



Impact Report

2024-2025



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 Cimbalevich
President, Board of Directors

Executive Team



Lisa Tatina

Director of Development
and Marketing



Jon Gold, CEO



Troy Rose, COO



Fallon Coleman

Director of
Day & Community
Services



Lynn Strohl

Director of Industries



Jamie Peyton

Director of IT and Fiscal
Compliance



Lisa Previs

Director of Residential
and Children's Services



Vernita Johnson-Macklin

Director of Human Resources
and Intake

2024-2025 Board of Directors

Board Officers

President: Nicole Cimbaljevich, HealthLinc

Vice-President: Steve Cox, Wind Creek Chicago Southland

Treasurer: Brian Lyter, Salvi Sports Enterprises

Secretary: Kelly Blieden, Centier Bank

Board Members

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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

Christina Herrera, Ameristar Casino East Chicago

Jessica Tomich, Albanese Candy

Josh Huddleston, 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

Mike Schneider, Wintrust Indiana

Natalie Shrader, Burke, Costanza & Carberry LLC

Beth Sliwa, Hard Rock Casino Northern Indiana

Adra Young, Indiana University Northwest

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. Our 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.

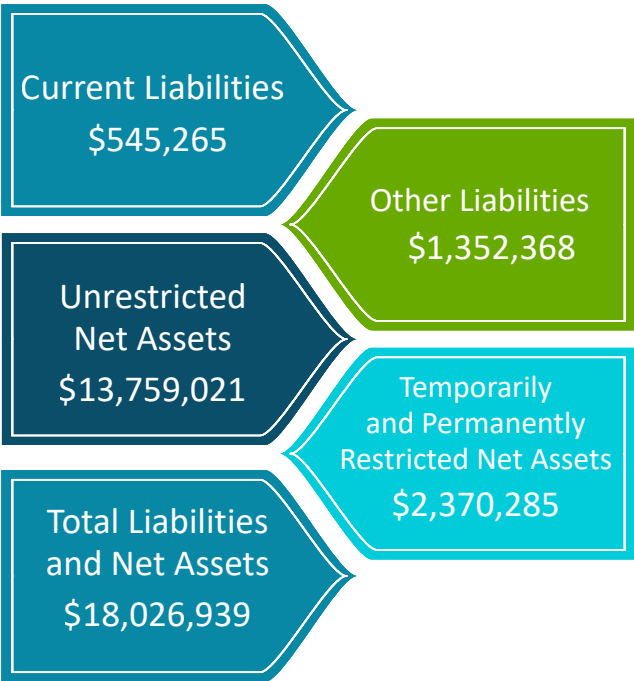
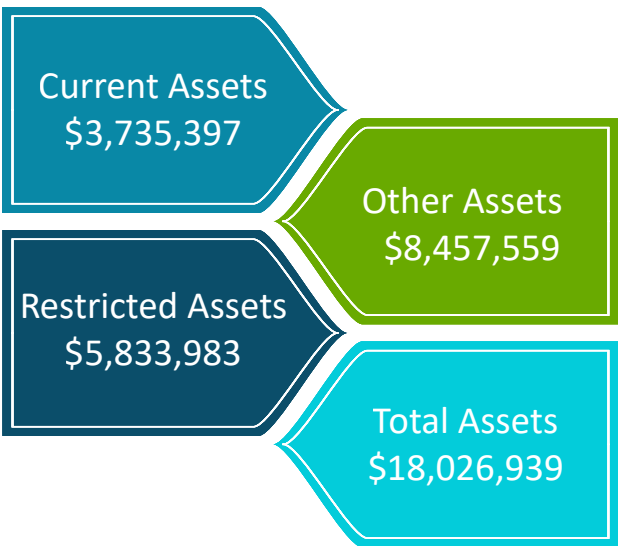
This change is more than just semantics—it represents TradeWinds' commitment to inclusion, self-determination, and respect for human dignity. By emphasizing varying abilities, our new mission captures the diversity of people served. The addition of dignity, integrity, choice, and community inclusion 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.



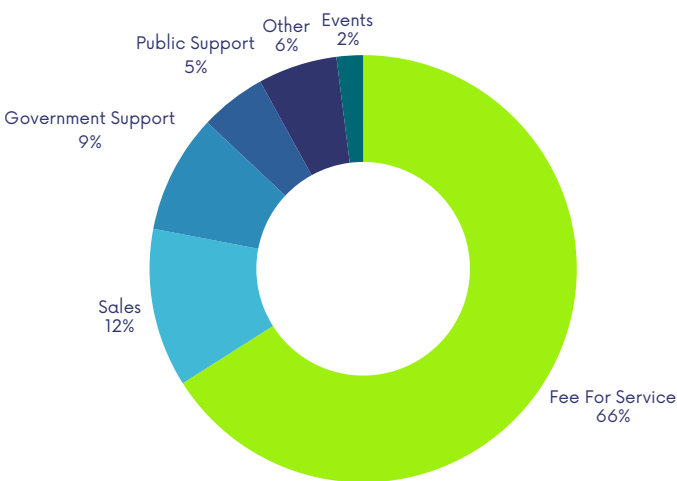


Fiscal Position

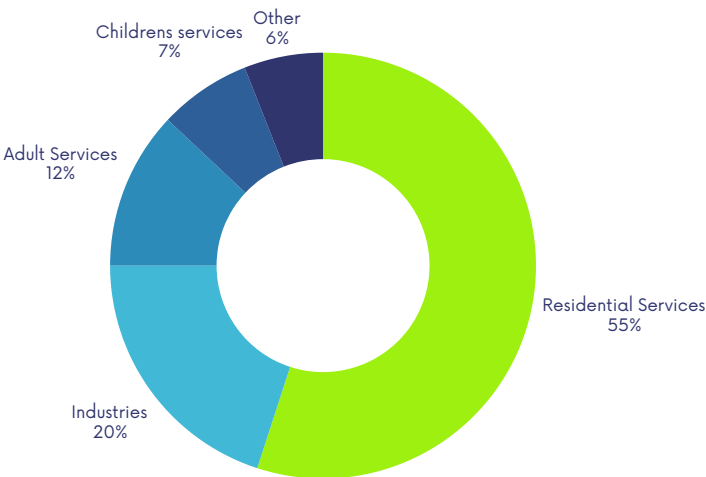
Fiscal Year ending June 30, 2025



FY 2025 Revenues



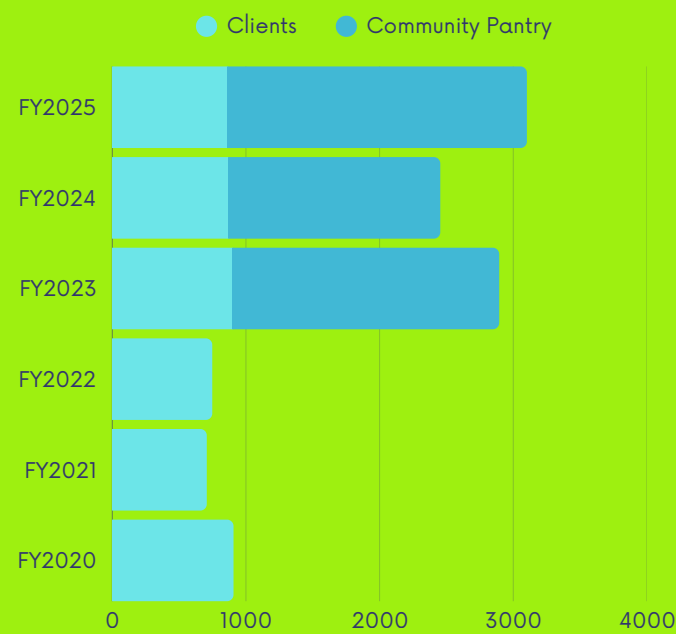
FY 2025 Expenses



Demographics

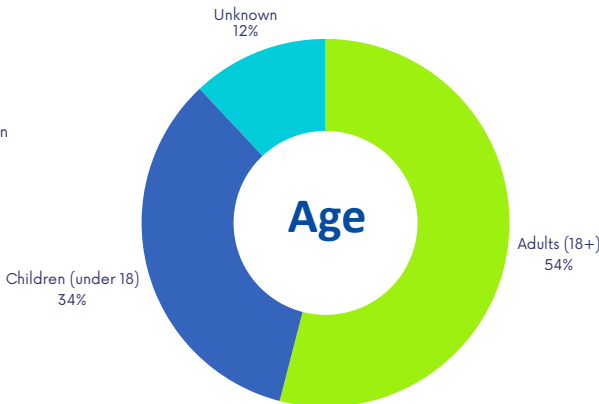
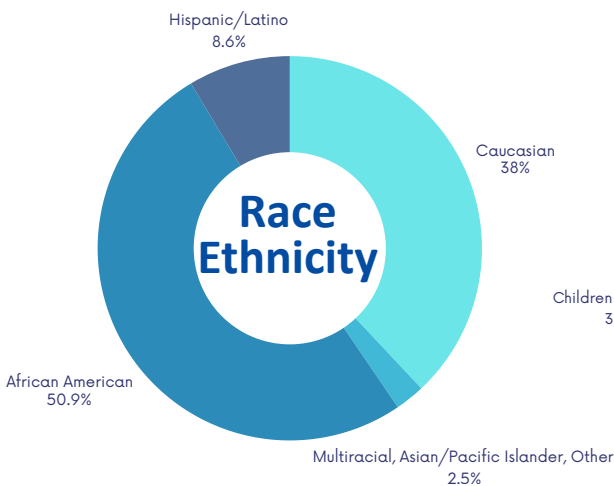
In the past year, TradeWinds touched the lives of 3,102 individuals across Northwest Indiana—each representing a unique story of growth, independence, and community connection. We serve children of all abilities from 6 weeks to 6 years, and adults—ages 18 through senior years—living with developmental 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

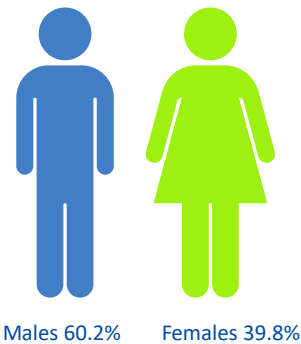


Residence

Gary	30.1%
Merrillville	12.4%
Crown Point	9.0%
Valparaiso/Portage/Porter Co.	8.9%
Hobart/Lake Station	8.5%
Griffith/Munster/Highland	6.2%
Hammond/Whiting	6.3%
St. John/Schererville/Dyer	5.6%
East Chicago	4.8%
Other Indiana Counties	.08%
Cedar Lake/Lowell	3.8%
LaPorte County	2.6%
Out of State/Unknown	1.0%



Gender





Driving Growth

As part of our strategic plan, one of our primary objectives has been to launch a dedicated fundraising initiative to support the expansion of services for our clients. Central to this effort is the development of a new Health and Inclusion Campus on the vacant lot just north of our main building. This facility will significantly enhance our ability to serve the community—particularly individuals with special needs—by creating a more inclusive, accessible, and supportive environment. With specialized programs and resources designed to promote physical, emotional, and social well-being, the new facility represents a vital step toward realizing our vision of a more comprehensive and compassionate campus.

To ensure we are well-positioned to manage both our current growth and future expansion, we also introduced the role of Chief Operating Officer (COO). This position was created to:

1. Provide operational leadership to sustain and scale growth efficiently.
2. Expand executive leadership capacity by sharing responsibilities, enabling the CEO to focus on external initiatives while the COO oversees internal operations.
3. Increase operational efficiency by streamlining processes.
4. Enhance organizational performance through the establishment of clear metrics and accountability.

Over the past several months, our management team has focused on completing a comprehensive reorganization, rolling out a new leadership training program, and improving communication across the organization. These efforts have already led to measurable improvements in both efficiency and culture. Teams are collaborating more effectively, leadership is more aligned, and staff engagement has grown significantly.

Since implementing these initiatives, we've seen a 42% reduction in turnover compared to the same period last year. Streamlined leadership roles and clearer communication have allowed for faster decision-making, greater consistency, and a more positive workplace culture—resulting in higher morale, stronger engagement, and greater productivity. To date, 47 frontline managers and supervisors have completed our first round of Leadership 101 training, focused on distinguishing between management and leadership. Based on their feedback, we instituted the next class in the series, conflict resolution. Employee response to these programs has been overwhelmingly positive.

We have also prioritized strengthening internal communication by expanding the use of Microsoft tools, which now connect 231 new users with enhanced collaboration and communication platforms. In addition, updated and clarified policies have provided staff with clearer guidance, improving both efficiency and consistency across the organization. Together, these efforts represent a strong foundation for our future—equipping TradeWinds with the leadership, systems, and infrastructure necessary to continue expanding services while fostering an inclusive and supportive environment for all.

Expanding Impact



Health & Inclusion Campus

- New facility north of main building
- Inclusive, accessible, supportive
- Specialized programs for well-being

New COO Position

- Sustains & scales growth
- Expands executive capacity
- Streamlines operations

Stronger Leadership & Culture

- Management reorganization completed
- **47** managers trained in Leadership 101
- 20+ enrolled in Conflict Resolution
- Overwhelmingly positive feedback

Measurable Results

- **42%** reduction in turnover
- **231** new Microsoft users connected
- Improved morale, engagement & productivity
- Clearer policies = greater efficiency

The Bottom Line

TradeWinds is building a stronger foundation—through people, systems, and infrastructure—to expand services and deliver on our vision of a more compassionate, comprehensive, and inclusive campus.

83K

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

193,007

Pounds donated to
our Community Pantry



5

Number of Direct
Service Professionals
employed by
TradeWinds who are
deaf

25

Number of children in all
abilities childcare



2

Number of summer camps

Annual Corporate Sponsors

Presenting Sponsors

Hard Rock Casino Northern Indiana
Strack & Van Til

Major Sponsors

NIPSCO
Centier Bank
The Times Media Company

Partner Sponsors

Accessibilities
Albert's Diamond Jewelers
DMS/Building Indiana
First Financial Bank
First Merchants Bank
Gary Southshore RailCats
Gil Drugs
Hammond Urban Enterprise Association
Horseshoe Hammond
IBEW Local 697
Laborers International Union Local 41
Old National Bank
Peoples Bank
Powers Health
Powering Indiana NECA/IBEW
Purdue University Northwest
Simmons Landscaping
Jeff & Shawn Strack
Steel Cities Steels
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."

Volunteers

We are deeply grateful for the incredible generosity of our volunteers—both individuals and companies—who dedicate their time, talents, and energy to TradeWinds. From supporting special events and assisting with programs to sharing professional expertise, our volunteers strengthen every aspect of our mission. Their commitment reflects a true spirit of community, helping us extend our reach and make a lasting impact in the lives of those we serve. The countless hours given by these remarkable individuals and corporate partners embody compassion in action, and we are honored to work alongside them in creating a more inclusive and supportive community.



204
Number of
Volunteers



16
Number of
volunteer events





Silver
Transparency
2023

Candid.

AbilityOne®

PROGRAM

