



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

A hand is shown from the wrist up, palm facing forward, reaching out to stop a large, thick orange arrow. The arrow is pointing from the top left towards the right, and the hand is positioned in the middle of its path, with the fingers spread. The background is a blurred indoor setting with warm lighting. The overall image has a textured, slightly grainy appearance.

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

changes the systems and policies that fuel mass incarceration in the first place.

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.

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Sandra Possin

Chief Financial Officer

Hilary Young

Chief of Staff
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Diana Briggs

Vice President of Information Technology

2025 Donor Recognition

- Agarwal Family Giving Fund

Anonymous Donor (2)

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- Anonymous Foundation

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Birch Golf Classic Supporters

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- F5 Networks

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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

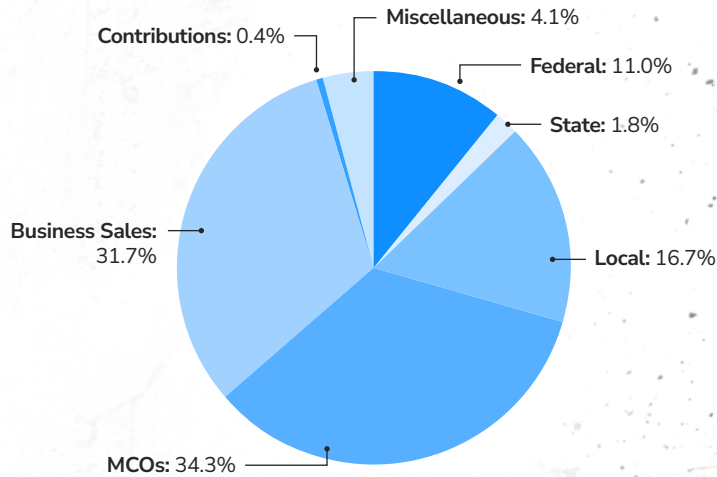
The Boeing Company

United Healthcare Community Plan of WA

2025 FINANCIALS

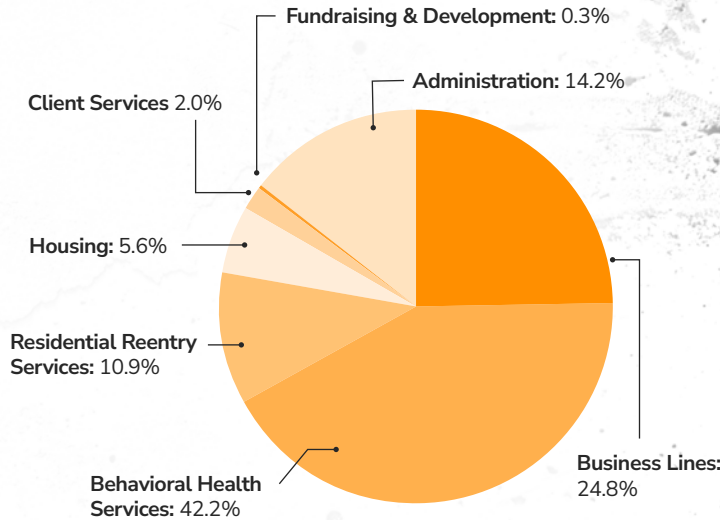
Revenue

MCOs:	Managed Care Organizations	34,016,389
Business Sales:	Manufacturing	24,753,989
	Distribution	4,300,723
	Central Food Services	2,356,461
Local:	Counties and Behavioral Health	16,504,053
Federal:	All Divisions	10,852,070
State:	All Services	1,794,755
Contributions:	All	391,159
Miscellaneous:	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
Total Revenue		99,038,694



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
Total Expenses	96,993,969





**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**



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206.768.1990

PioneerHumanServices.org

