



**PATHFINDERS FOR HOPE**

# **EMPLOYER PARTNERSHIP GUIDE**

**FOR LOCAL SMALL BUSINESSES**



Visit Our Website

**pathfindersforhope.org**





# About Company

Pathfinders for Hope is a local nonprofit dedicated to restoring dignity and stability for individuals transitioning out of homelessness. We provide trauma-informed coaching, housing navigation, and employment support. Our systems are built for emotional safety, real-world impact, and long-term growth. We partner with small businesses to create hiring pathways that uplift lives and strengthen communities one job, one person, one future at a time.



## Executive Director

Marco Cardenas leads Pathfinders for Hope with vision, empathy, and operational rigor. He designs trauma-informed systems that restore dignity, build trust, and create real pathways to stability. His work bridges lived experience with practical, lasting impact.







## Company Vision

We envision a community where every person regardless of past hardship has the opportunity to rebuild with dignity, purpose, and hope. Guided by compassion and integrity, we create trauma informed systems that restore agency and belonging. Our vision is a future where healing is possible, stability is attainable, and every individual is empowered to thrive in the fullness of life they deserve.

## Company Mission

Pathfinders for Hope exists to restore dignity, stability, and hope for individuals experiencing homelessness. We provide trauma informed coaching, housing navigation, and employment support rooted in compassion, clarity, and real-world impact. Our mission is to walk alongside each person as they rebuild offering tools, trust, and pathways to thrive in the fullness of life they deserve.





## What Is A Partnership Agreement?

A Partnership Agreement is a shared commitment between your business and Pathfinders for Hope. You offer a job opportunity to someone rebuilding their life, and we provide structured, ongoing support to help that placement succeed. It's not a legal contract it's a working relationship built on trust, communication, and shared goals. We assign a dedicated point of contact who understands your workplace, coaches your employee, and steps in early if challenges arise. You get real-time problem solving, honest feedback, and recognition as a community leader. We stay involved as long as needed so you're never left managing alone. This agreement protects your time, your team, and your investment in second chances. It's how we ensure that your willingness to hire is matched with our commitment to follow through so you're supported every step of the way.



# Contact Information

We're here to support you every step of the way.

Whether you're ready to partner or just have questions, our team is available Monday through Friday, 11 AM to 6 PM. Reach out by phone or email, and we'll respond with clarity, care, and respect. Let's build something meaningful together starting with a conversation.



## Name

Pathfinders for Hope stands for dignity, clarity, and second chances. We believe stability means more than shelter it means agency, belonging, and hope. Our systems are trauma-informed, our partnerships are purpose-driven, and our mission is to walk with people as they rebuild their lives with courage and care.



## Email

Have questions or ready to take the next step? Reach out to us by email and we'll respond with clarity, care, and respect. Whether you're exploring partnership or need more information, our team is here to support you. Send a message anytime and we'll follow up during business hours.



## Phone number

We're available by phone Monday through Friday, 11 AM to 6 PM. Whether you have questions, want to explore partnership, or need support, our team is here to help. When you call, you'll reach someone who listens, understands, and responds with care. Let's connect and build something meaningful together.







# Business information

Pathfinders for Hope partners with local employers to create second-chance jobs for people facing housing instability. We offer coaching, a dedicated contact, and real-time support to ensure placements succeed protecting your time, strengthening your team, and building a more inclusive workforce.



## Program Objective

To connect employers with job-ready individuals facing housing instability offering training, support, and stability to ensure second-chance hires succeed for both sides.



## Participant Outcomes

Participants build stability, confidence, and workplace habits gaining real experience, coaching, and momentum toward housing, employment, and long-term success.



## Prospective Career

Participants pursue construction labor, painting, moving, and general labor hands on jobs that offer immediate income, value grit and reliability, and create a path toward long term stability.



# Partner Details

Partner businesses offer fair jobs to individuals facing housing instability especially in construction, painting, and labor. We provide coaching, a dedicated contact, and real-time support. This trust based agreement protects your time and team while promoting inclusive hiring.



## Marketing

Pathfinders for Hope promotes second-chance hiring as smart, low-risk, and high-impact. We highlight grit, reliability, and real-time support backing every placement with coaching and a dedicated contact. Our marketing builds trust through employer recognition, success stories, and inclusive messaging that shows how second-chance hiring strengthens teams and transforms lives.



## Customer Events

We host employer appreciation events, roundtable breakfasts, and community spotlights that celebrate second-chance hiring. These gatherings offer space to connect with other values-driven businesses, share feedback, and shape future partnerships. We also highlight employer impact through social media, newsletters, and recognition campaigns.



## Training & Certification

Participants receive hands-on coaching in workplace readiness, communication, and reliability. We focus on practical skills, safety awareness, and consistent follow-through. Each individual is prepared to show up, contribute, and grow bringing grit, accountability, and a willingness to learn. Employers gain team members who are supported, motivated, and ready to succeed in real-world roles.



## Strategic Engagement

We build long-term partnerships with employers who value inclusion, reliability, and impact. Strategic engagement means listening to your needs, adapting our support, and co-creating solutions that work. We offer roundtables, feedback sessions, and ongoing collaboration to strengthen second-chance hiring making your involvement seamless, credible, and rewarding.





# Importance Of A Partnership Agreement



## Clarifying Expectations

A partnership agreement sets clear expectations around communication, support, and job roles. It outlines what employers can expect from us coaching, real-time support, and a dedicated contact and what we ask in return: fair opportunity, open dialogue, and timely feedback. This clarity builds trust and helps placements succeed.



## Negotiating Terms

We tailor each partnership to fit your needs clarifying job roles, communication preferences, and support boundaries. Together, we co-create a structure that protects your time, aligns with your workflow, and sets placements up for success. Every agreement is built on clarity, flexibility, and mutual respect



## Minimizing Conflicts

A clear agreement helps prevent misunderstandings before they happen. By outlining roles, communication channels, and support boundaries, we reduce friction and protect your time. If issues arise, we respond quickly with real-time coaching, direct contact, and a shared commitment to resolution that respects your workflow and team culture

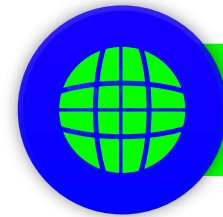


# Contact Us

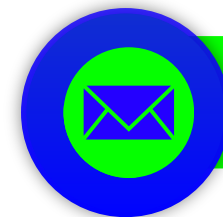
Have questions, ideas, or want to partner with us? We'd love to hear from you. Visit our website to learn more, get involved, or support our mission. Whether you're a neighbor, volunteer, or fellow nonprofit, your voice matters here. Let's connect, collaborate, and build hope together one step, one story, one solution at a time. Every message, every handshake, every idea helps move the mission forward.



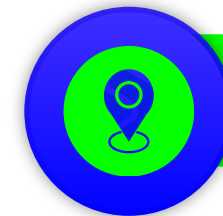
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# THANK YOU

FOR YOUR ATTENTION



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