Home For Good…

Pathways new mission statement: “We support people in living their best lives” is one of the key results of our strategic planning process held in 2017. “Create homes, not houses” is one of our guiding principles. We have been working hard to bring both our mission statement and this principle to life for the people we support.

Over the last few years, we have been asking how we can create more independent homes for the people we support. In focus groups, the people we support who live independently in the community have told us that they have difficulty finding safe and affordable homes that are close to stores, transportation, and recreation and leisure opportunities.

Affordable housing is recognized as a major need in many Ontario towns and cities, and also throughout Hastings County. To address the need, the government created “The home for good project” in partnership with provincial counties and municipalities to reduce the number of people who are homeless and/or at risk of becoming homeless across Ontario.

Pathways is a partner with Hastings County, and other community service providers in a local “home for good” initiative, a 40 unit apartment complex to be built in the west end of Belleville. Pathways will provide support to our clients in 10 of the apartments. This in addition to another 6 unit apartment being built in Belleville with support from Hastings County.

We are looking forward to helping the people we support lay out the “welcome home” mats at their new front doors.
For those who identify employment goals, they will continue to demonstrate to their employers that they are “strong, reliable and productive employees”, and Pathways will continue to support them to achieve their goals. Others may be focussed on learning new skills, developing hobbies, volunteering or meeting new friends.

We are confident that together we can transition and provide more opportunities that are person centred, individualized, community based, life enhancing and most importantly, fun.

The Developmental Services Compliance Audit & CARF Accreditation.

As a family member, friend of a supported person or a community partner, how can you be assured that Pathways provides high quality services and supports? Our focus is to ensure excellence in our programs and services. We participate in two separate quality assurance and compliance processes to ensure that we are not only meeting, but exceeding the expectations and standards of our Ministry partners, and our international accrediting body, CARF (Commission for the Accreditation of Rehabilitation Facilities).

The Ministry of Community and Social Services conducts compliance inspections of all Ministry-funded service agencies under the Services and Supports to Promote the Social Inclusion of Persons with Developmental Disabilities Act, 2008 (SIPDDA). The specific standards of care and safety requirements that agencies are required to comply with are set out in Ontario Regulation 299/10 Quality Assurance Measures (QAM) and/or in policy directives.

The primary purpose of the annual inspection is to provide assurances to the Ministry, members of the public, stakeholders and individuals receiving services and supports that adults with developmental disabilities are receiving quality standards of care, in a safe and secure environment. Inspections are designed to be both transparent and fair. They are conducted systematically, using a consistent approach for all service agencies, for maximum thoroughness and equitableness. In January, Pathways was found to be in compliance with all aspects of the inspection.

In November of 2018, Pathways will participate in our 4th CARF Survey. CARF is an international accrediting body that is invited into an organization to assess their programs and services against internationally recognized best practices and standards. Since 2009, Pathways has been accredited by CARF for our community housing, supported independent living, respite, host family and community integration services and programs.

Feedback from the people we support, community partners, family, and our employees is a critical component of the CARF Survey process. To prepare for accreditation, all of the people we support are invited to respond to a survey prepared by CARF. We look forward to seeing their responses using their voices to improve our services and programs.
Strategic Goals 2020

1. Excellence in our programming and services
   - Rethink and renew our programs.
   - Increase community inclusion.

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

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.
Developmental Services News

In September, Amy and her case manager were brainstorming for her upcoming Quality of Life Plan.

Amy told us about all of the things she would like to do: travel, concerts, riding & art. During our conversation she stopped and looked at us all and said “I would really like a job”. Using centered person training we supported her through her thought process with her goal in mind. Amy started to make a list of skills that she had, and as we discussed her skills set she said “I need to go back to school”!

With the help of her case manager, Amy researched schools in the area that provided Adult Education programs and supports. An interview the next day at St. Nicholas Adult High School resulted in Amy starting school the following week.

Amy’s teacher, Zarah, is a gifted woman that shows compassion, understanding and a passion for her students. Amy started off school with support from a Pathways employee in the classroom. Within two weeks Amy was participating in school without her support staff in class.

Amy is showing us how it is possible to follow your dreams and one day, will achieve her goal of landing a job.

Acquired Brain Injury Services News

From the Winter Olympics to a Spring Fling...

While the winter weather has worn out its welcome with most of us, this past season brought us the pride and excitement of watching Canada’s Paralympians and Olympians in the Winter Olympics. And then, the Napanee Olympians….while not televised internationally, our Olympians went through rigorous training, ensuring gold and silver medals were won in snowball tossing, air hockey competition, bean bag toss and dart throwing.

As soon as the snow started to melt and the medals had been hung up for another 4 years, it was time to encourage spring to arrive….with a spring fling! What better way to celebrate than to get your friends together, listen to some music and dance the winter blues away.
Annual General Meeting & Membership Changes

Last year the Pathways Board of Directors reviewed our governance model in light of the new legislation that will come to pass in the next couple of years called; the Ontario Not-For Profit Corporations Act. The new Act will impact boards’ governance structure and by-laws. In their review the board specifically looked at our membership structure. Pathways had an open membership available to anyone in Ontario 18 years and older as long as they pay a membership fee.

The Board of Directors recommended that we move from an open membership to a closed membership limiting membership to the Pathways Board of Directors. At the September 14th, 2017 a motion was passed by the memberships approving a new closed membership structure. The Board is exploring alternative options for people that want to continue their support and be involved at Pathways.

Home to Home Heart to Heart

Once again our amazing sales team and sponsors came through for the Pathways Foundation and made the 2017 Home to Home Heart to Heart Holiday Campaign the most successful ever, with over $9,000 raised for the Foundation.

With thanks and heartfelt appreciation to our amazing sales team, and event coordinator, Sharon and all of our sponsors!

Sales Team

<table>
<thead>
<tr>
<th>Sharon Boldrick</th>
<th>Rob Price</th>
<th>Krista Aubertin</th>
<th>Dorothy Paus</th>
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<tr>
<td>Rhonda Guthrie-Taft</td>
<td>Sue Joyce</td>
<td>Marsha O’Rourke</td>
<td>Robin Reinert</td>
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<td>Sarah Cotnam</td>
<td>Cassandra Bonn</td>
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SUNDAY JUNE 3rd 2018
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registration & arrival: 9am
start time: 10am

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