



Impact Report

2024-2025

trade
winds

Table of Contents

1 Message from CEO
and Board President

2 Our Mission and
Values

3 Fiscal Position

4 Demographics

5 Executive Team and
Board

6 TBA

7 TBA



Message from the CEO and President of the Board

Dear Friends, Partners, and Supporters,

This past year at TradeWinds Services has been one of remarkable accomplishment, strategic growth, and renewed commitment to the individuals and families we serve. Together, we have continued to build on our 75-year legacy of empowering individuals of varying abilities to live to their fullest potential—with dignity, integrity, choice, and community inclusion.

From enhancing our existing programs to developing innovative new initiatives, our work this year has reflected both immediate impact and long-term vision. We expanded opportunities for children and youth through inclusive programs like our Summer and Functional Skills Camps, offering rich learning experiences, community engagement, and skill-building activities that prepare participants for success in school, work, and life. We strengthened vocational training, residential support, and therapeutic services, ensuring our clients have access to the resources they need to thrive.

Strategic planning has also been a priority. We are laying the groundwork for the TradeWinds Health & Inclusion Campus—a state-of-the-art facility designed to bring together health, fitness, recreation, and employment training under one roof. This project reflects our belief that true inclusion happens when services are integrated into the heart of the community, creating spaces where people of all abilities can learn, work, and play together.

These achievements would not have been possible without the dedication of our staff, the vision of our Board of Directors, the generosity of our donors, and the trust of the families we serve. We are deeply grateful for the partnerships that sustain and inspire our mission. As we look to the year ahead, we remain focused on delivering high-quality services, expanding our reach, and building a future where every individual—regardless of ability—has the opportunity to live a life of purpose, independence, and inclusion.

Thank you for joining us on this journey and for believing in the potential of every person we serve.

With gratitude and determination,

Jon Gold
Chief Executive Officer

Nicole Cimbaljevich
President, Board of Directors

Our Mission and Values

Empowering individuals of varying abilities to live to their fullest potential with dignity, integrity, choice, and community inclusion

TradeWinds updated its mission statement to better reflect the evolving language, values, and inclusive approach of the organization and the communities it serves. The previous mission, "Serving people with special needs by empowering them to realize their full potential," while well-intentioned, used language that is increasingly seen as outdated and limiting. The new mission, "Empowering individuals of varying abilities to live to their fullest potential with dignity, integrity, choice, and community inclusion," shifts the focus toward person-first, strengths-based language that honors individuality, autonomy, and the right to meaningful participation in all aspects of life.

This change is more than just semantics—it represents TradeWinds' commitment to inclusion, self-determination, and respect for human dignity. By emphasizing varying abilities instead of special needs, the new statement avoids labeling and better captures the diversity of people served. The addition of dignity, integrity, choice, and community inclusion highlights the core values that guide TradeWinds' programs and services, reinforcing the organization's belief that everyone deserves equal access to opportunities, respect, and community life. This mission reflects not only who TradeWinds serves, but how it serves—with compassion, equity, and purpose.

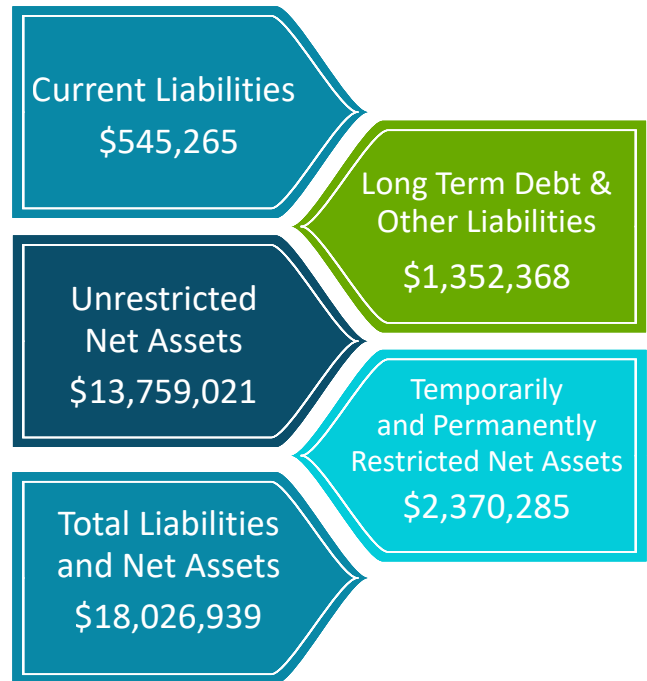
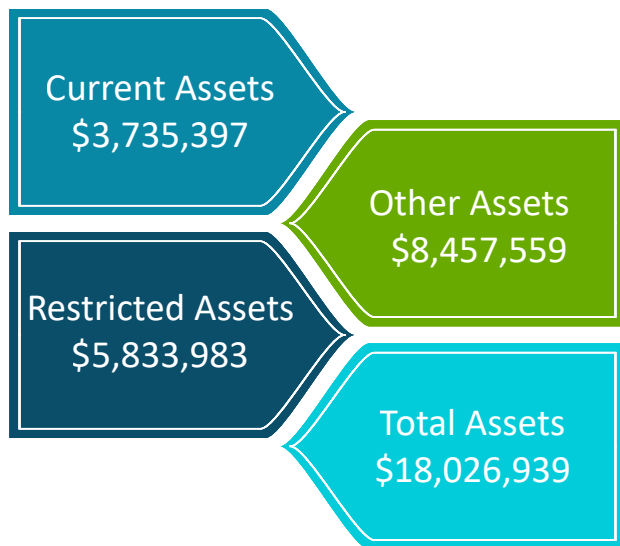


More Pics inserted here

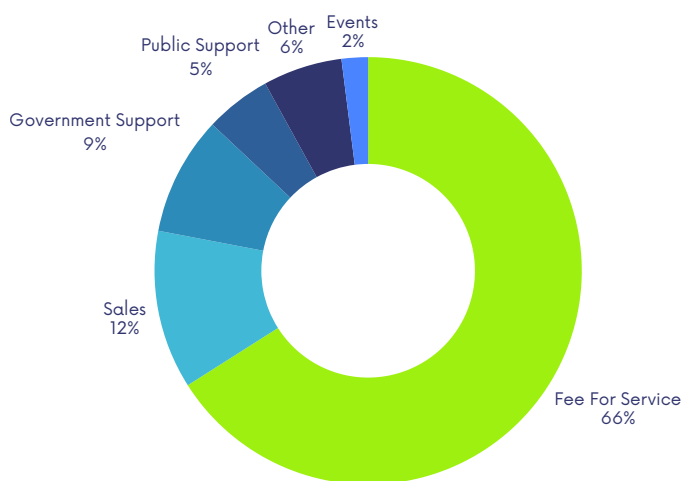


Fiscal Position

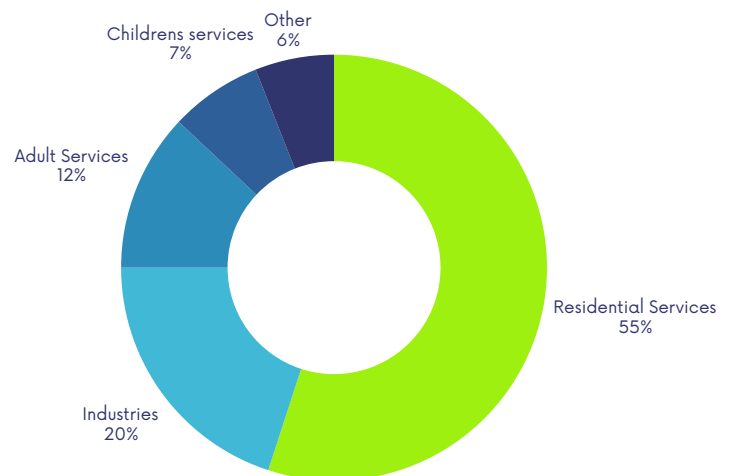
Fiscal Year ending June 30, 2025



FY 2025 Revenues



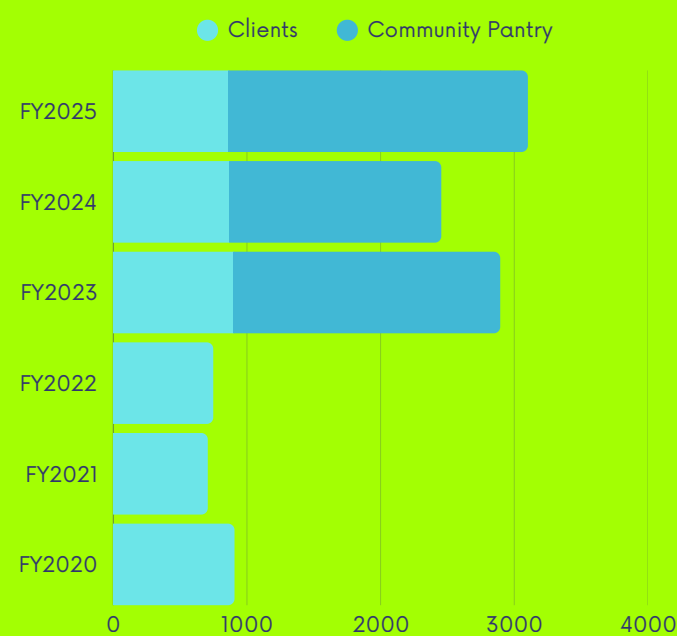
FY 2025 Expenses



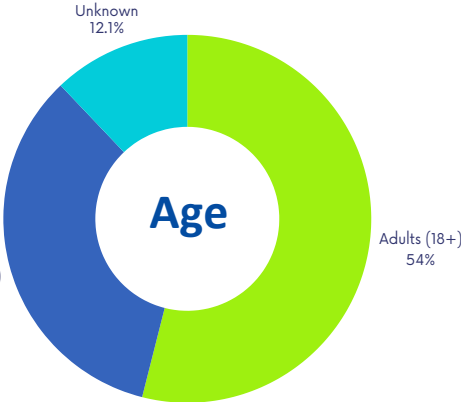
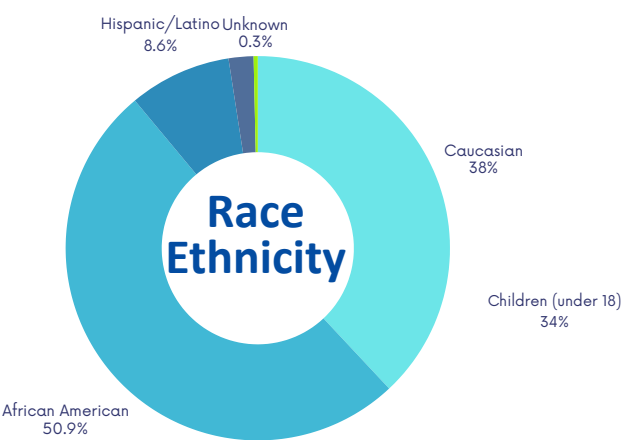
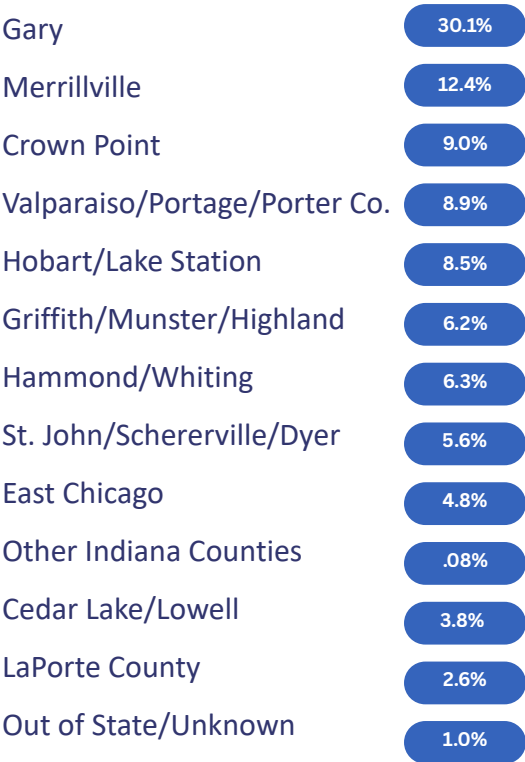
Demographics

In the past year, TradeWinds touched the lives of 3,102 individuals across Northwest Indiana—each representing a unique story of growth, independence, and community connection. We serve children of all abilities from 6 weeks to 6 years, and adults—ages 18 through senior years—living with developmental and physical disabilities. Our inclusive Summer and Functional Skills Camps engage school-age children and youth (ages 6–17), many with developmental, behavioral, physical, and healthcare needs, providing opportunities that promote confidence, learning, and social skills. In addition, the TradeWinds Community Pantry supports Lake and Porter County residents each month, ensuring families facing food insecurity have access to essential nutrition and support.

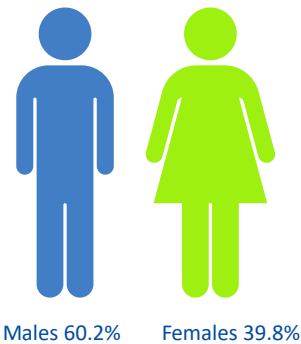
UNDUPLICATED INDIVIDUALS SERVED



Residence



Gender



Executive Team



Lisa Tatina
Director of Development
and Marketing



Jon Gold, CEO



Troy Rose, COO



Fallon Coleman
Director of
Day Services



Lynn Strohl
Director of Industries



Jamie Peyton
Director of IT and Fiscal
Compliance



Lisa Previs
Director of
Residential Services



Vernita Johnson-Macklin
Director of Human Resources
and Intake

2024-2025 Board of Directors

Board Officers

President: Nicole Cimbaljevich, HealthLine
Vice-President: Steve Cox, Wind Creek Chicago Southland
Treasurer: Brian Lyter, Salvi Sports Enterprises
Secretary: Kelly Blieden, Centier Bank

Board Members

Larry Alt, Larry Alt & Associates
Jeffrey Ban, DVG, Inc.
Dana Booth, Budd Mechanical Systems
Sam Boufis, Wintrust Indiana
Jeremy Cash, Horseshoe Hammond Casino
James R. Dye, JWD Management
James W. Dye IV, Maison Royale Apartments
Eric Evans, First Financial Bank
Steve Handel, Peoples Bank
Deanna Hardwick, Purdue University Northwest
Megan Henning, NIPSCO
Christin Herrera, Ameristar Casino East Chicago
Jessica Tomich, Albanese Candy

Josh Huddlestun, Mayor of Hobart
Namrata Kanal, Old National Bank
Steph Madison, First Merchants Bank
Carla Meyer, Powers Health
Andy Qunell, VRQ LLC
Kyle Rosenbaum, Michiana Insurance Services
Julie Rosenwinkel, Krieg DeVault
Tim Ross, Franciscan Health
Art Russell, Parent
Thomas Schager, The Times Media Company
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Natalie Shrader, Burke, Costanza & Carberry LLC
Beth Sliwa, Hard Rock Casino Northern Indiana
Adra Young, Indiana University Northwest

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Association
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NW Indiana 24/7 ER & Hospital
Old National Bank
Purdue University Northwest
Simmons Landscaping
Steel Cities Steels
United Healthcare
Wintrust Indiana

We extend our sincere gratitude to our corporate partners whose steadfast annual financial support continues to strengthen our mission. This year, your generosity has directly fueled programs and services that empower individuals of all abilities to learn, work, and fully participate in community life. Your commitment is not only an investment in TradeWinds—it is an investment in opportunity, inclusion, and the future of those we serve. Together, we are building a stronger, more inclusive Northwest Indiana for today and for generations to come.



"Our corporate partners make inclusion possible. Your annual support empowers individuals of all abilities and strengthens our community for generations to come."

73K

Number of garments
sewn for the
Department of
Defense and the
Department of
Corrections



2,135,115

Number of units
packaged for 9
different customers



\$2,335,121

Industries Division revenue from sewing,
packaging, and sign shop services



Silver
Transparency
2023

Candid.

AbilityOne®

PROGRAM



**The Chicago
Lighthouse**