



# THE CYCLE STOPS HERE

**PIONEER HUMAN SERVICES**  
ANNUAL REPORT 2025

**THIS IS**  
CHARACTER-BUILDING  
MOLD-BREAKING  
HABIT-KICKING  
HEART-WARMING  
STEREOTYPE-BUSTING  
BOOT-STRAPPING  
HAMMER-SWINGING  
BRAIN-BOOSTING  
OPPORTUNITY-KNOCKING  
CUP-FILLING  
FRIENDSHIP-FORMING  
**LIFE-CHANGING**  
**WORK**

**NEED PROOF?**

**3%**

one-year recidivism rate

**75%**

diversion success rate



**PIONEER**  
**WORKS**



## OUR VISION

**To eradicate mass incarceration through innovative social entrepreneurship.**

# THE CYCLE STOPS HERE

Mass incarceration is more than the number of people behind bars. It is driven by systems that trap people and communities in cycles of instability and repeated justice-system involvement.

Mass incarceration is fueled by systemic barriers that limit access to housing, employment, healthcare and opportunity – particularly in low-income communities and communities of color. Untreated behavioral health needs, poverty and policies that reinforce instability continue to drive repeated justice-system involvement.

At Pioneer, we work to disrupt that cycle at every stage.

### 📍 **Diversion**

keeps people out of incarceration before deeper system involvement occurs.

### 📍 **Reentry**

creates pathways to stability after incarceration.

### 📍 **Social enterprise**

provides real employment and economic opportunity.

### 📍 **Advocacy**

creates pathways to stability after incarceration.

These are not disconnected activities. They are one coordinated strategy designed to create long-term change.

**That is how lasting change happens.  
Not by managing the cycle, but by disrupting it.**

# INTERRUPTING THE CYCLE

“I was stuck in a repetitive cycle for years. A year ago, I never would have imagined I’d be in college, working full-time and rebuilding my life with my family. Now, I wake up feeling hopeful about my future.”

**LEVI**  
Case Manager  
Carnegie Resource Center



## Keeping people from entering the system

Many people enter the justice system not because they need incarceration, but because they lack access to treatment, support and stability when they need it most.

Our **diversion** programs intervene early, connecting people to services and support that stabilize lives and reduce deeper justice-system involvement before incarceration becomes the outcome.

**This is how cycles begin to change: through access to stability and opportunity.**

## Breaking the cycle after release

For many people, incarceration does not truly end at release.

Barriers to housing, employment, healthcare and stability create conditions that pull people back into the system again and again.

Our **reentry** model is designed to disrupt that pattern. Through treatment, housing, employment, entrepreneurship training and coordinated support, we help people build long-term stability and reconnect to community with dignity and purpose.

**Reentry is about more than leaving incarceration. It is about creating stability and opportunity that make return less likely.**

## THE NUMBERS DON'T LIE

**9,763**

individuals served in 2025

**90%**

of detox patients engaged in long-term treatment

**52**

new businesses launched by graduates of entrepreneurship programs

**1000s**

connected to housing, treatment, employment and peer support services

# CHANGING SYSTEMS— EXPANDING OPPORTUNITY

## Changing the systems behind the cycle

Mass incarceration is rooted in policies and systems that create barriers to stability and opportunity. That is why direct service alone is not enough.

We **advocate** for policies that expand access to treatment, housing, healthcare and employment while reducing unnecessary incarceration and systemic barriers to stability.

Our work at the local, state and federal level is focused on lasting reform – because long-term change requires changing the systems that shape outcomes in the first place.

## Creating opportunity that lasts

Employment is one of the strongest predictors of long-term stability after justice involvement.

But too many people remain locked out of opportunity because of criminal records and systemic barriers to hiring.

Through our **social enterprises**, we create real jobs, real wages and real pathways forward.

Our businesses do more than generate revenue. They create opportunities for people to build stability, support their families and move beyond the cycle of incarceration.

At the same time, revenue generated through our enterprises helps sustain and expand mission-driven programs across Pioneer.

“Pioneer walked with me through every phase – from treatment to employment. They didn’t just help me stabilize. They helped me build a life.”

**LEXA**  
Materials Handler  
Pioneer Industries



**THE  
NUMBERS  
DON'T LIE**

**63%**

of enterprise employees  
are justice-impacted  
and/or in recovery

**954K**

aerospace parts  
manufactured

**99.9%**

distribution accuracy  
rate of aerospace parts

**667K**

meals served

# CHANGING SYSTEMS TAKES PARTNERSHIP

Ending cycles of incarceration requires collective action. With our supporters, partners and funders, we create pathways to expand opportunity and work to drive lasting systems change.

## Board of Directors

**Philip Cole, Chair**  
PEMCO Insurance Company

**Anthony Woods, Vice-Chair**  
Elliot Healthcare and Strategy Partners

**Douglas Wagoner, Secretary**  
King County Prosecuting Attorney's Office

**Larry Gilmore, Treasurer**  
ClearBlu Capital Group

**Ernie Antin**  
Growth Minded Leader

**Nancy Isserlis**  
Winston & Cashatt

**Shawn McWashington**  
Delta Dental

**Manish Methai**  
ZoFit AI

**April Sage**  
Senior Housing Advisory Services, LLC

## Pioneer Senior Leadership Team

**Anthony Wright**  
Chief Executive Officer

**Sandra Possin**  
Chief Financial Officer

**Hilary Young**  
Chief of Staff

**Clinton Jordan**  
Vice President of Clinical and Reentry Programs

**Diana Briggs**  
Vice President of Information Technology

## 2025 Donor Recognition

**Agarwal Family Giving Fund**

**Anonymous Donor (2)**

**Ernie Antin\***

Bruce & Linda Baker

Carmen Barbosa

Tom & Margaret Bolger

John & Tonjia Borland

Skyler Brown

Carmen Cady

**Philip Cole**

CT Crooker

Jeremy Daniels and Crystal Arizona-Hemphil Daniels

Lindsay Davis

Connie Debord

**Pamela Derusha**

**Jim Frisk**

Thomas Furlong

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**Larry Gilmore**

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**Jean-Francois & Catherine Heitz**

**Nancy Isserlis**

Hannah Lang

Mason Lowe

Kaleigh & Raven MacDaniels

Desiree Marking

Yyob Mazengia

**Susan Mello**

**Manish Methai**

Paula Mihok

Robert Milliken

Ed Phippen & Helene Obradovich

Meredith & David Regal

Kaela Reilly

Joy Rubin

Gary Rubin

**April Sage**

Karen & Scott Schroedel

Deborah Scott

Sharon & James Signorelli

Steven & Melissa Smith

Nanette Sorich

\*Bold denotes 2025 Board of Director Members

## Corporations & Foundations

Anonymous Foundation

Bill & Melinda Gates Foundation

Birch Equipment

Birch Golf Classic Supporters

Combined Federal Campaign

Costco Charitable Contributions Committee

F5 Networks

Fales Foundation Trust

Google AdWords Grant Program

Instar Performance

Fred Meyer Community Rewards

King County Employee Giving Program

LRCA Peterson Family Foundation

Microsoft

Moccasin Lake Foundation

Muckleshoot Indian Tribe

Redefine Alliance

Seattle Seahawks

Share the Love Fund

Skagit County Pomona Grange #10

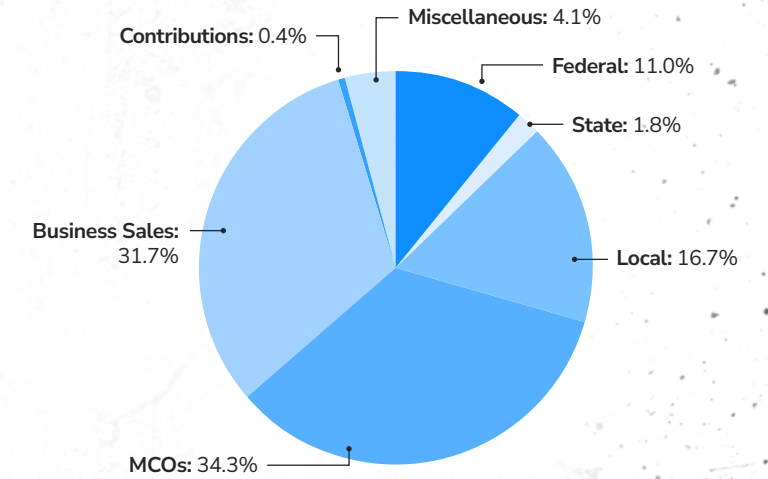
The Boeing Company

United Healthcare Community Plan of WA

# 2025 FINANCIALS

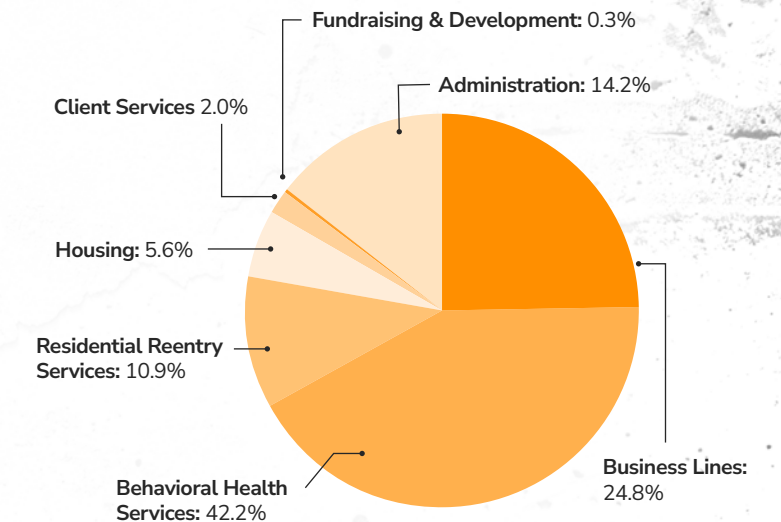
## Revenue

<b>MCOs:</b>	Managed Care Organizations	34,016,389
<b>Business Sales:</b>	Manufacturing	24,753,989
	Distribution	4,300,723
	Central Food Services	2,356,461
<b>Local:</b>	Counties and Behavioral Health	16,504,053
<b>Federal:</b>	All Divisions	10,852,070
<b>State:</b>	All Services	1,794,755
<b>Contributions:</b>	All	391,159
<b>Miscellaneous:</b>	Housing Rental Revenue	1,769,452
	Retail Rental Revenue	730,481
	Commercial Insurance	220,209
	Other Income	1,340,148
	Other Treatment Fees	8,805
<b>Total Revenue</b>		<b>99,038,694</b>



## Expenses

Behavioral Health Services	40,914,740
Business Lines	24,061,570
Administration	13,814,598
Residential Reentry Services	10,580,943
Housing	5,451,614
Client Services	1,925,527
Fundraising & Development	244,978
<b>Total Expenses</b>	<b>96,993,969</b>





**We have a proven track record of creating pathways to stability and opportunity.**

**Our model doesn't just *support* change – it drives it.**

**We are relentless in dismantling the systems that fuel mass incarceration.**

**PIONEER  
WORKS**



**PIONEER**  
HUMAN SERVICES

206.768.1990

[PioneerHumanServices.org](http://PioneerHumanServices.org)

