



>> Our goals for the next
3 years!

PATHforward 2026



► Read the full plan at www.thepathfindernetwork.org/pathforward



Seek Our True North

Evolve Equity, Culture and Connectivity - We prioritize people, relationships, and community to shape and support a diverse, equitable, inclusive, and just workplace where everyone feels that they belong.



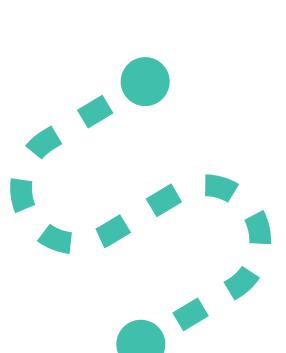
Illuminate the Path

Increase Agency Visibility and Impact - As our agency grows, so does our presence and visibility in the communities we serve. We use our voice to amplify and lift up the impacts of our work and connect with people right where they are.



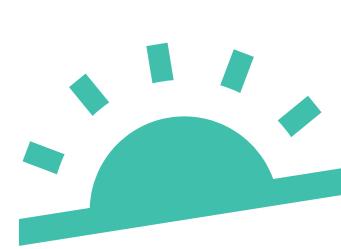
Map our Route

Develop Effective and Efficient Operations - Building organizational capacity with technology, internal systems, and infrastructure to last us another 30 years.



Lead the Way

Deliver Programming with Excellence - Building on a 30 year legacy of holistic, integrated programs and supports for individuals and families, we will continue to seek, model, and build upon best practices to ensure that we can keep delivering services that make a real difference for people who are systems-impacted.



Discover New Horizons

Strengthen Agency Sustainability - Develop long-term systems and structures that will ensure a maintained presence in our community for our staff and participants, and continued growth toward new horizons.

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GOAL 1

Seek Our True North



PATHforward 2026



Evolve Equity, Culture and Connectivity - We prioritize people, relationships, and community to shape and support a diverse, equitable, inclusive, and just workplace where everyone feels that they belong.

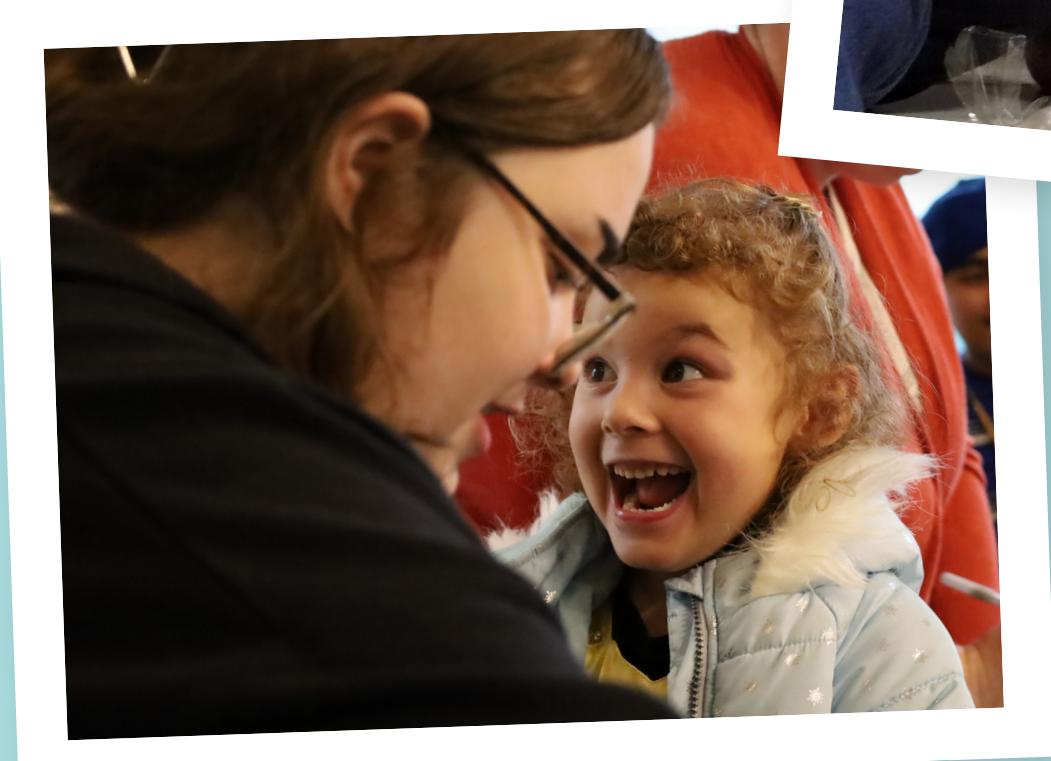
KEY STRATEGIES

- ▶ Invest in the continued implementation of the shared leadership model, building ownership and accountability to the model with a focus on the Two Accountabilities
- ▶ Develop a diversity, equity, inclusion, justice and belonging (DEIJB) plan with aligned strategies and tools

KEY METRIC

- ▶ Reach 100% engagement in the shared leadership model across the agency

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GOAL 2

Illuminate the Path



PATHforward 2026

Increase Agency Visibility and Impact - As our agency grows, so does our presence and visibility in the communities we serve. We use our voice to amplify and lift up the impacts of our work and connect with people right where they are.

KEY STRATEGIES

- ▶ Map our ecosystem and develop a comprehensive partnership plan to identify opportunities, increase our presence in key partnership spaces and build relationships
- ▶ Create a pathway for advocacy efforts, engaging agency partners, impacted leaders and stakeholders

KEY METRIC

- ▶ Create a TPN Advocacy team that holds advocacy workshops annually to prepare staff, board, participants and stakeholders to deploy advocacy goals

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GOAL 3

Map Our Route



PATHforward 2026

Develop Effective and Efficient Operations - Building organizational capacity with technology, internal systems, and infrastructure to last us another 30 years.

KEY STRATEGIES

- ▶ Invest in continuous systems improvement with focus on quality assurance strategies
- ▶ Document and automate all key workflows and track important metrics to enhance transparency and inspire staff

KEY METRIC

- ▶ Complete and deploy new operational manuals across the agency

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GOAL 4

Lead the Way



PATHforward 2026

Deliver Programming with Excellence - Building on a 30 year legacy of holistic, integrated programs and supports for individuals and families, we will continue to seek, model, and build upon best practices to ensure that we can keep delivering services that make a real difference for people who are systems-impacted.

KEY STRATEGIES

- ▶ Build a continuum of programming and services from entry to exit of the criminal justice system, as well as prevention focused efforts specifically for youth
- ▶ Create advisory board of individuals impacted by the criminal justice-system and former participants, that will play an active role in guiding our work

KEY METRIC

- ▶ Increase total number of participants served by 25% and specifically engage those most impacted by systems

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GOAL 5

Discover New Horizons

PATHforward 2026

Strengthen Agency Sustainability - Develop long-term systems and structures that will ensure a maintained presence in our community for our staff and participants, and continued growth toward new horizons.

KEY STRATEGIES

- ▶ Expand our development effort with focused strategies engaging and leveraging internal and external stakeholders and diverse revenue streams
- ▶ Develop a comprehensive recruitment and retention strategy with supportive tools focused on a more diverse and stable workforce

KEY METRIC

- ▶ Improve employee retention by 30% and prioritize internal promotions

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