a writer, a web developer or an electrician, there are ways those we serve benefit from your expertise. The requirements for volunteers are simple. Pathfinder Services is looking for people who have time to give and a heart for those we serve.

If you would like to learn more about using your gifts at Pathfinder Services, please contact us at (260) 355-2573 or by email: cwest@pathfinderservices.org.

The greatest value in life is not achieved by individuals alone, but by caring people pulling together for common good.