



2022 ANNUAL REPORT



MESSAGE FROM LEADERSHIP

Dear Friend,

2022 was a year of continued change and challenges for Pathfinders and the youth and families we serve.

In the first half of the year, many of the safe spaces that our young people rely on – like schools and community resources – were not open or still had reduced hours. Young people expressed concerns about their health and mental well-being, in addition to personal and community violence.

As we moved further away from the COVID-19 pandemic, we welcomed more and more young people into our shelter, our school, our Drop-In Center and our Holton St. headquarters. Youth and young adults returned to access basic needs services, mental health and employment support. Our behavioral reassignment middle school resumed classes in person last fall. All the while, our street outreach team continued to meet young people where they're at.

To meet this growing demand, we also added staff. We invested in mental health case managers and therapists. As one of our staff described, **"Therapy is not always something youth have wanted, but now to see them calling in wanting therapy is really positive."**

We expanded our housing team to **build deeper, collaborative relationships with our landlords, which results in our zero percent eviction rate.** And we expanded our **upstream homelessness prevention work** – an effort that helps **stop episodes of homelessness before they happen** by providing housing stabilization through flexible individualized financial support.

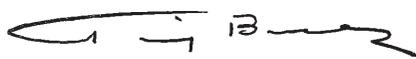
By offering emergency basic needs assistance, we can ensure they won't lose their current housing by having to make the decision to either pay rent or buy groceries or turn on the heat. **"Our young people have so much to offer the world, and a lot of that starts when they have a safe place to sleep each night,"** a Pathfinders staff member reflected.

In the midst of this strategic growth, we're mindful of our staff's well-being. They demonstrated exceptional care and concern for youth throughout the pandemic and beyond. We understand the emotional toll it can take to provide support through the exceptional challenges of the past several years. So, we made our employees a priority as well.

Due to our fiscal strength – made possible in large part through your support – we have been able to provide consistent cost of living adjustments to their salaries that match current inflation rates, and we increased our retirement matching contribution. Based on employee feedback, we instituted 12 weeks of paid leave to help our team focus on their health and their growing families.

As we look ahead, we will continue to shine a bright light on issues impacting Milwaukee's most vulnerable youth and young adults. We will continue to advocate for their needs and will continue to grow our services with input from young people. And we will be able to do this important work thanks to the investments our donors make every day.

Yours in partnership,



Timothy R. Baack, MS, LPC
President & CEO



William Olivier
Board Chair

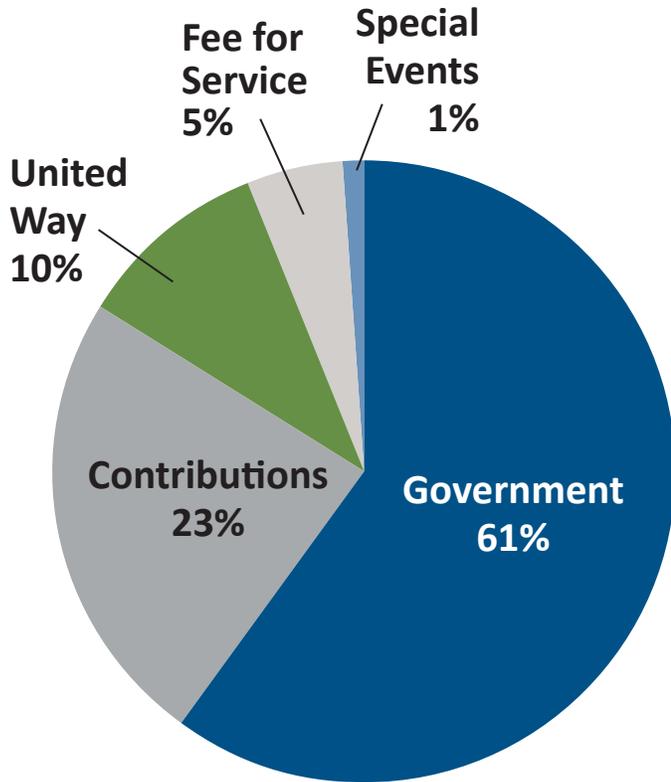


Chuck Moyer
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2022 FINANCIAL SPOTLIGHT

For more information regarding our financials or to download our most recent audit and Form 990, please visit PathfindersMKE.org.



REVENUE

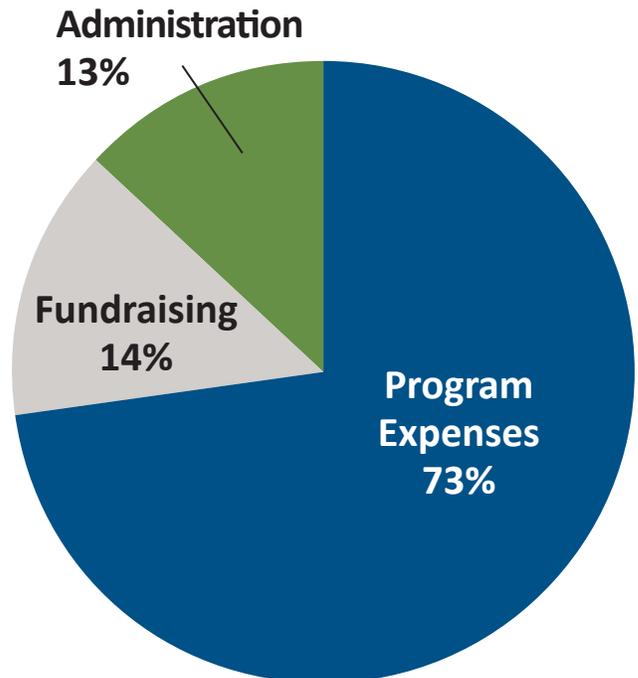
Government	61%
Contributions	23%
United Way	10%
Fee for Service	5%
Special Events	1%

TOTAL REVENUE **\$6,101,547**

EXPENSES

Program Expenses	73%
Fundraising	14%
Administration	13%

TOTAL EXPENSES **\$6,118,415**



OUR IMPACT

At Pathfinders, we measure impact in many ways. We look at each young person's progress in the context of their story and their unique challenges, encouraging them to define what "success" looks like for them. We also measure key performance indicators for each of our programs to inform our approach and ensure our work is effective.

Pathfinders' programs work in tandem to address the complex needs of our young people. Across programs, our 2022 outcomes demonstrate that our young people **reduced their risk of homelessness, increased their safety and stability and made progress toward their long-term goals.**

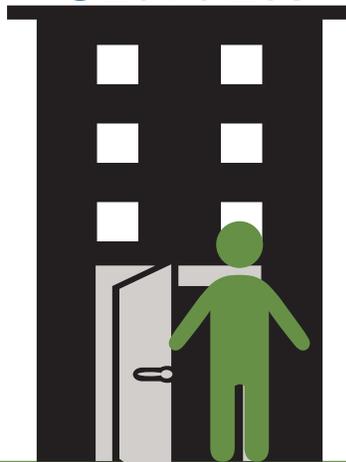
YOUTH SHELTER



100%

Of youth who accessed Pathfinders' shelter avoided homelessness and 100% exited into a safe and sustainable living environment. All participants received individual and family counseling with the goal of increasing stability and preventing future homelessness.

DROP-IN CENTER



100%

Of youth in our Drop-In Center had their basic needs met. Young people tell us that focusing on basic needs like housing, food and clothing first allows them to work toward their longer-term goals like increasing their income and advancing their education.

SUPPORTED HOUSING



78

Youth found stability through Pathfinders' housing programs in 2022, a number that does not include participants' minor children. Once housed, each participant received support to work toward their self-identified goals for mental wellness, employment, education and more.

We incorporate youth expertise in the design, implementation and evaluation of our programs. With young people at the table, we can continue to increase youth safety, prevent homelessness and create a community where our youth and young adults can thrive.



YOUNG PEOPLE SERVED

4,573

Young people accessed Pathfinders' services in 2022, which includes one-on-one interactions with our street outreach team



832

Youth received more intensive, on-site services, with 18% accessing more than one Pathfinders program

25%

Of those who reported their sexual identity, more than 25% of Pathfinders youth and young adults identify as LGBTQ+



90%

Of those we served identify as Black, Hispanic, Indigenous, Asian and Multi-racial and 76% identify as low- or extremely-low-income



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Thank you! Pathfinders is grateful for the contributions of individuals, foundations, corporations and organizations that helped us “Empower Youth and Change Lives” in 2022.



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Microbial Discovery Group
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Jackson Street Health Center
Plymouth Church UCC
Taydra Posey
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Marie Rahn

Regency Senior Communities
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Reinhart Boerner Van Deuren
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St. Mary Catholic Faith Community
St. Sebastian Congregation
Starbucks - Glendale Store 59373
Mary Lou Stebbins
Gaylen Stoa
Ashley Storvick
Amanda Surprenant
Team Rubicon
Terova Senior Living

The Birthday Giving Program
Tikkun Ha-Ir
Kelly Todd
Vera Tollefsen
Karen Tomczyk
Hannah Tousey
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Tuckaway Country Club
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UFS Data
United Way of Greater Milwaukee -
Community Impact
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Vennture Brew Co.
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Main Office / Education Center
4200 N. Holton St. Suite 400
Milwaukee, WI 53212
Bus Routes: 14 & 15, Red Line
414.964.2565

Youth Shelter
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Milwaukee, WI 53202
Bus Routes: Green Line, Gold Line
414.271.1560