

PIONEER HUMAN SERVICES  
ANNUAL REPORT / 2016

NOT  
ACCEPTING  
APPLICATIONS,  
FROM YOU.

NOT

INDIVIDUALS WITH A CRIMINAL HISTORY often face rejection in society, and barriers to obtaining basic needs like housing and employment - making it nearly impossible to succeed in their communities.

WELCOME

**IMAGINE FACING ROAD BLOCKS**  
 and “do not enter” signs everywhere you turned.  
 It would be easy to get frustrated and overwhelmed —  
 and to just give up.



**HOW CAN WE EXPECT PEOPLE TO** navigate a successful reentry path when there are a complex set of social and legal rules that block them from fulfilling the basic necessities in life?

Today, many state and federal laws restrict the rights of full citizenship for people with criminal histories, rather than supporting their success in our communities. Legal barriers exist in virtually every aspect of life, including housing, employment, public benefits, voting, access to records, and drivers’ and professional licenses. These laws undermine public safety and our nation’s commitment to justice and fairness for all.

On top of that, many of the men and women who are returning to our communities face a range of personal obstacles, from untreated mental health and substance abuse issues to personal trauma to a lack of positive family connections and a series of unhealthy relationships.

**THE REALITIES MANY OF OUR CLIENTS FACE WHEN THEY RETURN TO OUR COMMUNITIES:**

 <b>55%</b> NEED HELP FINDING HOUSING	 <b>70%</b> REPORT FAMILY AND EMPLOYMENT PROBLEMS AS A RESULT OF SUBSTANCE ABUSE
 <b>10%</b> HAVE NO POSITIVE FAMILY RELATIONSHIPS	 <b>20%</b> HAVE NO POSITIVE FRIENDSHIPS
 <b>36%</b> HAVE HAD AN INCARCERATED PARENT	<b>\$29,044*</b> AVERAGE LEGAL FINANCIAL OBLIGATION DEBT

\* Interest accrues at 12 percent per year, even while people are incarcerated, making it nearly impossible to ever pay off.

# That's where Pioneer comes in. We help individuals gain the skills to break down road blocks and overcome stigma.

## AT PIONEER, WE OFFER A RANGE OF SERVICES

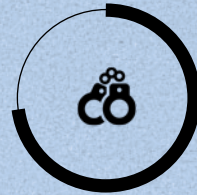
designed to provide individuals with criminal histories the opportunity to lead healthy, productive lives.

Our residential reentry programs help bridge the transition from prison back into life in the community with a focus on overcoming mental health or substance abuse issues, securing housing, finding and retaining employment, and reconnecting with family.

Our outpatient and residential treatment programs are designed to help people manage their substance abuse and mental health issues, with a focus on serving people involved in the criminal justice system and those with co-occurring disorders.

Our affordable housing programs provide access for people with criminal histories and those in recovery through a network of short-term and permanent housing facilities across the state. Safe, stable housing is a basic need – and one that is often denied for people with criminal records.

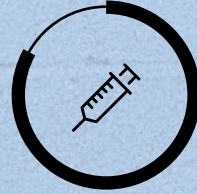
IN 2016, PIONEER SERVED  
10,645 PEOPLE IN  
WASHINGTON STATE



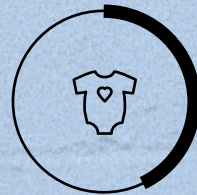
72%  
HAVE A CRIMINAL  
HISTORY



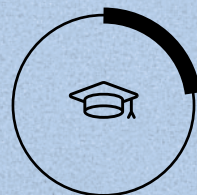
60%  
HAVE RECEIVED  
MENTAL HEALTH  
SERVICES



79%  
HAVE RECEIVED  
SUBSTANCE ABUSE  
TREATMENT



41%  
HAVE MINOR  
CHILDREN



23%  
HAVE LESS THAN  
A HIGH SCHOOL  
DIPLOMA

Having a criminal record limits employment options as well. While some of the obstacles are psychological and social in nature, others involve key economic, educational, skill, community, knowledge and legal issues. Taken together, these barriers prevent people with criminal records from developing an effective job search and finding rewarding work.

## At Pioneer, we address this in two primary ways.

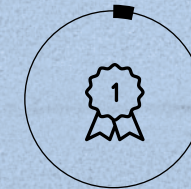
Based on the belief that employment is fundamental to a chance for change, we offer a variety of job-readiness and occupational training programs to help people

find and retain jobs. Our students benefit from a broad curriculum that includes time management, problem-solving, team-work and specific occupational skills in manufacturing and food services.

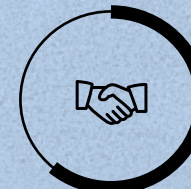
As a social enterprise, Pioneer is unique in its ability to also provide job opportunities for the people we serve. We operate a range of enterprise businesses in manufacturing (aerospace and commercial), distribution and food service. In addition to providing employment opportunities for people with criminal histories, these business lines also generate revenue that helps fund our social mission.

## OUTCOMES

3%  
WERE ARRESTED FOR  
A NEW CRIME WITHIN  
ONE YEAR



62%  
OF GRADUATES  
SECURED  
EMPLOYMENT



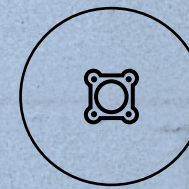
74%  
RETAINED  
EMPLOYMENT FOR  
AT LEAST 90 DAYS



ROADMAP TO SUCCESS (SEATTLE)

## ENTERPRISES

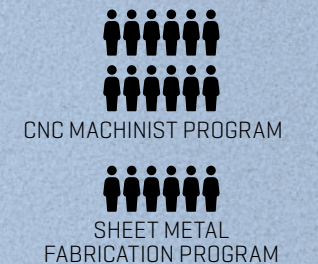
OVER 1.76  
MILLION PARTS  
MANUFACTURED



64%  
OF WORKFORCE  
HAS A CRIMINAL  
HISTORY OR IS IN  
RECOVERY



18  
EMPLOYEES ENROLLED  
IN APPRENTICESHIP  
PROGRAM



# In 2016, Pioneer expanded its services to help men and women become healthy, productive members of our communities.



Expanded Spokane Residential Reentry Center to serve more men and women transitioning out of the federal prison system



Added in-jail treatment at Geiger Corrections Center in Spokane



Opened Rainier Clinic to expand access to mental health and substance abuse treatment in Seattle



Launched the Family Intervention and Restorative Services (FIRS) pilot to divert juvenile domestic cases in King County



Expanded sobering services to South King County



Integrated workforce development services into 11 of our housing, treatment and residential reentry programs to help more people prepare for work



Launched in-reach programs at the Monroe Correctional Complex and the Green Hill School

## DRIVING SYSTEMIC CHANGE

In addition to helping individuals gain the skills they need to be successful in our communities, we believe successful reentry requires that society be willing to truly give people a second chance.

In 2016, we were proud to work alongside members of the Washington Christian Leaders Coalition and Representative Eric Pettigrew to lead the effort to create the Washington Statewide Reentry Council. The Reentry Council will promote successful reentry programs for formerly incarcerated individuals and increase public safety for all Washingtonians.

**“ The current revolving door back into the prison system is not working and it is costing us hundreds of millions of dollars every year. This council invests in solutions. It brings together government agencies, leaders in the faith community, social service organizations and formerly incarcerated individuals to work together to help people change their lives.”**

KAREN LEE, CEO  
CEO OF PIONEER HUMAN SERVICES AND  
MEMBER OF WASHINGTON STATEWIDE REENTRY COUNCIL

The intent of the Reentry Council is to reduce recidivism, improve community conditions to support people reentering the community from incarceration, and make policy and funding recommendations to the governor and legislature.

## REAL PEOPLE.

### JATINDER-SINGH

Over ten years ago I had so much fear and frustration building inside of me when I was in work release. No one would hire me because of my criminal record and maybe because of the way I looked! Then a Pioneer recruiter came to my reentry facility and she smiled and told me, "You are exactly who Pioneer hires." It was like music to my ears.

### TOMMY

When I looked into my son's eyes, the shame kind of washed over me. I really needed to start a new life where the path didn't end in prison again. But how? Pioneer helped me build my life and gain some self-respect. Now I'm in their aerospace apprenticeship program and I have a solid direction. I can't even explain the huge difference I feel when I look at my son now.



## REAL SUPPORT.

### MICHAEL

Why have I stayed working here over 23 years now? I'd have to say because of the people. Years ago, I started as a trainee out of prison and now I'm a group lead on the production floor training new folks. I see myself in so many of them. Watching them grow and learn, witnessing them make good decisions and really turn their lives around – it gives me so much satisfaction!

### NIKKI

Pioneer is the parent I never had growing up. I didn't learn the importance of education, the feeling of self-worth, or the reason to set goals in life until I got here. Now I'm a responsible mom with a full-time job as a master scheduler in manufacturing. Pioneer also talked me into college and they're paying for it! Who'd have guessed I'd be an Honor Roll student?



# THANK YOU TO OUR SUPPORTERS

## FOUNDATIONS & CORPORATIONS

AEON Law	Evergreen State Fair	Regence BlueShield	Trautmann, Maher & Associates
Aerospace Joint Apprenticeship Committee	Finishing Consultants	Reliant Pharmacy	Tukwila Costco Warehouse
Alaska Airlines	First Presbyterian Church	Rollin Fatland & Associates	Tulalip Tribes
Bank of America Charitable Foundation	Flax4life	Rotary Club of Seattle	United Way of King County
Beni Hassan Shrine Temple #64	Food Service of America	Runberg Architecture Group PLLC	Urban League of Metropolitan Seattle
Binky Patrol	Fred Meyer Community Rewards	Salvation Army Everett	US Bank
Bouwer Construction Company	Hillis Clark Martin & Peterson P.S.	Seattle Aquarium	US Bank Foundation
Bralco Metals	Microsoft Employee Giving	Seattle Art Museum	Washington Trust Bank
CenturyLink	Mosaic Fellowship	Seattle Goodwill	Westminster Presbyterian Church
CFO Selections LLC	Moss Adams	Seattle Mariners	Willis Towers Watson
Chihuly Glass Garden	Muckleshoot Indian Tribe	Seattle Symphony Skyline	Woodland Park Zoo
City of Seattle	Murphy, Armstrong & Felton, LLP	Sisters of Providence	Zumiez
Clark Nuber	Museum of Glass	Soma Spokane	
Comfort Socks	Pacific Office Automation	South Seattle Community College	
Ducky's Office Furniture	Perkins Coie	Spokane Rotary 21	
DualDraw, LLC	Plymouth Congregational Church	Tacoma Calvary	
Eileen Fisher	Puyallup Tribe Charity Fund	Telmate	
Emergency Feeding Program	Pyrotek	The Boeing Company	
Cardinal	REDF	The Seattle Foundation	
Enterprise Holdings Foundation		Trinity Parish Episcopal Church	

## INDIVIDUALS

Peter Aberg and Georgia Lindquist	Joel Bodansky	Lynnette Consego	Emily Evans	Durell Green	<b>Shaunta Hyde*</b>
Gretchen Adams	Anton Boisen	Anthony Conway	Kelly Evans	Andrea Greenstein	Chanthy Im
Joel Aguiar	Dudley Bonds	Jennifer Conway	Scott Evans	Rena Grimes	Mauri Ingram
David Almeida	John Borland	Dean Coxford	Amanda Farmer	Faye Guenther	Megan Jackson
Lisa Andrew	Neepaporn Bounjaktha	Bob Coyne	Laura Fay	Mozart Guerrier	James Jackson
Monique Anello	Dirk and Jennifer Bouwer	Lana Crawford	Cynthia Federline	Evy Haan	Joyce Jacobs
Don Antonucci	Felicia Bowen	Stuart Croff	Kathy Feese	Derek Habowski	Jermaine Jamerson
Brian Armstrong	Helen Brennan	Leroy Croft	Jacqueline Fernandes	Roger Haight	Joel Janda
Andrea Axel	Gina Breukelman	Todd and Tiffany Crosby	Angela Fidler	Christine Hansen	Kim Janssen
Payam Azadi	Jim Bricker	Donovan Cruz	Ahnetta Fields	Connie Hanson	Timothy Jenkins
Bruce Baker	Cindi Bright	Margaret Curtis	Kathryn Flores	Yoshiko Harden	Timothy Jenkins
Kathleen Ballou	Alec Brindle	Marcia Dalton and Wally Fiore	Brian Flynn	Kristie Jo Harris	Denise Johnson
Dave and Verna Banner	Marty Brown	Maud Daudon	Kim Follett	Josh Hauser	Mary Johnson
Kate Banta-Green	Robin Brumett	Lauren Davis	Jo Anne Fox	Dan and Jessica Hawkins	Robert Jones
Tammy Barks	Patrick and Gayle Bryan	Michelle Davis	C. Douglas Francis	Scott Hedgcock	Roxane and Eric Jonson
Jennifer Barron	Darcie Byrd	Paul and Deborah Davis	Richard Frith	Elloreen Henderson	Larry Keen
Lynn Beck	George Calderon	Stanley Davis	Betti Fujikado	Rachel Hershaw	Kathryn Kirkpatrick
Mary Beeman	Chinh Cao	Scott Dearing	Frank Gallo	Sara Hiemstra	Beth Knapp
Mark and Leslie Behrends	Cathleen Carpenter	Stacey Domenowske	Sara Garrettson	Mack Hogans	Andrew Kreis
Richard Beline Jr.	Jeffrey Casey	Tonya Dotson	Susan Gates-Paauw and Jack Paauw	Gail Hongladarom	David Krippner
Steve and Connie Bishop	Michelle Cash	Robert Duke	Craig Geffrey	Steven Hooper	Cristina Krisologo-Elliott
<b>Wade and Steffany Black*</b>	Barbara Chamberlain	<b>Liz Dunbar*</b>	Steve Gelb	Renee Hopkins	Robin Krueger
Nancy Blackman	Darith Chea	Patrick Dunn	Richard Goldfarb	Whitney Howard	Kathleen Kukowski
Pam Blauman	John Ching	Walter Endicott	Larry Gossett	Robert Howie	Kathryn Kurtz
Michael Blumson	Lynn Claudon	Randall Eng	Daniel Gottlieb	Mike Humphries and Judith Ralston	Maribel LaForga
	Victoria Cleveland	Catarina Erickson	Sasha Gourevitch	Tinh Huynh	Carol Lakefish
			Charlie Gray	Alfred Hyde	Paul Lambros



**PERCENT  
OF DONOR FUNDS  
WENT DIRECTLY TO  
CLIENT SERVICES**

# THANK YOU TO OUR SUPPORTERS CONTINUED

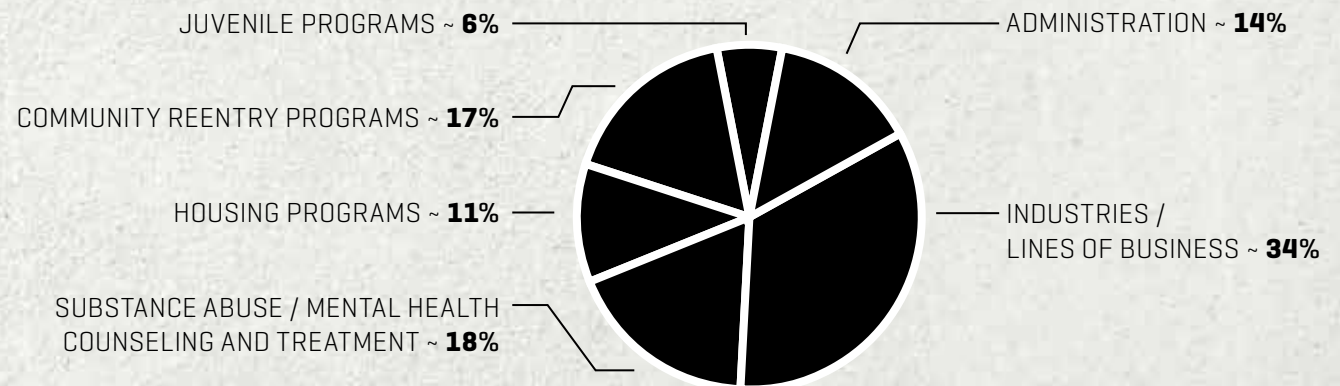
## INDIVIDUALS

<b>Michael Langhout*</b>	Robert McCleskey	Garth Olsen	Kelly Schwarting	Kathleen Sullivan	Stephanie Welty
Chelsea Larse	Michael McGuire	Elinor Ottey	Amanda Seely	Shara Svendsen	Shawn Wert
Jeff LaSorella	Diana McNeely	Gwen Parker	Michelle Separovich	Mary Taylor	Maureen West
Sue Lawson	Jack Meehan	Heidi Parkington	Tayra Shape	Jim Teichman	Erin Westphal
Richard De Sam Lazaro	John Meyer	Janet Pelz	Laurence Shapero	Astrid Tepatti	Emily Westlake
Karen Lee	Victoria Miles	Laura Pentz	Sue Sharpe	Fauna Tester	Sam Whiting
Sherry Leslie	Joseph Miller	Michael Phinney	Lane Shaw	Bob Thompson	Emily Wilcox
Jeff Lilley	John Moffat	Ed Phippen	Terrance Shields	Joanna and Mark Thomson	<b>Randy and Sandy Wilcox*</b>
Ed Lin	Erin Monroe	John Pierson	DeLee Shoemaker	Michael Timbreza	<b>Joseph Wilczek*</b>
Chris Liu	Sarah Montgomery	Sally Poliak	Kaarin Schumate	Judy Tobin	Ruth Wiley
Hubert Locke	Kile Moody	Andrew Prather	Mary Schroeder	Chien Tran	Kristine and Patrick Wilson
Martin Loesch	Jessica Moran	<b>Len Radziwanowicz*</b>	Randi Sibonga and Bart Shilvock	Mark Tsutakawa	Josephine Wolfe
Tammie Lohman	Joan Moritz	Mary Jo Rechten	Jennifer Siegel and Joseph Kenny	Faausu Ulu	Julius Wong
Toni Long	<b>David Moseley*</b>	Shauna Rivers	Dorothy Simpson	Charlotte Van Dyke	Lee Wong
Veronica Lopez	D'Anne Mount	Joanna Rockwell	Jonathan Smith	<b>Steve and Marianne Verleye*</b>	Steve and Sherri Woolworth
Julie Lord	<b>Steve and Beth Mullin*</b>	Veronica Roetcisoender	Vicky Smith	Chinh Vu	Heather Worthley
Mason Lowe	Toalei Mulitauaopele	Susan Rose	Melissa Snyder	Kato Wade	Anthony Wright
Ruth Lyons and David Zimmermann	Michelle Munden	Vicki Rush	Carlos Solorza	Shari Wade	Olga Yang
Raven MacDaniels	Joseph Nagel	Megan Ryan	Nanette Sorich	James Wagar	Hilary Young
Dennis Madsen and Debbie Mahan	Neil Navarro	Zack Safrin	Brian Stading	Maria Wagner	Kaleigh Young
David Magee	Gabrielle Neely	<b>Madrienne Salgado*</b>	Barbara Stamper	Brian Walsh	Ronald Young
Kostas and Kristi Mallios	Michelle Ness	Julie Sampson	Wendy Stevenson	Camilla Walter	Shelley Young
Melinda Mana	Julia Newbold	Gus Schaub	Anica Stieve	Rachel Warner	<b>Dick Zais*</b>
<b>Leesa Manion*</b>	Michael Nichols	Catherine Schirmer	Gail Stone	Kristin Weber	<b>*2016 Board Members</b>
Ruth Maroun	Theresa Nims	Dave Schmitz	Clarke Straus	Dewie Weese	
Greg Massey	Jeffery Noland	Cheryl Schneiderhan	David Straus	Douglas Weese	
Morgan McCaughan	Allister O'Brien	Billi Schmitt	Erik Strom	Jeremy Weir	
	Esther Oh		Dean Suess		

# 2016 FINANCIAL INFORMATION

REVENUE		2016	EXPENSES	2016
<b>Federal:</b>	Bureau of Prisons	6,871,893	<b>Personnel:</b>	52,590,883
	Health & Human Services	2,417,516	Includes salaries, benefits, development & recognition	
	Veterans Affairs	1,189,481		
	Probation Office	462,380		
	Other	499,147	<b>Manufacturing:</b>	8,611,964
<b>State:</b>	Corrections	8,473,321	Training, shop supplies, cost of goods sold, freight & tooling	
	Social & Health Services	5,709,599		
<b>Local:</b>	North Sound BHO	3,970,208		
	King County	3,892,307	<b>Occupancy:</b>	7,047,729
	Spokane County	1,742,038	Rent, maintenance & utilities	
	Skagit County	1,643,074		
	Spokane BHO	1,534,247	<b>Capital &amp; Financing:</b>	4,352,151
	Optum BHO	1,389,229	Depreciation, amortization, interest, loan fees & gain/loss on assets	
	Thurston Mason BHO	532,905		
	Great Rivers BHO	501,167	<b>General Expenses:</b>	3,390,434
	Whatcom County	426,085	Vehicles, travel, supplies, taxes, etc.	
	Pierce County	279,854		
	Other	597,329		
<b>Housing:</b>	Rent & Contracts	5,544,603	<b>Resident/Client:</b>	3,049,971
<b>Service Sales:</b>	Manufacturing	29,031,329	Food, medical & other supplies	
	Distribution Services	2,517,844		
	Food Services	1,025,533	<b>Professional:</b>	2,524,960
	Construction	141,912	Legal, accounting, publicity & lobbying	
<b>Miscellaneous:</b>	Treatment Fees	918,752		
	Contributions	263,040		
	United Way	80,000		
	Other Income	439,503		
<b>TOTAL REVENUE</b>		<b>82,094,296</b>	<b>TOTAL EXPENSES</b>	<b>81,568,092</b>

## FUNCTIONAL EXPENSES



CLIENT PORTRAITS BY STEWART TILGER. DESIGN BY KEVIN POTIS.



**WE ARE A SOCIAL ENTERPRISE  
THAT PROVIDES INDIVIDUALS  
WITH CRIMINAL HISTORIES THE  
OPPORTUNITY TO LEAD  
HEALTHY, PRODUCTIVE LIVES.**



206.768.1990  
PioneerHumanServices.org

