WE EMPLOY 410 full and part time employees

we support 262 adults with brain injuries and/or developmental disabilities some of who may have complex needs
Guiding Principles come to life... their best life.

In 2017, Pathways launched a new mission and guiding principles. These are not just words on a plaque to us, we do our best to live them, every day. With the people we support, our community partners, family and friends, and our employees... we strive to fulfill our mission of “supporting people in living their best life”.

Help, Always

When someone needs support, we do everything we can to help. We work hard to ensure that person gets the best services and supports possible- housing, meal preparation, understanding behavioural changes, learning new skills. Often, the support means helping a person to help others. Volunteering is a great way to help. Pathways supported clients volunteered over 8000 hours to their communities in 2017.
Create homes, not houses

For many, home is the nicest word there is. It’s where friends and family come together…. home is a feeling of safety, support, learning, belonging and a place to be proud of. Our supported homes and program areas participated in the garden challenge this year – a friendly competition to see who could have the best gardens. Many of our supported individuals chose to also celebrate Canada’s 150th birthday and the wonderful diversity that makes this country “home” to all of us.
April donated her beautiful hair to the Angel Hair Foundation for Kids and her Family Home Provider donated hers as well.

Long term goals drive our day to day actions. One day Craig would like to be able to cook meals for himself and his friends, so he is challenging himself to learn about meal preparation a little bit everyday.

Help everyone make a difference.
Based on input from the people we support, our Ministry and community partners, Pathways opened a new supported home, started planning with Hastings County to build 6 new apartment units and is one of 6 partners who will support clients in the “Home for Good” multi agency apartment complex to be built in 2018. New housing on the way, that someone, one day soon, will call home.
Every young person wants a job... and when you don’t have the necessary education, getting that job isn’t easy. With the help of her Pathways worker, Amy decided it was time to head back to school in Ottawa. She worked to set up the time to meet with the school, figure out what she needed to do... and now Amy proudly attends 3 days a week.

Take initiative in creative and resourceful ways
Embrace and contribute to new thinking

The full inclusion of people living with brain injury or a developmental disability in all aspects of society is a goal we strive to achieve everyday… inclusion in housing, recreational and social opportunities, relationships and employment. Pathways is working with Ministry partners, our local employers, the people we support and their families to change how we look at supported employment, such as the Pathways Car Wash, Helen’s Bakery and Café and opportunities with local businesses. We are building a process to drive more individual choices and more community employment opportunities in the coming years.
What else would you do on a bus trip to Tennessee... besides visit the Dollywood Theme Park, the Ole’ Smokey Tennessee Moonshine shop, and the Smoky Mountain Opry? You have your picture taken with everyone’s favourite Sherriff... Andy Griffin. Some of the guys who live with Pathways Family Home Providers took a bus trip to Tennessee supported by Pathways staff—six days of fun and great memories by the looks of it....

From the shamans of Mongolia to the Minianka healers of West Africa, therapeutic rhythm techniques have created and maintained physical, mental and spiritual health. Friends living at the Scott Finlay Home in Napanee have created new friendships and a sense of belonging at their regular drumming session.

Value uniqueness, personal growth and independence
Financials
2016/17 Fiscal Year

Total Expenditures were $27 million, of which $20 million or 74% represents salaries and benefits.

Expenditures by Service
- Community Residential 79%
- Client & Community 10%
- Admin 11%

Expenditures by Funder
- MCSS/MCYS 79%
- MOH Long-Term Care/LHIN's 17%
- Private Sector 4%

Expenditures by Location
- Greater Quinte Area 88%
- Ottawa 5%
- Leeds & Grenville 3%
- Lennox & Addington 6%

Audited financial statements available upon request.

Pathways to Independence is accredited by the Commission for the Accreditation of Rehabilitation Facilities (CARF) for the following programs and services:

Community Housing
Respite Services
Host Family Services
Community Integration
Supported Independent Living

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356 Woodroffe Ave., Unit 202
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In 2017, Cassandra Bonn completed her 9 year term, and retired from the Pathways Foundation Board of Directors. We thank Cassandra for her boundless energy, positive outlook and commitment to the Board, and wish her well.

The Pathways Foundation Board of Directors, with the help of over 50 volunteers & donors helped to raise over $40K for the Foundation in 2017. The Foundation’s mandate is to enhance the quality of life of people supported by Pathways to Independence and those supported by partner organizations. The Foundation raises money for two primary causes: The Community Access Fund and to build or buy Accessible Housing for the people we support.

THANK YOU to all of our volunteers and donors for your ongoing commitment to the people we support.