

BRIDGEWAY

ANNUAL REPORT FISCAL YEAR 2025

JULY 1, 2024-JUNE 30 2025



A MESSAGE FROM THE CEO



STACI DANNER
PRESIDENT AND CEO

In October 2025, I was humbled to be selected as Bridgeway’s next CEO, following the leadership of Bill Nelson who dedicated 37 years to our agency. We are building a strong foundation for the future—one created by people who find deep meaning in their work and who strive each day to achieve the best possible outcomes for our consumers and for Bridgeway as a whole. The results speak for themselves, but it is the dedication behind the scenes that truly drives our success.

This year, Bridgeway was nominated as Nonprofit of the Year by both the Macomb Area Chamber of Commerce and the Monmouth Area Chamber of Commerce. These nominations reflect the outstanding work being done every day by our teams.

In May, Bridgeway employees and consumers participated in Advocacy Day hosted by the Illinois Association of Rehabilitation Facilities. They met with legislators, shared personal stories, and advocated for the critical services that support individuals with disabilities. Their voices matter, and their willingness to step forward demonstrate the heart of our mission.

Last fall, thanks to the generosity of our donors and our Foundation, our consumers attended a Chicago Cubs game at historic Wrigley Field. It was a day filled with “firsts”: many experienced their first live sporting event, the size and scope of a 40,000 crowd, and the first vision of a skyscraper amidst the hustle and bustle of a metropolitan city. These unforgettable memories led to the creation of our Adventure Committee with the next events already underway.

Community engagement remains a top priority, and our staff attended nearly 100 events over the past year. We also supported our communities by sponsoring 15 community events during the year. Social media presence continues to grow as well, with 193 posts this year—up from 127 the prior year. Through videos and the sharing of consumer and employee stories, we are strengthening engagement and expanding awareness of our mission.

Above all, our people are the lifeblood of Bridgeway. Last year, we served more than 8,200 individuals with care, understanding, and compassion. Our dedicated employees and leaders work tirelessly to serve our consumers, our communities, and our organization and we’re grateful for all they do.

Thank you for your continued support and for joining us in the commitment to make a meaningful difference. Together, we are building a future filled with opportunity, dignity, and hope.

INTRODUCTION

Bridgeway Inc. envisions a world where people live to their full potential. The mission of Bridgeway Inc. is "Creating Solutions for Everyone." At Bridgeway, we have an extensive history of being creative and innovative in every service that we provide. We focus on the most innovative and cost-effective methods for problem-solving in partnership with our consumers. When people look to Bridgeway for help, they are looking for someone to help them solve their life's problems. Meeting the needs of our consumers, and everyone we work with is our goal.

Bridgeway embraces diversity and does not discriminate against any person for any reason. Our primary focus is on the needs and desires of the individuals served, the development of innovative ways to achieve consumer goals, the quality of life for those we serve, and the removal of barriers that hinder access to services and the continuous enhancement of the quality of our services.

Values

- Person-Centered Quality Services
- Dignity, Respect, Diversity
- Empowerment, Choice & Personal Growth
- Accessibility & Flexibility of Services
- Community Partnerships





FISCAL YEAR 2025 PROGRAM HIGHLIGHTS

FY 2025 proved to be another great year for Bridgeway services! We served over 8,200 individuals. Check out some of our program highlights from FY 2025.



OUTPATIENT MENTAL HEALTH SERVICES

Bridgeway’s Outpatient Mental Health Services are staffed with experienced professionals from the fields of psychiatry, social work, counseling, psychology and nursing. Therapy and treatment are specifically oriented to each person, compassionately treating everyone as an individual. Outpatient continues to provide evidence-based practices, including investing training for all therapists in modalities such as TF-CBT, DBT and EMDR. Substance Use became the primary treatment provider for the Henry County drug court. We are now the primary provider for four drug courts, including Henry, Knox, Warren/Henderson, and McDonough Counties.

FY 2025 HIGHLIGHTS

- Mental Health First Aid was provided to 339 adult, teen and youth participants over 17 trainings.
- Mobile Crisis Response requests: 1,709
- Bridgeway’s Galesburg location is currently provisionally certified as a Certified Community Behavioral Health Clinics (CCBHC) Program.

RECOVERY ORIENTED SYSTEM OF CARE (ROSC)

Bridgeway's Recovery Oriented System of Care is a coordinated network of community-based services and supports. The goal is to come together to address the needs of the recovery community and promote infrastructure development, training and education, involvement of individuals with lived experience, and create an integration of systems through local hospitals, mental health systems, law enforcement, local governments and policy makers. Bridgeway has 2 ROSC councils, serving West Central Illinois (Knox, Warren, Henderson and Henry counties) and McDonough and Fulton counties.

FY 2025 HIGHLIGHTS

- 292 referrals were processed through IRIS, the System of Care's online referral system, connecting people to resources.



YOUTH EMPOWERMENT SERVICES

Bridgeway's Youth Empowerment Services is a system of care with the goal to effectively and efficiently serve families and children 21-and-under regardless of need or diagnosis. Bridgeway's Youth Empowerment Services offer accessible services, support and education to help children and families build and stay on positive life paths.

FY 2025 HIGHLIGHTS

- YES funded Protocall, the Mobile Crisis 24 Hour Call Center.
- YES supported workforce development through certifications and trainings in evidence-based practices to improve services.
- YES Coordinator works with ROSC System of Care to facilitate Narcan training within schools.



COMMUNITY EMPLOYMENT SERVICES

Community Employment is one of the cornerstones of Bridgeway's diverse array of services empowering people with disabilities. Partnering with area employers, Bridgeway places people in jobs of their choice to help them achieve their personal vision. Our Community Employment team more than doubled their job development and employer contracts, and saw a more than 44% increase in person served from FY24!

116

TOTAL JOB STARTS IN
FY 2025

1,297

PERSONS SERVED

63%

JOB SUSTAINABILITY
RATE

4,359

JOB DEVELOPMENT/EMPLOYER
CONTRACTS

MEET FRANK!

Community Employment Services Success Story

Frank's journey is a testament to the power of a positive outlook and the impact of dedicated support. Having faced homelessness, he first learned about Bridgeway's services while at the Galesburg Rescue Mission. Through Bridgeway's Community Employment Services and his unwavering determination, he not only secured employment at Taco Bell but also celebrated a significant milestone: moving into his new apartment. Frank's success hasn't stopped with him. He regularly returns to the Galesburg Rescue Mission, offering guidance and job assistance to others striving for their own fresh starts. He understands that while milestones like 90 days on the job are often celebrated, every single day he shows up is a milestone worth acknowledging. His message to others is clear: be open-minded and willing to accept the help Bridgeway's services provide. Frank is living proof that with the right support and a positive spirit, a new chapter is always possible.

BRIDGEWAY



AFFIRMATIVE BUSINESS SERVICES

Bridgeway's Affirmative Business employs an integrated workforce (individuals with disabilities working alongside individuals without disabilities) to offer manufacturing and business processing services for businesses to outsource.

FY 2025 HIGHLIGHTS

- New Customers/Projects: 43 (includes Work Centers, Janitorial Services and Data Entry Services)
- Successful ISO Re-certification
- Maintained FDA Food Certification
- 96.8% of customers scored "Always" or "Most of the Time" on customer service survey against a goal of 95%
- Launched Printing Services initiative to expand Affirmative services and continue market penetration
- Launched Ursa Major Stencils social media presence
- Registered in additional states for opportunities to provide image review services outside of Illinois



EMPLOYMENT TRAINING

Bridgeway's Employment Training provides a supportive business environment in which to learn about the world of work. People with disabilities can receive the supports necessary to build self-esteem by contributing to a business venture, contributing to our mission to work in partnership with all people to live the American dream and lead full and meaningful lives.

FY 2025 HIGHLIGHTS

- Quality Assurance: 94%
- Consumers that gained employment in the community: 8

COMMUNITY DAY SERVICES

Bridgeway's Community Day Services strive to fulfill whatever is needed to allow the individual the freedom of greater independence, self-sufficiency, greater choice and control of their lives, and increased participation in the community. Our Community Day and Adult Learning Services serve individuals with developmental, physical and/or intellectual disabilities who are 18 years of age and older.

FY 2025 HIGHLIGHTS

- A quarterly average of 16 consumers participated in volunteer work in the community.
- Persons Served: 91
- Consumer Satisfaction: 98%
- Quality Assurance: 97%

SUPERVISED AND SUPPORTED COMMUNITY LIVING

Bridgeway's Community Housing and Supported Living Services help create home life for people with disabilities, mental health diagnoses, and other life challenges, assisting them to maintain an independent, satisfying life in the community.

FY 2025 HIGHLIGHTS

- Persons Served: 116
- Occupancy Rate: 74%
- Consumer Satisfaction: 83%
- Quality Assurance: 95%
- Successful HUD REAC Inspections



PROGRAM BREAKDOWN

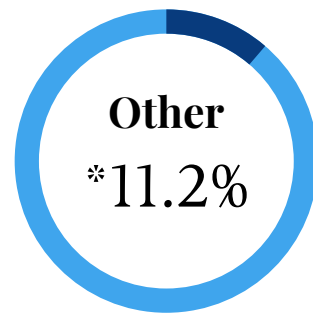
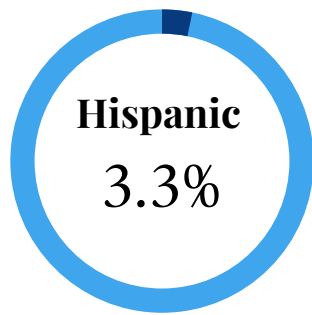
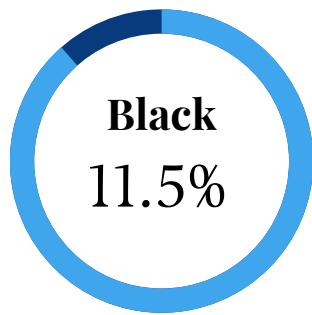
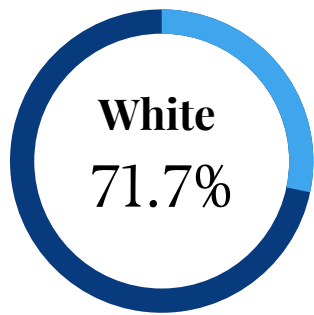
TOTAL INDIVIDUALS SERVED IN FY 2025: 8,205

BEHAVIORAL HEALTH SERVICES	INDIVIDUALS SERVED
COMMUNITY SUPPORT SERVICES	125
CRISIS INTERVENTION/SASS	1,051
OUTPATIENT TREATMENT	2,228
PREVENTION SERVICES	2,449
SUBSTANCE USE SERVICES	694
SUPPORTED AND SUPERVISED COMMUNITY LIVING	97
COMMUNITY SERVICES	INDIVIDUALS SERVED
CASE MANAGEMENT AND COORDINATION	150
COMMUNITY INTEGRATION	110
COMMUNITY HOUSING AND SUPPORTED LIVING	64
EMPLOYMENT SERVICES	INDIVIDUALS SERVED
COMMUNITY EMPLOYMENT	1,237



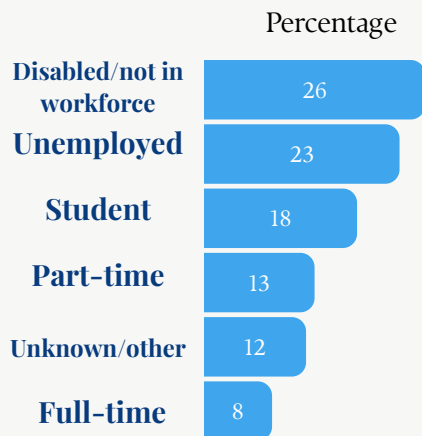
CONSUMER DEMOGRAPHIC BREAKDOWN

Race

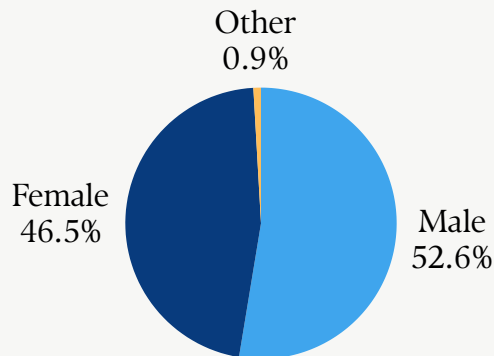


*Other race indicates multi-race, Pacific Islander, Native American, or unknown.

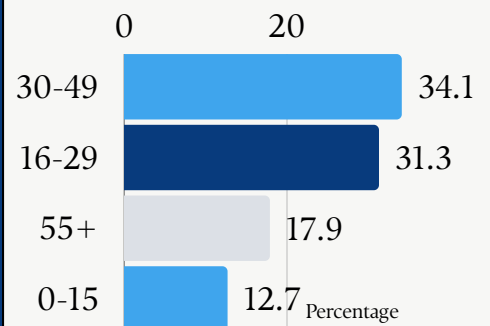
Employment Status



Gender

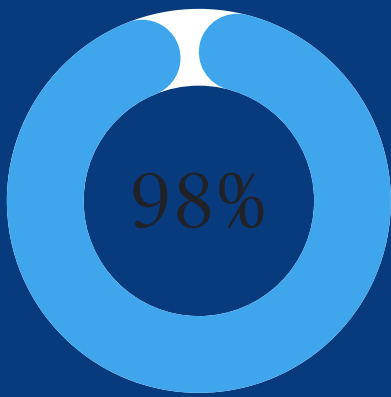


Age

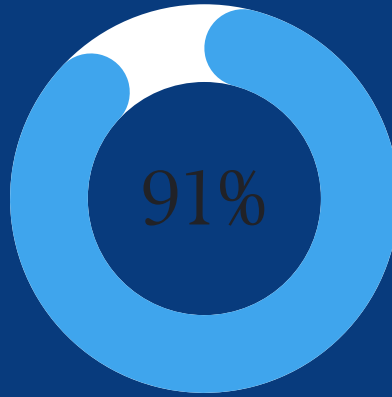


CONSUMER SATISFACTION REPORT

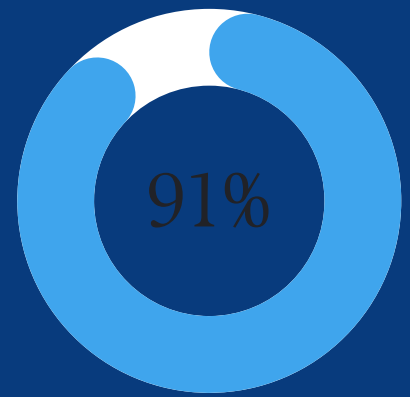
During this fiscal year, Bridgeway conducted its semi-annual Consumer Satisfaction Surveys and we are pleased to share the results! 368 surveys were returned, showing that 5 Bridgeway programs had at least 95% satisfaction (either "somewhat" or "strongly" agreed with all questions). The table below recognizes those programs who reached at least 95% satisfaction. The pie charts depict 3 questions that were asked of every program and represent the "somewhat" or "strongly" agree answers in the dark blue.



Staff are courteous and helpful.



I would recommend Bridgeway to a friend.



I am satisfied with the overall quality of services.

PROGRAM

COMMUNITY EMPLOYMENT SERVICES

COMMUNITY DAY SERVICES

EMPLOYMENT TRAINING

MENTAL HEALTH

PSYCHIATRY AND NURSING

SUBSTANCE USE

LOCATION

Galesburg, Kewanee, Macomb, Normal and Pekin

Loves Park, Macomb and Pekin

Loves Park

Galesburg, Kewanee, and Monmouth

Monmouth

Galesburg and Monmouth



COMMUNITY ENGAGEMENT

Community Engagement is a vital piece to Bridgeway’s brand awareness and success. We engage in our communities to promote our services, to foster collaboration, and to support the great things happening in our communities. Below are the community engagement highlights from Fiscal Year 2025.

97

EVENTS THAT BRIDGEWAY STAFF SUPPORTED, PLANNED OR PARTICIPATED IN

19

NUMBER OF TIMES BRIDGEWAY WAS FEATURED IN THE NEWS

15

NUMBER OF EVENTS BRIDGEWAY SPONSORED

193

SOCIAL MEDIA POSTS

Bridgeway’s annual Discover Wellness Summit is a free wellness conference featuring keynote speakers, breakout workshops, and a wellness fair. Check out the highlights from the 2025 Discover Wellness Summit:



23

LOCAL ORGANIZATIONS REPRESENTED IN WELLNESS FAIR

39

EVENT SPONSORS

\$30,750

SPONSORSHIP DOLLARS

301

PARTICIPANTS

EXECUTIVE LEADERSHIP



STACI DANNER



ALYSSA HART

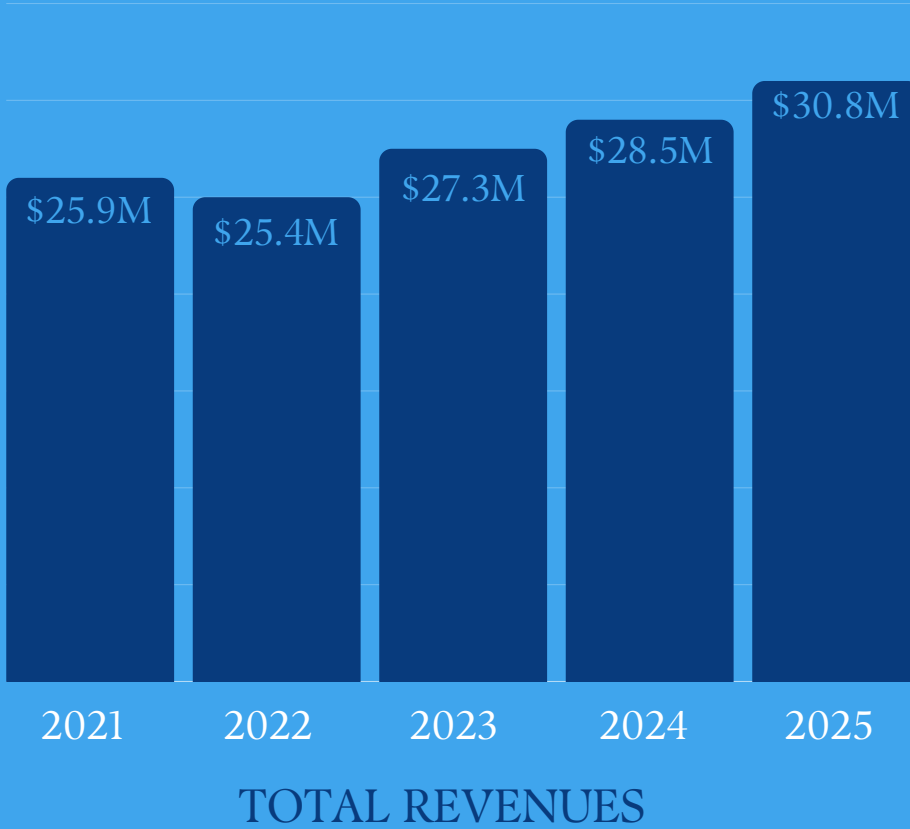


JENNIFER DALTON



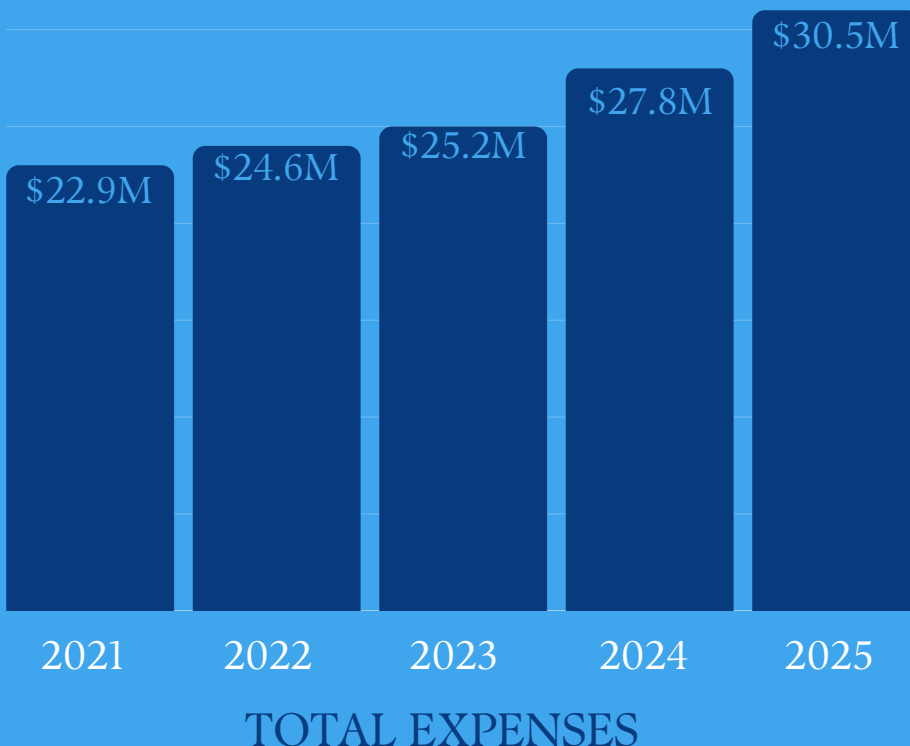
CLAY CUNNINGHAM

FY 2025 FINANCIALS



REVENUES

Total revenues were \$30.8M for the year ended June 30, 2025, which was \$2.3M increase from FY24. Program service fees increased \$2.6M due to increased rates, more services provided, and the new CCBC system. The other revenue categories were fairly similar to the prior year. Other revenues did increase slightly in FY25 due to additional 708 board funding.



EXPENSES

Total expenses increased \$2.6M to \$30.5M for the year ended June 30, 2025. Much of the increase was related to salaries and benefits, which increased \$1.4M. Bad debt expense also increased in FY25 due to the clean up of older receivable accounts. Most other expenses saw slight to moderate increases as well, due to overall increased business activities, as well as, inflation.

BRIDGEWAY INC. BOARD OF DIRECTORS

LEADERSHIP



STACI DANNER
PRESIDENT



ABBY THOMAS
CHAIR



BILL MURDOCK
VICE CHAIR

MEMBERS



JANICE DUTELL



SALLY VIGEZZI




ERIC JOHNSON



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