



2025 Annual Report

Pathways ®

Dear Friends,

At Pathways, we believe that every moment of life is meaningful, and in 2025, we continued our privilege of walking alongside individuals and families, offering care, comfort, and compassion when it was needed most. Over the past year, we embraced meaningful transitions in leadership that strengthen our foundation for the future. We were honored to welcome Gary Premer as Chair of our Board of Directors. His decades of experience and thoughtful leadership bring valuable perspective as we continue to grow and serve our community. We also welcomed Natalie Petersen as our Director of Business Development. With more than 25 years of experience in marketing, communications, and relationship-building, Natalie brings a deep passion for storytelling and connection that helps extend the reach of our mission.

This year, we were also honored to be both celebrating and celebrated. Pathways Hospice received a four-star rating in the Medicare CAHPS[®] Hospice Survey, a reflection of the trust families place in our care and the dedication of our team to delivering compassionate, high-quality support. We were also humbled to be named Best Hospice in Northern Colorado in the NOCO Style Readers' Choice Awards—an honor that belongs to our staff, volunteers, and the community that surrounds us. Through events like our annual A Vintage Affair fundraiser, we gathered in celebration with our community, raising more than \$41,000 to support programs that provide comfort, dignity, and practical assistance to the patients and families we serve.

Beyond these milestones, our commitment to connection remained at the heart of our work. Throughout the year, we engaged with our community in meaningful ways—hosting advance care planning events to empower individuals to make informed decisions, creating space for remembrance through our Annual Memorial Service and Butterfly Release, and fostering important conversations through a community screening of the PBS documentary Caregiving. We were also proud to stand alongside our neighbors in the Walk to End Alzheimer's in both Larimer and Weld counties, honoring those affected and supporting continued progress toward a cure.

As you read through this report, we hope you see the heart of our work reflected in these moments and milestones. We are deeply grateful for your ongoing trust, partnership, and support. Together, we are building a future where every life is honored and no one walks alone.

With gratitude,



Evan Hyatt
President



Gary Premer
Chair Board of Directors





A Year of Impact

Pathways delivers compassionate, high-quality hospice and palliative care for individuals facing serious illness—helping patients and families have more choice, comfort, and control in how they live each day.

In 2025, we were honored to care for more than 2,585 people in our community.



In 2025, Pathways for Grief and Loss provided compassionate support to individuals and families navigating life after loss—offering care tailored to every age, stage, and experience of grief.

We were honored to serve 326 members of our community through specialized programs and welcoming spaces designed for healing.





Volunteers of Pathways

Volunteers are at the heart of everything Pathways does. With compassion, generosity, and a deep commitment to serving others, they bring comfort, connection, and dignity to patients and families during some of life's most meaningful moments. Whether offering companionship, supporting families, or helping behind the scenes, our volunteers extend our mission in ways that truly make a difference every day.

In 2025, 144 Pathways volunteers contributed:

12,432
volunteer hours
(up from 10,012 in
2024)

The equivalent of
5.98
full time
employees

\$481,218
in volunteer
value

1,322
hours of
companionship
visits

150
hours of musical
performances

109
veteran
ceremonies
honoring those
who served

600
hours of continuing
education completed
by volunteers

187
hours spent baking
cookies for patients
and families

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Volunteer Stories



Leaving Footprints on the Heart: Honoring Pat DesJardin's 22 Years of Service

After retiring from a 40-year career in education and coaching, Pat DesJardin found a new purpose with Pathways—one that grew into 22 years of compassionate volunteer service. Inspired by his son, a physician, Pat spent decades offering presence, listening, and meaningful connection to patients and families at the end of life. From sharing meals and stories to honoring final wishes and simply sitting in quiet companionship, Pat's impact is best captured in his own words: "I have footprints on my heart from the people I have seen." Now stepping into his second retirement at 86, his legacy lives on in the countless lives he touched and the care he so selflessly gave.



Front Desk, Full Hearts: The Friendship That Greets You at Pathways

Mary and Tonia's story is a reflection of the heart behind Pathways' volunteer program—where service often grows into meaningful connection. Mary, a retired nurse with deep roots in hospice, has volunteered for more than 30 years, while Tonia began serving 11 years ago after experiencing Pathways' care with her own parents. For years, they've shared a weekly front desk shift, creating a welcoming presence for patients, families, and staff. Through small, thoughtful acts of care for each other and those around them, their partnership shows how volunteering not only supports the mission of Pathways, but also builds lasting friendships grounded in compassion.



A Lasting Legacy of Volunteer Leadership

After 14 years as Volunteer Coordinator, Deb Hayman leaves behind a remarkable legacy of growth, compassion, and connection at Pathways. Under her leadership, the volunteer program expanded from supporting about 90 patients and families to more than 300, extending care across hospice, palliative services, and grief support. Known for her deep appreciation of every volunteer and her commitment to truly listening, Deb's impact goes far beyond numbers—living on in the strengthened program, the volunteers she supported, and the countless patients and families they served.



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Coming Together for a Cause

Pathways proudly participated in the Walk to End Alzheimer's in both Larimer and Weld counties, standing alongside our community in support, remembrance, and hope for a future without Alzheimer's disease.

Honoring Lives and Memories

Our Annual Memorial Service & Butterfly Release offered a meaningful space for remembrance and healing. Through music, reflection, and the symbolic release of butterflies, families and friends gathered to honor loved ones and find comfort in community.



Recognized for Excellence

Pathways was honored to be named Best Hospice in Northern Colorado in the NOCO Style Readers' Choice Awards. This recognition reflects the compassion and dedication of our staff, volunteers, and the community that supports our mission every day.



A Commitment to Quality Care

In 2025, Pathways also earned a prestigious four-star rating in the CAHPS® Hospice Survey, a national measure of patient and family experience. This rating underscores our ongoing commitment to providing respectful, high-quality, and compassionate end-of-life care.



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Best of 2025

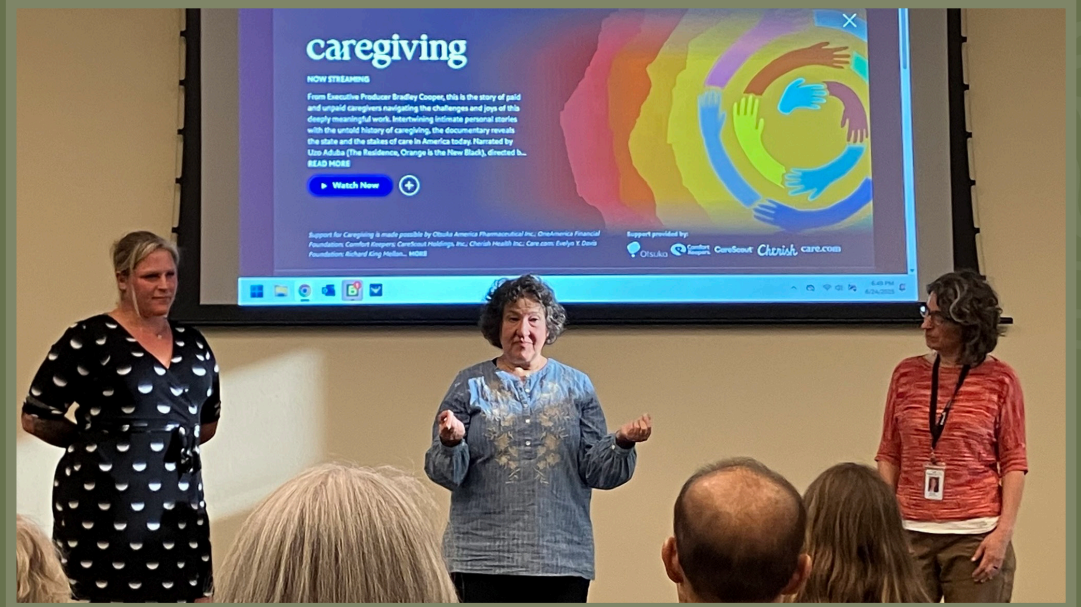
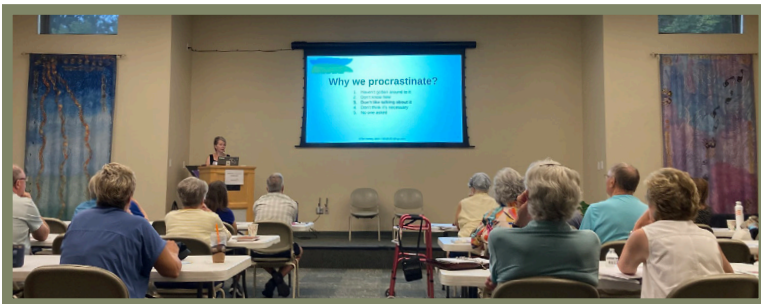


Creating Moments of Joy

Even small moments can have a lasting impact. Visits from Paco and Levi, two miniature donkeys, brought smiles and lighthearted connection to patients, families, and staff—reminding us all of the power of joy in care.

Empowering Through Education

Pathways hosted an Advance Directives Planning Event to help community members better understand and document their healthcare wishes. Events like these ensure individuals and families feel informed, prepared, and confident in their decisions.



Elevating the Caregiving Experience

Through a community screening of the PBS documentary Caregiving, Pathways created space for important conversations around the realities of caregiving. The event highlighted the compassion, resilience, and deep human connection at the heart of caring for others.

Supporting Patients and Families

Our Annual **A Vintage Affair** fundraiser brought the community together for an evening of generosity and connection, raising more than \$41,000. These funds directly support programs like the Dream Quilters and the Pathways Family Assistance Fund, helping provide comfort and essential resources to patients and families in need.

