



STEPPING FORWARD INTO GROWTH AND TRANSFORMATION



www.paxtonmin.org

MOVING FORWARD with Vision & Hope

Each year, we take the opportunity in this report to reflect on God's faithfulness, which has been evident in Paxton Ministries since its founding in 1981. It is important to pause and consider how needs have been met, how lives have been changed, and to celebrate all the good that God has done. It's all here in this report, and we are grateful to share it with you.

But this is not the end.

Hebrews 11, often called the "Heroes of the Faith" chapter, is a powerful reminder of God's goodness and the perseverance of His people. It encourages us in the face of difficulty, showing how faith carries us forward. Then, in chapter 12, we are urged to "run with perseverance the race that is set before us, looking to Jesus, the pioneer and perfecter of our faith." In other words—even with all the incredible things that have already taken place—the race is not over.

With that in mind, Paxton Ministries is moving forward with renewed vision. We see new opportunities for housing in our community and have realigned our structure to prepare for the growth we believe is coming. We have added a Director of Program Services, as well as a position focused on admissions and marketing to advance the priorities identified in our strategic plan.

The year behind us testifies to God's sustaining power. The year ahead calls us to keep pressing forward.

Together, let us continue running the race with faith and perseverance, confident that God will use Paxton Ministries to bring hope and transformation to many more lives.



David Zilka, *Executive Director*



Mark Templeton, *Board Chair*



Paxton Ministries Board of Directors 2024-25

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| • Kim Nash | • Denise Rupp |
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A portrait of an older woman with short, wavy grey hair and black-rimmed glasses. She is smiling slightly and looking towards the camera. She is wearing a blue top with a white collar. The background is a blurred outdoor setting with green foliage.

A Place to **GROW**

“If I hadn’t come to Paxton, I’d probably be in jail by now.”

Before moving to Paxton Street Home, Doris’s life felt out of control. “I had so much anger,” she recalls, “and my outbursts scared people away.” In her first months at Paxton, Doris’s temper flared daily. “I threw things and yelled at everyone; I even broke my phone.” Each episode left Doris feeling worse. “I was worried I might hurt someone,” she admits. “It made me mad at myself.”

Paxton staff spent countless hours working with Doris, calming her down and coaching her toward healthier choices. Slowly, Doris realized that Paxton staff were determined to see the best in her. **“The people who work here — they were kind to me,” remembers Doris. “It made me want to be better.”**

Eventually, her neighbors noticed a difference. First, it was her hair. After letting staff comb and braid her tangled locks, Doris took more pride in her appearance, bathing regularly and wearing clean clothes. She began smiling more and yelling less. She started going to staff for advice and began mental health counseling. With this support, Doris learned tools to control her anger, dramatically reducing the frequency of her emotional outbursts.

Last year, Doris got a job with Paxton Solutions, working in the dish room at Paxton Street Home. “I hadn’t worked in decades,” recalls Doris. “I sometimes felt overwhelmed, but the staff would help me.” Having a part-time job has helped Doris feel better about herself and stay focused. “I feel happy me when I work. It keeps me out of trouble.”

Today, Doris is proud of the person she’s become. **“My life got changed... I’m making better decisions about where to go and who to hang out with.”** Most importantly, Doris feels like she finally has friends. **“I care about other people now. I talk to other residents to see if they need help. Some call me ‘mom’. It makes me happy to have friends.”** Without Paxton, Doris doesn’t think any of this would have been possible. “My life wouldn’t be like this,” she says decisively. “Paxton has helped me a lot. I feel like my life is under control now.”

YEAR TWO

OF PAXTON'S STRATEGIC PLAN



Organizational Growth

We praise God for our faithful donors who have answered the call to increase operational giving by 10% this fiscal year. In addition to connecting with new churches, organizations, and other potential partners, **Paxton's leadership approved and initiated the realignment of staff responsibilities** to equip our organization for future growth. We have entered FY 2025-26 with **two new positions to advance our priorities** of building community awareness and expanding independent living opportunities and support to adults in need.



Developing and Utilizing a Comprehensive Care Model

As reported in recent newsletters, we have taken decisive steps towards addressing the level-of-care challenges faced by our resident population. In our first full year of employing a full-time RN, we saw measurable improvement in the health outcomes of our most medically complex residents, including a **34% decrease in total ER visits**. We likewise continued to strengthen our **partnerships with UPMC and Ponessa Behavioral Health** to bring high-quality, collaborative care right to our residents' doorstep. Through our innovative **Medication Mailboxes** initiative, we have reduced the length of staff-administered medication passes while helping residents gain independence and self-esteem.



Financial Stability and Agility

The Inspire Hope Endowment Fund has reached **\$1.092 million**, bringing us within close range of the **\$1.25 million** target set at the outset of our strategic plan. Our operational reserves have also grown in step with Paxton's expanded 2025-26 budget. While we've reached **85% of our reserve funding goal**, we remain focused on closing that gap in the coming year.

Facility revitalization likewise remains a key priority. This year, we completed a major roof repair at Paxton Street Home and secured funding to fully replace the roof in the 2025-26 fiscal year. We also obtained grant support for much-needed repairs across our Community Living properties. These projects are already underway, and we're preparing for a comprehensive facility-needs survey to guide future improvements.



Employer of Choice

Doris's story powerfully illustrates the impact of staff who care for residents day after day with Christ-like love. We remain committed to supporting the employees of Paxton Ministries so they, in turn, can serve our residents well. This year, **the board appointed a standing Human Resources Committee** to oversee issues pertaining to staff wages, compensation, benefits, and other HR matters (formerly decided by the Finance Committee). We **expanded staffing levels** for critical shifts and **adjusted our weekend schedule** to standardize 8-hour (rather than 9.5-hour) workdays. These changes have provided welcome relief to our hardworking staff and promoted a healthier workplace culture where **employees feel better equipped to care for the needs of our residents**.



In NUMBERS

Your Giving Fills the Gap



Approx. monthly cost per resident
Average monthly fees paid per resident

\$3,500
— **\$1,485**

Monthly gap (per resident) you help us to fill

\$2,015

THANKS TO YOUR SUPPORT, 101 residents challenged with poverty, mental illness and/or intellectual disabilities received the compassionate care and support they needed last year.

OUR DEDICATED PARTNERS

- **31** full-time & **23** part-time staff
- **163** volunteers serving **4,698** hours
- **492** volunteers on service teams
- Over **600 donors** (individuals, churches, corporations, foundations, and more)
- **105** prayer partners



MEETING PRACTICAL NEEDS

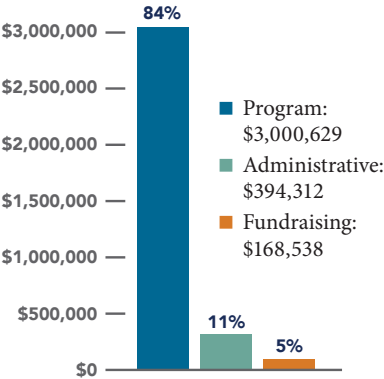


- We consumed **3,018** gallons of milk
- Housekeeping staff ran **4,568** loads of laundry
- We spent **624** hours preparing fresh ingredients for our salad bar
- Staff accompanied residents to **559** medical appointments in the community
- Staff administered **365,000+** medications & treatments
- John and Jenn served **540** bags of popcorn at their popular monthly movie nights

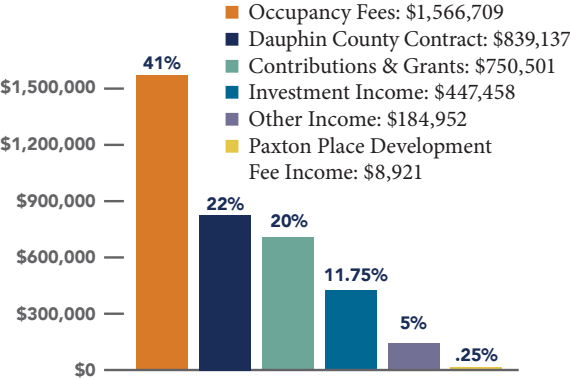
2024-2025 FINANCIAL REPORT



EXPENSES: \$3,563,479



REVENUE: \$3,797,678



Our Fiscal Year runs from July 1–June 30. Our audited financial statement is available on our website.



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OUR MISSION

To provide affordable housing and support services to adults in need with Christ-like love.



MEETING NEEDS & Transforming Lives

