

IMPACT REPORT

END_≡AVORS®



20
25

A Message from the Chief Executive Officer

Our vision is simple: **Serving Others. Changing Lives.**

Looking back at 2025, we did just that. We are proud of our efforts to serve wherever we are called across the United States and Puerto Rico. Endeavors is truly driven by faith to serve those in need.

The year was not without its challenges, but our growth speaks to **the deep foundations we have built together**. While continuing to make an impact in our established footprint, we also opened new buildings to serve in **Hawai'i** and **California**, a new Health & Wellness Center in El Paso, and so much more to ensure veterans, active-duty military, first responders, disaster survivors, and families have the support they need to thrive.

Looking ahead to our 57th year, **our focus remains on living our faith-based mission to care for everyone with compassion, empathy, and grace, ensuring the greatest possible impact on the individuals, families, and communities we serve**. Thank you for all you do to make that possible.

“

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Chip Fulghum
Chief Executive Officer



Mission

What We Do

Driven by faith to serve those in need.

Vision

Why We Do It

Serving Others. Changing Lives.

Core Values

How We Do It

Accountability and Integrity

Care and Compassion

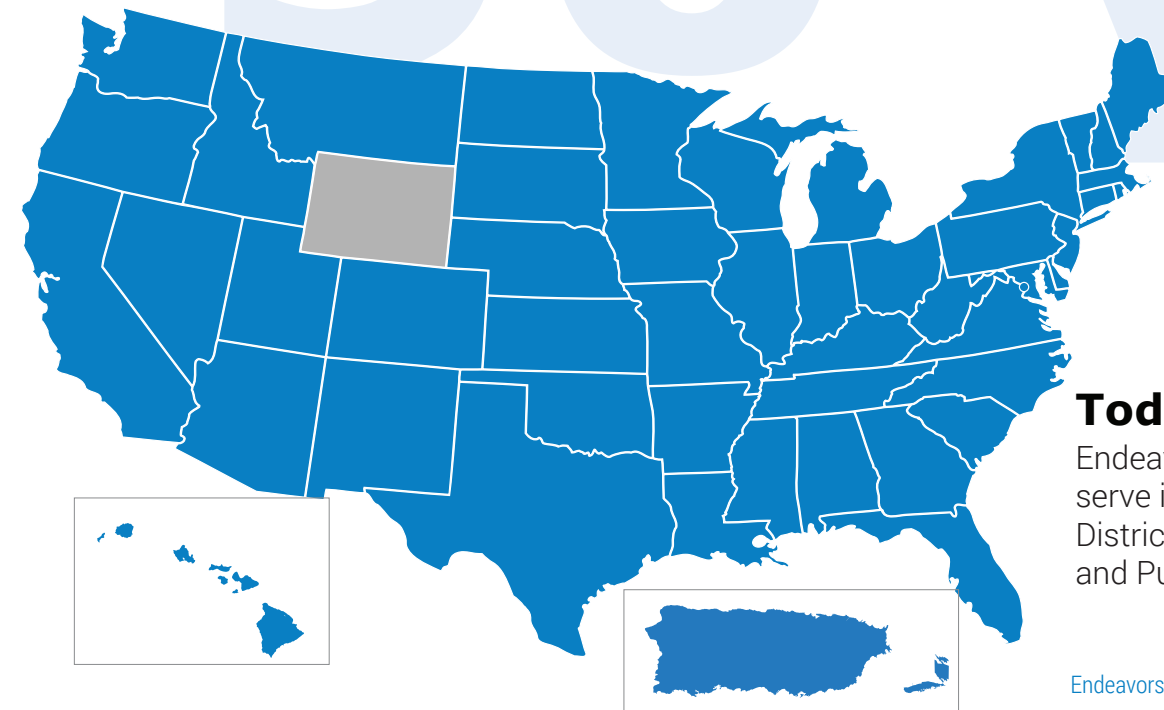
Teamwork

Commitment to Making a Difference

Community Involvement



More than **50 years** of putting down roots.



Today

Endeavors is proud to serve in 48 states, the District of Columbia, and Puerto Rico.

Living Our Values

Alfredo began working for the cartel to support his own drug habit, and quickly found himself homeless and alone. He enrolled in Austin Rapid ReHousing in 2023, and has spent the last two years working on resetting his life. Now, he's sober, working full time, starting a second degree program, and advocating for city policy changes through his work with Vocal Texas.



4,513

clients received care at the four Steven A. Cohen Military Family Clinics at Endeavors

8,776

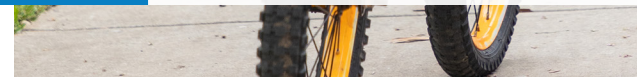
total veterans served

48,685

clients served across all lines of service

Living Our Values

A 10-year-old client had one wish: **a bicycle** for him and his two siblings to share. His Endeavors case manager worked with a **local organization to secure three bikes – one for each of the kids!** – and also connected them to a local cycling group.



3,061

individuals received safe shelter and resources through community housing and safe havens for those in need, including the unhoused and victims of domestic violence

4,000+

youth served across several programs, including foster care and adoption home studies, resources, and support for families, and sheltering

100%

satisfaction rating at the Eagle Lake Children's Center

900+

hours of learning about space, dancing the hula, dreaming up future careers, and more fun at the Fairweather Family Lodge Summer Camp for kids in Bexar County, Texas

886



children received support through direct sheltering and long-term post-release support across 42 states and the District of Columbia

1,800+

Christmas gifts distributed to more than 1,000 clients through our annual Blessing Tree tradition -- our largest-ever holiday outreach





3,874

hours of job skills training delivered to Endeavors Unlimited employees with disabilities; other essential workforce readiness services included employment-focused case management and career counseling for youth, veterans, the unhoused, and others in need of support

1,790

unhoused veterans assisted with housing and supportive services

99%

housing retention in our Cady Lofts program, where 100 out of 101 individuals remained stably housed throughout 2025

1,507

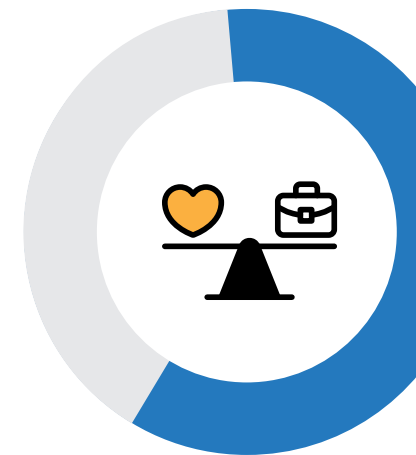
households provided with essential items, including clothing, hygiene kits, and supplies, after natural disasters

4,933

federal law enforcement employees served through Workforce Wellness programs at four locations in two states

11,914

services to help and heal federal law enforcement employees and their families



67%

of Workforce Wellness clients showed measurable improvement on their Quality of Life assessments (QLES)

6,251

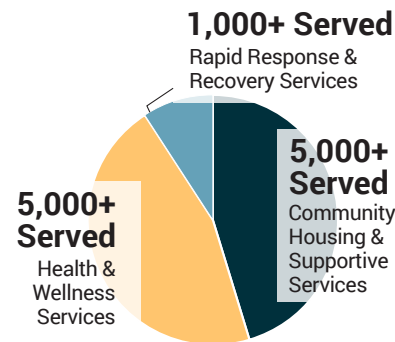
suicide risk awareness trainings completed to help ensure the safety and wellbeing of clients; 715 participants trained in suicide prevention

2,222

wellness sessions conducted for veterans and other residents of Uvalde, Texas, where we also provided school supplies and supported events to promote community healing

Living Our Values

After years of **homelessness and institutionalization**, Annette entered the Austin Marshalling Yard Emergency Shelter in January. After dedicating herself to following the requirements to qualify, she moved into our Cady Lofts complex, fully furnished apartments for people struggling with chronic homelessness, in February – one of our first residents!



11,000+

individuals empowered through programs supported by Reach Resilience, an Endeavors Foundation



29,561

clinical sessions through our four Steven A. Cohen Military Family Clinics at Endeavors



Since opening in September, our **Steven A. Cohen Military Family Clinic at Endeavors** in Mililani, Hawai'i has already conducted more than **1,000 clinical sessions**.

\$27,250,729

in resources provided to communities in need after natural disasters

Living Our Values

Arthur's Florida home was **destroyed by six feet of floodwater** during Hurricane Idalia. While the elderly widower worked to repair what he could on his own, **Endeavors stepped in to connect him with local support**, which replaced interior and exterior doors, window, vanities, and kitchen appliances, and cabinets.

851

homes repaired for families recovering from hurricanes and other natural disasters

4,128

individuals provided with emergency shelter through rapid response initiatives

464,557

hours dedicated to rapid response deployment and emergency services



2025 A Year of Resilience

Community Spirit

Packaged **1,200 boxes of shelf-stable foods for senior veterans** to mark the National Day of Service on September 11.

Strengthening Job Support Access

Expanded Job Supportive Services into Morgan's Wonderland in San Antonio, a new partnership for individuals of all abilities and needs.

Resilience in Action

Launched three major initiatives in Puerto Rico, **serving more than 1,500 youth, veterans, and farmers** through after-school support, agricultural training, and mental health services.



New Accreditations

Earned certification in Trauma Informed Care and CARF accreditation **for our behavioral health clinics, suicide prevention education program, and the Eagle Lake Children's Center.**

A Safe Haven

Assumed operations for **additional transitional shelters in Austin, Texas**, because of proven impact.

New Health Programs

Added Reiki, wellness coaching, sound baths, and trauma-informed yoga at our San Antonio Health & Wellness Center.

Partnering for Veteran Wellness

Partnered with **K9s For Warriors** to provide health and wellness services to veterans.



Texas Floods Response
Provided immediate volunteer relief, followed by a **new office in Kerrville** to assist **Hill Country** communities.

Rebuilding in Florida

Helping seven regions recover from hurricane damage.



Service to Those Who Serve

Expanded Workforce Wellness Program to San Diego, Calif., and McAllen, Texas, bringing the total number of federal first responder wellness initiatives to four.

Now Serving Hawai'i
Began operating the **Steven A. Cohen Military Family Clinic at Endeavors in Mililani.**

Deploying Across the U.S.

Helping communities recover from disasters in more than **80 cities across six states** (Florida, Illinois, Louisiana, North Carolina, Texas, and West Virginia).



Shaping the National Conversation

Collaborated with the George W. Bush Presidential Center, Wounded Warrior Project, and Elizabeth Dole Foundation to host the **Endeavors Veterans' Mental Health & Wellness Summit**.



On the Ground in El Paso

Opened the **El Paso Health & Wellness Center** to serve the community — particularly veterans, active-duty military, first responders, and their families.



**Military Family
Advisory Network**

National Recognition

The Military Family Advisory Network recognized our wellness approach as a **“bold and necessary reimagining of care.”**

Updated Wellness Model

Enhanced our holistic foundation for total-person wellness in 2025

3,782

clients served at the San Antonio Health & Wellness Center



Wellness Services on Wheels

Launched the Endeavors Mobile Support Vehicle to bring no-cost mental health counseling, light and sound therapy, and wellness coaching **directly to communities across Texas, New Mexico, and Arizona.**

2025 A Year of Resilience

Our People

We are blessed to do **work that matters alongside people we love.** As we continue our quest to be **the** non-profit employer of choice nationally, we recognize the hard work of our teams. Our unique stories, beliefs, locations, and histories make Endeavors strong.



Proud to have been one of **America's Top Workplaces** *for the third year in a row!*



employees living in 643 cities across 48 states



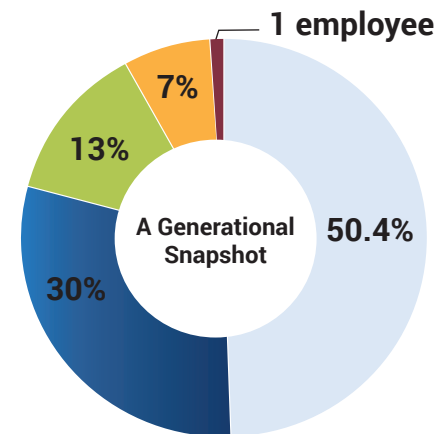
employees who identify as veterans



total training hours completed by all employees in 2025



pledged by employees during our employee giving campaign



Who makes up our workforce?

- Millennials (ages 29-44)
- Gen X (ages 45-60)
- Gen Z (ages 18-28)
- Baby Boomers (ages 61-79)
- Silent Generation (ages 80-97)



ALMOST 400

employees and others volunteered more than **9,500 hours of service** to our communities

Where We're Going

As we grow together, we want to share the vision for Endeavors 2030. That will be our 61st year of service – an opportunity to continue our dedication to **Serving Others. Changing Lives.**

We will continue to be a financially strong and sustainable nonprofit, recognized as a trusted leader and partner by federal, state, local, and private organizations.

We will continue serving our current footprint while evaluating and expanding into new areas based on need and organizational readiness.

We will live our mission by:

Expanding services where unmet needs persist and alignment exists.

Setting the standard for care of first responders, veterans, caregivers, and families nationwide.

Partnering with like-minded organizations to extend reach and impact.

Employing and retaining talented people who embody our values.

Improving systems, processes, and technology to increase impact and accountability.



The **Endeavors Health & Wellness Center in El Paso** is home to the Steven A. Cohen Military Family Clinic at Endeavors; Wounded Warrior Project services; the Warrior's Journey Java Café; the Workforce Wellness program for federal law enforcement, veterans, first responders, caregivers, and families; an adaptive physical fitness center; community gathering spaces; and more.



Grand Opening November 2025

12135 Pebble Hills Blvd.
El Paso, Texas



*2025 Christmas celebration at the
Endeavors Fairweather Family Lodge, a
permanent supportive housing program
for moms and their children.*

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