2025 Annual Report

CAREER CONNECTORS

Reporting period
January 1 to December 31, 2025

Mission Statement

OUR VISION:
Building a better community, one organization, one career at a time.

OUR MISSION:
We elevate communities by empowering jobseekers, employers and community partners.

Founded in 2009 during the Great Recession and recognized as a nonprofit in 2011, Career Connectors has grown into a statewide workforce partner with more than 750 partnerships across employers, city, county and state government, and workforce agencies.

Core Values

- Impact
- Integrity
- Inspiration
- Innovation
- Perseverance

A MESSAGE FROM OUR LEADERSHIP

Thank You for a Turnaround Year

Dear friends, partners and supporters,

2025 was the year Career Connectors proved what focus and a committed community can do. We served 7,036 people through 17 career events, launched two new programs, earned new public-sector partnerships and closed the year in a far stronger financial position than we started it.

We also changed how we work. We moved to a lean model built on contractors and volunteers, shifted our career fair work from logistics to marketing, and leaned into what makes us different: human connection. When an employer asks for 200 people in the room, we deliver. When a county needs its residents served, we exceed the goal.

Our board gave generously of its time, vision and networks this year. We are especially grateful to Frank Schab, who completed his term as Board President on December 31, 2025, after shaping our strategy, brand and community presence.

Thank you for believing in this work. The people we serve are finding jobs, growing as leaders and building careers because of you.

With gratitude,

Jessica Pierce
Founder and CEO

Frank Schab
Board President, 2024 to 2025

2025 AT A GLANCE

Our Year in Numbers

7,036
people served in 2025

17
career events: 4 in person, 13 virtual

80,000+
people served since 2009

3,802
Pinal County workshop series participants

575
jobseekers supported in a rapid response

105
volunteers powering our work

2025 Highlights

- **Two new programs launched:** Inspired LeadHER, a leadership program for women, and Pathwyz, an online career coaching program.
- **Career fair results that beat client goals:** USAA asked for 200 attendees. We registered 600 and 250 showed up.
- **Public-sector partnerships grew:** Pinal County and the City of Glendale selected Career Connectors as a workforce vendor, we were approved as a City of Phoenix professional development vendor, and we became lead training partner for a State of Arizona workforce series through a contracted partner.
- **A stronger financial position:** revenue grew 20.8%, expenses fell 4.2%, and net assets moved from a $47,548 deficit to a positive $18,715.
- **Thought leadership:** keynotes for APSA, NRWA, CUPA-HR, ARA, the Arizona Multifamily Association, NAWB in Washington, DC and SHRM, plus multiple television spotlights.

PROGRAM ACCOMPLISHMENTS

Overview of Service Achievements

Career Events and Hiring Fairs

Career Connectors served 7,036 jobseekers through 4 in-person events and 13 virtual events. Participants connected with hiring companies and received resume reviews, interview preparation, career coaching, social media training and inspiring keynote speakers.

Monthly virtual events featured expert speakers on resumes, the modern job search, personal branding and career transition. Targeted hiring events included USAA in Tempe and the Coolidge and Eloy job fairs.

A new model that works. In 2025 we shifted from managing career fair logistics to marketing career fairs for employers. This work generated about $55,000 in revenue at roughly a 50% margin. Our ability to fill the room is our advantage: we routinely bring 250 to 300 people to an in-person fair.

Pinal County Workforce Partnership

- Served 3,802 total participants through 47 career readiness workshops (8 onsite, 39 virtual) from June 2024 to May 2025, including 379 Pinal County residents, 126% of the goal of 300.
- Marketed the April and May 2025 rapid response hiring events in Eloy and Coolidge, which served 1,012 job seekers with ARIZONA@WORK services, including 871 Pinal County residents.
- Supported a rapid response for Nikola, serving 575 jobseekers, 86% of them from Pinal County.
- Supported the Pinal County Learn and Earn Intern Program.

ARIZONA@WORK Pinal County career fair, Eloy, April 2025

Pathwyz Career Coaching

Pathwyz launched in 2025 as an online career coaching program with 12 modules. By year end, 20 participants were enrolled on a monthly subscription. The board sees strong growth potential as marketing expands and new AI-focused content is added.

Workforce Partnerships

- **City of Phoenix:** approved as a Professional Development Vendor.
- **City of Glendale:** $19,000 contract for workforce development consulting and strategy design.
- **State of Arizona:** selected, through a contracted partner, as the lead training partner for Workforce Remix, a five-event regional series for workforce professionals delivered in February 2026 in Phoenix, Yuma, Tucson, Flagstaff and online.

PROGRAM ACCOMPLISHMENTS

Growing Leaders and Careers

Inspired LeadHER Class of 2025 graduation celebration, June 2025

Inspired LeadHER

Inspired LeadHER launched in 2025 as a leadership development program designed to help more women move into leadership roles. The first cohort of 21 participants completed six sessions, paired with mentors, and celebrated at a graduation event in June 2025.

- Participants rated the program 4.8 to 4.9 out of 5 throughout the year.
- The program received a $10,000 grant from the Women's Collective to support future cohorts.
- An alumni program was launched to grow community and refer future participants.

Thought Leadership and Visibility

Career Connectors shared its expertise with audiences across Arizona and the nation in 2025.

- **Keynotes:** APSA, NRWA, CUPA-HR, ARA, the Arizona Multifamily Association, NAWB in Washington, DC and SHRM.
- **Media:** multiple television spotlights on workforce and career topics.
- **Statewide reach:** more than 750 partnerships with employers, government and workforce agencies built since 2009.

FINANCIAL SNAPSHOT

Financial

Career Connectors ended 2025 with revenue exceeding expenses by $66,263. We paid down debt carried from 2024, reduced credit card balances from about $65,000 in January to $23,000 by mid-year, and paid all outstanding consulting commissions.

Total Revenue	**$394,284**
Total Expenses	**$328,021**
Program	$271,960 (82.9%)
Administrative	$53,187 (16.2%)
Fundraising	$2,874 (0.9%)
Revenue Less Expenses	$66,263
Net Assets (as of 12/31/2025)	**$18,715**

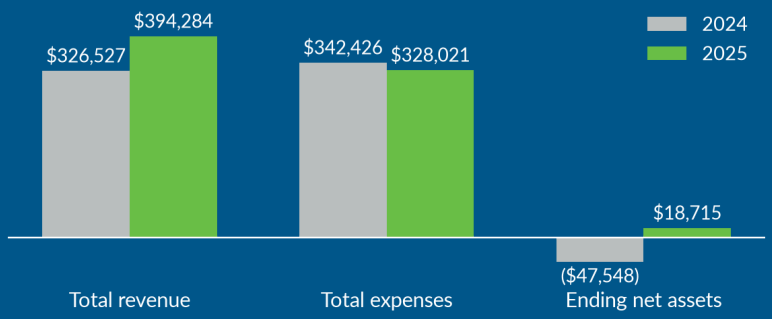
83¢
of every dollar spent went directly to programs that serve jobseekers, employers and workforce partners.

Where Our Revenue Came From

Program service revenue	$219,804
Government grants	$138,536
Donations and foundation grants	$30,720
Interest and other income	$5,224

Program service revenue includes career events, corporate partners and employer services. Government grants include Pinal County, the City of Glendale and an IRS payroll tax refund.

Year over Year



	2024	2025
Total revenue	$326,527	$394,284
Total expenses	$342,426	$328,021
Revenue less expenses	($15,899)	$66,263
Ending net assets	($47,548)	$18,715

Career Connectors continues to qualify as a publicly supported charity, with public support of 39.90% in 2025, above the 33 1/3% IRS threshold. Financial figures are drawn from the 2025 Form 990 prepared for the Board of Directors.

GOVERNANCE

2025 Board Members

Our volunteer Board of Directors met four times in 2025 (February 21, May 16, August 15 and December 5) and serves without compensation.

Bach, Kristy
Boldi, Jian (Treasurer/Secretary)
Luman, Linda (Past President)
Pierce, Jessica (Founder and CEO)
Russell, De Anne
Savron, Doris (Vice President)
Schab, Frank (President)
Serva, Bill
Stenson, Rob

Kevin Dumcum served on the board in early 2025 before transitioning off due to work obligations.

Key Board Actions in 2025

- Adopted the 2025 budget, focused on government grant opportunities, lower staffing costs and paying down 2024 debt.
- Held a full-day strategy session on the organization's evolution from job seeker events to workforce solutions.
- Approved the 2026 budget unanimously, with projected income of $490,300 and a goal of building reserves.
- Began CEO succession planning, with a goal of welcoming a new leader by the end of 2027.
- Elected 2026 officers: Doris Savron, President; Jian Boldi, Vice President; Bill Serva, Treasurer.

Thank you, Frank Schab
Board President, 2024 to 2025

Thank You to Our Partners

Our work is possible because of the employers, public agencies and community organizations who partner with us, including Achieve, USAA, Pinal County, the City of Glendale, the City of Phoenix, the State of Arizona, the Women's Collective and the many speakers, coaches and volunteers who give their time and expertise.

Looking Ahead

Our goals are clear: build a financial reserve in 2026 and complete a leadership succession plan in 2027. We will grow Inspired LeadHER and Pathwyz, add AI-focused content that helps jobseekers and leaders keep pace with change, and stay close to employers so our programs meet real hiring needs.

careerconnectors.org