Over the past few years, we have seen tremendous progress in the quality of life of people with acquired brain injuries and developmental disabilities. From the movement toward community models of care, to the improvement of access to housing, to stigma reduction efforts, to recognizing the valuable contributions that people with acquired brain injuries and developmental disabilities can make in their communities. There is much to be thankful for, and much more to which we can look forward.

Pathways to Independence has been at the centre of this movement. Increasingly, we have supported the sector’s most complex clients – arguably some of Ontario’s most vulnerable people - and we have had to continuously rethink the way we offer our services to meet their needs.

As part of our strategic planning process, we conducted extensive stakeholder consultations. Throughout these consultations, we heard that we have a role to play in providing leadership within the sector. We look forward to working even more closely with our partners, peers, and the communities we serve to elevate our collective impact, to make our services seamless, and to fully integrate people with acquired brain injuries and developmental disabilities.

At Pathways, we take pride in what we have already accomplished, but we must also look to the future. We recently completed our strategic plan- a new roadmap for how Pathways will continue to serve our clients.

The plan builds on our new mission- or core purpose: “We support people in living their best lives”. This mission refocuses our efforts to ensure that we work to help our clients realize their potential in the context of the life they choose to live.

Our new strategy is based on input from a broad range of stakeholders: including staff, management, board members, clients, community partners, government, and more. Each contributor has left an important mark on this plan, and has helped to create a new direction for Pathways that we can all be proud of, excited about, and part of, moving forward.

Continue to next page for Our Plan
Supporting people
in living their best lives

Vision
"That all people enjoy a high quality of life as an accepted member of their chosen community"

Mission
"We support people in living their best lives"

We serve
"People with acquired brain injuries and/or developmental disabilities, who may also have complex needs"

Guiding Principles
- Help, always
- Create homes, not houses
- Help everyone make a difference
- Achieve more together
- Take initiative in creative and resourceful ways
- Embrace and contribute to new thinking
- Value uniqueness, personal growth, and independence

Strategic Goals 2020
1. Excellence in our programming and services
   - Rethink and renew our programs.
   - Increase community inclusion.
   - Connecting and supporting clients with their clinical resources.

2. Accessible and appropriate homes
   - Understand the needs of our current and future clients.
   - Conduct research on best practices and perform a full review of our current housing.
   - Create new or renewed homes.

3. Extending our reach
   - Help improve the system locally, regionally and beyond.
   - Seek strategic partners.
   - Enhance office systems and processes.

4. Reinforcing and sharing our culture
   - Create a strategic HR plan.
   - Equip people to promote our culture, internally and externally.
Pathways to Independence has many volunteers…and we are grateful to every one of them!

Pathways also partners with Best Buddies, an international organization that creates opportunities for leadership and friendship for people with developmental disabilities by matching high school students with other students or young adults with a developmental disability.

During Pathways recent volunteer appreciation event, our volunteer coordinator asked a young woman “what motivated you to become a Best Buddy?” Her reply was especially moving. This young lady started her answer with explaining how she had worked in the fast-food industry for a few years and had no real idea of what she wanted to do with her life.

But then things started to change for her: she had the opportunity to work with Ed, a person supported by Pathways. The experience had a profound impact: with tearful eyes, she explained how working with Ed gave her a whole new respect and understanding for people with disabilities, and that it was from this experience that she came to realize this is what she wanted to do with her life.

She is now enrolled in the Developmental Service Worker Diploma program—creating and following a new career path that started in her heart.

Most of Ontario has experienced a cool, wet spring. In the Quinte region, water levels are at a historic high level. Flooded lawns, basements, and gardens are everywhere, and one can see homes surrounded by sand bags on every shoreline.

Sand bagging is hard work…but when everyone pitches in, the load gets a little lighter. Recently, Pathways supported clients volunteered in on the sand bag filling chain to help out their neighbours.

Getting “paid” to volunteer...

Volunteering can be very rewarding! By definition volunteers don’t usually get paid, but Pathways Board Member, Gord Leverton, has been able to secure a donation to Pathways from the Royal Bank of Canada for being a volunteer Board Member. A retired RBC employee, Gord applies to the RBC Foundation Employee Volunteer Program to have them help him to support Pathways to Independence. Gord’s gift of $500.00 will go to the Community Access Fund of the Pathways Foundation. Thank You Gord!
Welcome to Finlay House

After many months of planning and careful preparations, Pathways to Independence opened a new home for 6 people living with a brain injury in Napanee.

Finlay House is named in recognition of the Finlay family- a driving force and supporter to create a home for their son, Scott, and other adults living with a brain injury in their community.

The home has many community supporters; the Napanee Heritage Quilters Guild being just one. The guild created 6 beautiful quilts to welcome the residents of Finlay House and presented them to Pathways Client Service Manager Bonnie Sullivan, and members of the Finlay family in December.

One especially unique quilt in the picture was made for Scott Finlay and features the bibs he wore as a member of Ontario’s Ski Team. A terrible skiing accident in 1978 left Scott with physical disabilities and a severe brain injury.

A huge welcome to the Napanee Heritage Quilters’ Guild for making 6 unique, beautiful quilts that say “Welcome Home”.

A 25 year commitment to the Mason’s

Time and again the Pathways Vision shines through: “that all people enjoy a high quality of life as an accepted member of their chosen community”.

John was recently recognized for his many years of service with the Mason’s in Ottawa. He was awarded with a 25 year pin and he continues to work behind the scenes, with support from friends and family.
Home to Home Heart to Heart

Once again a tireless team of volunteers outdid themselves, raising over $9,000 for the Pathways Foundation—selling Poinsettias and beautiful wreaths for the holidays.

Thanks to our amazing sponsors and talented sales team; Sue Guthrie-Taft, Rhonda Guthrie-Taft, Sue Joyce, Marsha O’Rourke; Cassandra Bonn; Krista Aubertin; Robin Reinert and the Renfrew Club ABI team; Kathy Fowler, Gord Leverton, Dorothy Paus, Rob Price, Christie Swann and the Ottawa team.

Thank You!

Thank you to our sponsors:

- McDougall
- Zycom Technology
- Engine
- Quinte Siding & Roofing
- Pretsell Davies Thompson Benton LLP
- JBprint Solutions
- Ottawa Firefighters
- Ottawa Redblacks
- Mayor Jim Watson

Ottawa’s 6th Annual Brain Injury Awareness Walk

Over 250 people joined Rob Wein for the 6th Annual Brain Injury Awareness Walk on June 24 in support of the Pathways Foundation. Surrounded by friends and family, and others living with a brain injury, Rob led the walkers on a 2 KM walk along the waterfront trails at the Ron Kolbus Centre in Ottawa. We thank Rob for sharing his journey with us and for the many volunteers who came out to support the walk and make the day a tremendous success. All funds raised for the walk will support the Foundation’s Community Access Fund and help to build accessible homes for adults living with brain injury.

Special thanks to the Ottawa Firefighters, Ottawa Redblacks and Mayor Jim Watson for joining in the fun.
Thank you to our sponsors for making the Ottawa ABI walk a success.

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