THE PATHFINDER NETWORK

PATHforward 2026

What we can be counted
on to do and who we can be counted on to be

Pointing Ahead Toward the Horizon

PATHforward 2026

▶ Read the full plan at **www.thepathfindernetwork.org/pathforward**

Friend,

Welcome to the PATHforward. This project has been almost two years in the making, and is only possible thanks to the trust, vulnerability, and dedication of staff members from every part of the agency who came together to vision and plan the road ahead. This is not a traditional strategic plan, but an expansive vision of what success looks like to us, from the perspective of a dynamic team including organizational leadership, board members, management, administration, and direct service staff.

This document is our tangible commitment to prioritize and amplify the vision of people across the agency, with a focus on outcomes that will create real, sustainable change for our organization over the next three years. It was developed by and for the people who administer and receive services at The Pathfinder Network, with an understanding that all of the strategies and goals we need to pave the path ahead are already stored in the minds of those doing this work each day.

As members of the Roadmap Implementation and Organizational Strategies (RIOS) team, we helped facilitate these conversations and organized the feedback we received from them. We focused on The Pathfinder Network's two accountabilities to help bridge the gap between ideas and outcomes, wondering not only what we want to be counted on to ***do***, but also who we want to be counted on to ***be***. The PATHforward outlines how we want to move through this work as an agency, and how we will embody our organizational values as we continue evolving in the years to come.

We hope that this document offers you insight into who we are as an organization, how we want to grow, and what you can expect from us as partners, neighbors, and community members. Thank you so much for walking with us on this PATHforward.

In gratitude,

The RIOS Team





Our Goals

Seek Our True North
Evolve Equity, Culture and Connectivity

Illuminate the Path
Increase Agency Visibility and Impact

Map Our Route
Develop Effective and Efficient Operations

Lead the Way
Deliver Programming with Excellence

Discover New Horizons
Strengthen Agency Sustainability



About Us

Mission

We provide justice system-impacted individuals and families the tools and support they need to be safe and thrive in our communities.

Vision

We envision communities that welcome all people, provide second chances, and create pathways to change.

Values

We believe all people have the capacity to change. We honor the dignity and worth of every individual, engage our clients and employees with compassion, and bring excellence to all we do.

Looking Ahead

To our Community,

We are so excited to kick off The Pathfinder Network's 30th year with the PATHforward. Since our founding in 1993, almost everything about us, from our name to the programs we offer, has transformed. However, our heart, clear vision, and culture of support and partnership have held steadfast, helping us earn a reputation for excellence within the communities we serve. This year, and this PATHforward, are all about setting us up for success in the next 30 years.

It's thanks to our funders, staff, board, partners, participants, and community that we are able to invest in the long-term success of this organization with full faith that we will continue to see the incredible outcomes that we have become known for. Thank you for taking the time to learn more about who we are and what we plan to accomplish on the path ahead. Join us in pointing ahead towards the horizon!

In community,

Leticia Longoria-Navarro, Executive Director, and the TPN Board of Directors

Join us for the next 30 years!

THE PATHFINDER NETWORK · 30 YEARS ·

We hope you will join us this August at our thirty year anniversary celebration!

▶ Learn more at: thepathfindernetwork.org/30



2023 TPN Board of Directors and Executive Leadership

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.

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

TPN Employee Resource Groups

Staff of Color Affinity Group
Staff with Lived Experience
Wellness Committee
White Staff for Racial Justice



Spotlight

Staff of Color Affinity Group
Founded in 2018

In October 2018, a group of staff of color came together for our first affinity group. Our mission was to build a supportive community of connection, learning, development, mentorship, mobilization, advocacy and radical self-care for staff of color. We aim to advance the agency's diversity, equity, inclusion and justice goals by fostering an inclusive culture that respects and values differences among staff and supports professional development and advancement for all while creating meaningful and impactful institutional change.

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.



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

The PATHfinder Club →



Upcoming Projects

- Growing our **Resilience & Recovery Project peer support programs** in Jackson and Marion Counties and launching a new site in Multnomah County.
- Launching the ***Impacts of Incarceration*** **Video Library** to share the stories, experiences and wisdom of individuals impacted by incarceration.
- Expanding **The PATHfinder Club** to serve and uplift more systems-impacted teens in their communities and assuming operation of POPS the Club programming across the country.
- Taking ***Parenting Inside Out® Phase II: Enhanced Visiting*** to the next level through enhanced in-person and virtual programming in Oregon prisons.

2021-2022 OUTCOMES

2,150 systems-impacted individuals and their families served

400 adults, 310 families and 560 children and youth
- served at the Center for Family Success

730 peers served by Peer Support programming across the state

1,600 incarcerated individuals
- took one of our classes in Oregon prisons

96,000 hours of service provided

$168,000
- of needs assistance offered



The Pathfinder Network main office in Portland, OR

Map Our Route

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

Success Stories

>> What TPN means to us

Kai, The PATHfinder Club Leader and Member



Kai

"My friend told me to come to TPC with her after school, so I went with her and something lit up inside of me that day. Somehow my boring everyday cycle had a positive spin on it now. I had something to look forward to every week. And that made me think, why not do more things that make me happy like this? I started doing more things that made me successful, and I still am. Being part of TPC helped me on my hardest days and pushed me towards what I deserve."



Jason

Jason, Resilience & Recovery Project Program Participant

"When someone has a shared experience of addiction, they can really say 'I've been there, and I can help you get through it. Through peer mentoring, I found out that my beliefs can be altered by my emotions, and my thoughts can intervene to change my emotions; it's really up to me. It's amazing what the Jackson County team do; their encouragement and support at every step has motivated me to recover and work toward becoming a Peer– maybe I'll connect with someone and be able to save their life like TPN did for me."



Will

Will, Center for Family Success Participant

"I was at my wits end trying to find somewhere to go. TPN got me the referral for the community where I live, and I was just like, 'wow.' So this time, I stuck it out, started doing my parenting classes here and just started to just take time to work on myself and take advantage of the resources they have here. I don't know where I would be if it wasn't for them. There's a lot of organizations that help and support, but TPN makes you feel like family."

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.

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







Locations across the state offer opportunities to empower parents, youth, and families

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.

KEY STRATEGIES:

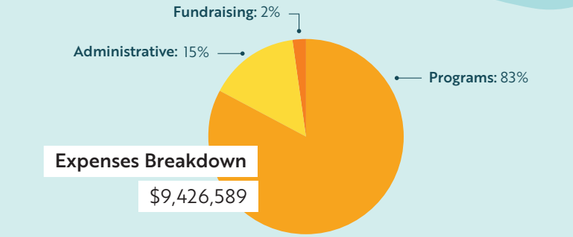
- Expand our development effort with focused strategies engaging and leveraging internal and external stakeholders and diverse revenue streams
- Develop a comprehensive recruitment and retention strategy with supportive tools focused on a more diverse and stable workforce

KEY METRIC:

- Improve employee retention by 30% and prioritize internal promotions

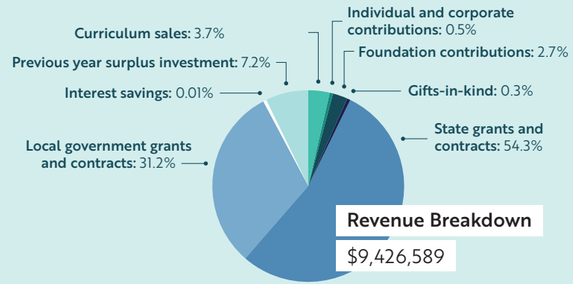


Financial Spotlight



Expenses Breakdown

$9,426,589



Revenue Breakdown

$9,426,589



Parenting Inside Out® (PIO) is an evidence-based parenting skills program developed for criminal justice-involved parents. In PIO parents develop and refine social interactional skills and citizenship behaviors they can use in all aspects of their lives and that will help them guide their children toward becoming healthy positive adults.

It has a proven impact on reducing recidivism and criminal behavior while improving family relationships and parenting skills. PIO has helped thousands of parents rebuild their relationships with their children and families and is now being used by agencies in over 40 states and four countries.

▶ For more information about the curriculum, pricing, and training opportunities, please contact us at **971-806-0032** or **PIO@thepathfindernetwork.org.**



The PATHfinder Club (TPC) is an arts-based support club for teens whose lives have been affected by incarceration, detention, or deportation. TPC features mindfulness, art, writing and community building to help counter the experience of shame and stigma. Through expression and community, members pave a trail from hurt and harm to hope and healing.

▶ For more information about the model, pricing, and training opportunities, please contact us at **971-500-2176** or **TPC@thepathfindernetwork.org.**

Agency Programming

the pathfinder network

Community-based

1. Center for Family Success
2. Resilience & Recovery Project - Multnomah
3. Resilience & Recovery Project - Marion
4. Resilience & Recovery Project - Jackson
   Parkside Place
5. Resilience & Recovery Project - Jackson
   The Collaborative
6. Resilience & Recovery Project - Jackson
   Community Justice Office

Institution-based

7. Columbia River Correctional Institution
8. Coffee Creek Correctional Facility



9. Oregon State Correctional Institution
10. Deer Ridge Correctional Institution
11. Oregon State Penitentiary
12. Santiam Correctional Institution
13. Marion County Jail & Transition Center
14. Resilience & Recovery Project - Jackson
    Transition Center
15. Two Rivers Correctional Institution
16. Eastern Oregon Correctional Institution
17. Snake River Correctional Institution

Direct Service Programs

>> Total number of Programs: 20

- Cognitive behavioral groups
- Parenting skills groups
- Enhanced visiting
- Family advocacy
- Parent mentoring
- Early childhood home visiting
- Youth mentoring
- Peer support
- After school support club
- Family engagement
- Basic needs assistance

To Refer or Learn More:

www.thepathfindernetwork.org
info@thepathfindernetwork.org
(503) 892-5396

Read the full PATHforward plan at:
www.thepathfindernetwork.org/pathforward