



Pathways **to→** Independence

Annual Report

July 1, 2021 - June 30, 2022

2022

Message from the Executive Director



Dear Friends and Supporters,

Pathways has a rich history of providing supports to people with disabilities, to help them build skills, develop relationships, and most importantly giving them a place to BELONG.

For over 34 years Pathways to Independence has been guided by our vision that participants will enjoy a full life – engaging in relationships, contributing to their community and becoming more independent. Our dedicated board and staff have guided us to much success this year, with over 190 individuals supported, a 10% growth in local government funding and the launch of our Community Connections program.

All of this success would not have been possible without the dedication, and support of our donors, community partners, families and participants. I look forward to the coming years and the continued success of Pathways.

Jodi

Jodi Woessner
Executive Director



Our Mission

Pathways to Independence supports the development of skills that positively impact the lives of individuals with disabilities who seek greater independence and social success.

Our Values



Authenticity

We look to build authentic relationships among our participants and foster deep and authentic staff connections with the mission of Pathways. We believe in living out honesty, vulnerability, and self-reflection.

Empowerment

We seek to foster autonomy and self-determination in people and communities in order to enable them to represent their interests in a responsible and self-determined way.

Community

We strive to create tight-knit inclusive communities among our members and the general community and celebrate diversity in those communities.

Respect

We believe in treating all individuals with dignity, fairness and empathy while ensuring their safety and well-being.

Striving

We challenge ourselves and our participants to continually grow, learn new skills, improve, and be the best we/they can be.



Jodi Woessner
Executive Director

Jessie Hautly
Program Director

Liz Cottrell
Development Manager

Jen Boston
Jamie Larson
Alyssa Renaud
Program Managers

Ed Bozesky
Ray Bozesky
Bre Edwards
Christine Karagiannis
DeVonshae Person
Kayla Potter
Marissa Sandbothe
Liz St. Lawrence
Ronnie Wilson
Program Specialists

Our Team



Our Board

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Keith Jacob
Jason Looney
Stephanie Milner
Cary Schneithorst Reed
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Directors

Our Programs

We are more than a recreation-based program; we are uniquely focused on developing social, interpersonal, and other soft skills in individuals with complex cognitive disabilities to help them overcome personal and professional challenges.

Behind everything we do, every interaction, we are building skills that open up new possibilities and pave the way to independence. Socializing, and more so, independence, comes with risk, and we give participants the courage and confidence to take those risks.

Through these experiences and interactions, participants gain confidence, empowering them in all aspects of life, from their personal lives to their professional aspirations. Pathways to Independence helps develop productive members of society who can contribute to their communities in positive ways.

Adult Program

Social Growth focuses on increasing positive social experiences, expanding social circles, elevating self-confidence and improving self-esteem through supported leisure programming

Social Focus offers participant-led small group interactions with staff support for planning and execution.

Community Connections provides support to participants to join and maintain membership in an existing community group

Social College is a series of discussions and activities focusing on participant-identified social topics.

Growth & Potential services consist of 1:1 training on social and related topics that impact the lives of participants.

Young Adult Program

Social Events offer opportunities to enhance social skills through fun community-based activities while staff provide coaching to help participants make social connections with peers.

Social College classes focus on specific social skills topics such as: initiating conversations, making and maintaining friendships, and asking follow-up questions.



Young Adult Program



75% of YA participants with **Social Skill** goals maintained or improved their skills.

90% of YA participants reported more **robust social networks**

118 Young Adult Opportunities Offered
51 Virtual Events and 67 In-Person Events

18 Young
Adult
Participants



Cell Phone-Free Event

With the introduction of our Young Adult Program for 16-21 year olds, Pathways has been faced with the challenge of supporting a group of individuals with needs that can differ from our traditional adult participants. This group of young adults has grown up in a technological world, leading to both interests and areas of improvement surrounding technology. Our young adult Social Events and Social College classes are designed with this in mind.

While cell phones can be used to enhance social connections, they can also become a distraction at our young adult events. As part of our Social College program, we have started hosting quarterly “cell phone-free dinners”. At these dinners, participants and staff place their cell phones in a box and have the opportunity to practice conversation skills free of technology distractions. At the first cell phone-free dinner, participants were initially timid and reluctant to put their phone in a box for two hours. Conversations started slowly and the group used the provided conversation cards that were placed on the table. Once the common interests of video games, anime, and school were identified, conversation between peers continued independently with minimal staff support. Deeper connections were made between participants that may not have happened on other occasions due to the potential distraction of their phones.

After dinner, participants were able to take home memories from the event in the form of a polaroid picture, something most of them had not seen before. About 10 minutes before the group left, participants were offered their phones back in order to exchange phone numbers to continue conversations after the event. Five of the participants present exchanged numbers with at least 1 person at the dinner. Several individuals reported back to Pathways that they are still conversing outside of Pathways events and are looking forward to the next cell phone-free dinner.

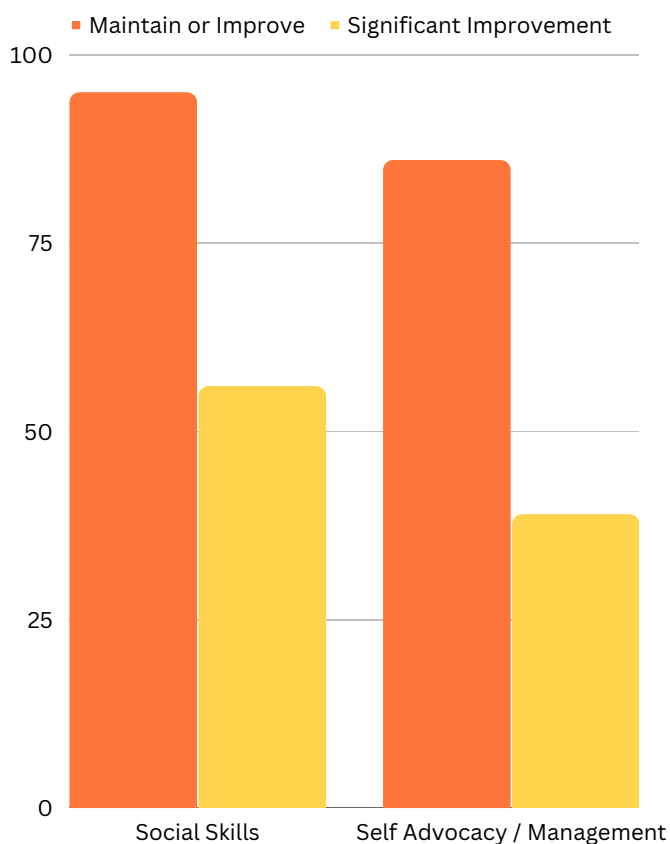


94% of participants report **maintaining or increasing independence.**

98% of families reported **skill application at home**



92% **retention rate** from FY21 to FY22



Brooks

Social Focus & Community Connections Success

When Brooks joined Pathways in 2019, he was looking for a supportive place to expand his social network and his options for community engagement. He was eager and motivated, but had not found the correct outlets that fit his needs, or people he could truly connect with. Through Pathways, Brooks has found a consistent and supportive environment to explore the community, make strong friendships, and become more independent in his social life.

Over the last two years, Brooks expressed strong interest in learning to plan his own social outings. He worked closely with staff to plan multiple fishing events, determining the details and inviting others he had met at Pathways events. Brooks practiced this several times, becoming more independent each outing, and eventually building the confidence to get together with these individuals outside of staff-supported events.

In addition, Brooks recently worked with Program Manager, Jamie, in the Growth & Potential program. Pathways introduced "Community Connection" within the last couple of years, with the intention of helping participants connect with and join existing community groups. Brooks was interested in getting involved in MeetUp, but was a little intimidated by this new process. Jamie and Brooks worked 1:1 to learn the MeetUp system, explore options for group outings, and get Brooks set up with an event. Now, Brooks is attending MeetUp events frequently and independently, as well as encouraging his peers to give it a try. With Pathways' encouragement, coaching, and support, Brooks has found a network of like-minded friends both within Pathways, and in the community at large.





159
Adult
Participants

➔ **600+ Adult Opportunities** Offered
270 Virtual Events and 330 In-Person Events

Social Focus

36 participants planned a total
of 56 Social Focus small groups

Growth & Potential

➔ **80%** of GAP participants made progress
towards at least one outcome

Community Connections

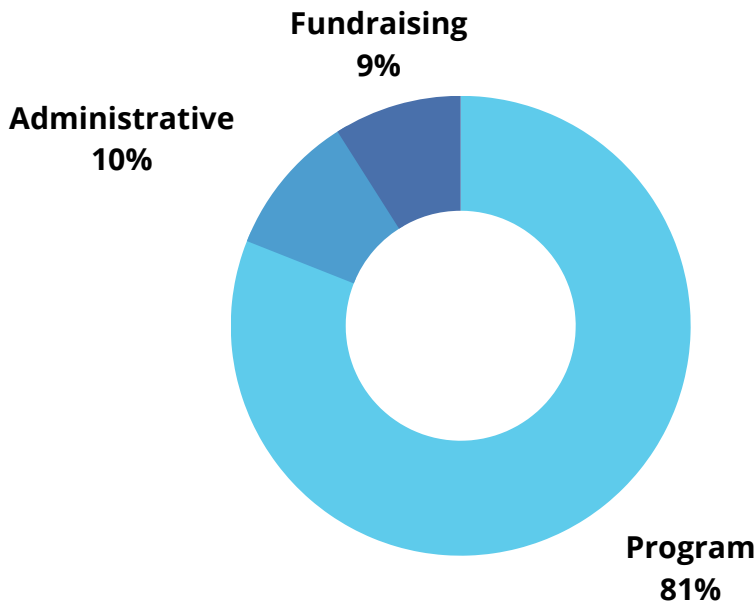
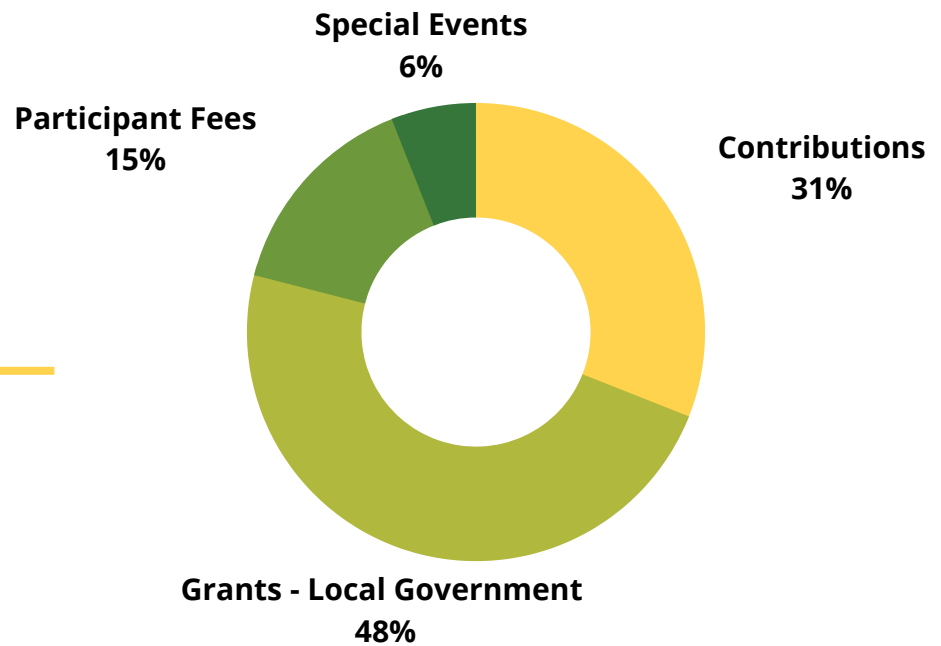
5 participants initiated involvement in a community group with 2
participants remaining involved 6+ months.

Our Financials

Fiscal Year
July 1, 2021 - June 30, 2022

Revenue

\$592,585



Expenses

\$570,599



Our Donors

Over \$25,000

Betty Beckmann
Kevin Beckmann

\$10,000-\$24,999

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