



Report to our Community 2022-2023

Pathways Health Centre for Children

...delivering services to children, youth and young adults with physical, developmental and communication needs.

...supporting children, youth and young adults to achieve their potential through effective partnerships.

...where excellent care is available, by exceptional staff, right here in Sarnia-Lambton!



Territorial Acknowledgement

Pathways Health Centre for Children acknowledges our obligation to Truth and Reconciliation. We acknowledge that the land on which Pathways stands and serves is part of the ancestral land of the Chippewa, Odawa, and Potawatomi peoples, referred to collectively as the Anishinaabeg. It is through the connection of the Anishinaabeg with the spirit of the land, water and air that we recognize their unique cultures, traditions, and values. Together as treaty people, we have a shared responsibility to act with respect for the environment that sustains all life, protecting the future for those generations to come.

Equity, Diversity & Inclusion

Pathways continues its work on Equity, Diversity and Inclusion (EDI). Led by the work of the EDI committee, the Centre has offered several trainings, awareness initiatives and events. We continue to centre our work on three pillars of focus to ensure we are moving forward as an organization working to support all staff, families and clients:

- learning through Truth and Reconciliation, and continuing to strengthen partnerships with local First Nations and Urban Indigenous communities
- working with the 2SLGBTQAI+ community to create positive space for our staff, clients and community members; and
- working to identify and address systemic racism through education and open dialogue, and review of policies and practices.



*Pathways Staff
October 2022*



*Some members of our
Board of Directors and
Senior Leadership June 2023*



Alison Morrison

Chief Executive Officer

Message from the Chief Executive Officer and Board Chair



Dana Petko

Board Chair

2022-2023 saw Pathways move forward through continued challenges of COVID-19 with a commitment to excellent service delivery supported by community, connection and care. Looking back at the year has us proud of the work accomplished; work not only of our incredible staff, leadership and Board of Directors, but most importantly, the work of our clients and their many support systems. With attention on our three strategic directions, great progress has been made to ensure we are growing and shifting to **meet the needs of our community**. We are pleased to share this “2022-2023 Report to Our Community”. Below and within, you will read stories of movement and action focused on helping **over 4,000 children and youth** of Lambton County to reach for their potential!

In 2022-2023:

- we celebrated the launch of our **SmartStart Hub**, a clear entry point to special needs services that support children and families to get the help they need sooner. With pandemic impacts and more children requiring services, much system planning has taken place over the past year to help us define strategies to address wait times and caseload sizes. With implementation now underway, we anticipate movement on these priorities!
- we began a **\$1M renovation on the therapeutic pool changeroom and lobby areas** in line with our **commitment to accessibility** and to complete the 2-phase revitalization of the entire aquatics area. We will be pleased to have our community splashing in the pool again soon, benefiting from the warm waters and accessible environment.
- we completed a wonderful **playground refurbishment** and enrolled in the Canada Wide Early Learning Child Care system - the government's new plan in support of high quality, accessible, affordable and inclusive licensed child care.
- we celebrated our ongoing commitment to **continuing education**. Training and development opportunities help us to grow, so we can, in turn, better support our clients and their families.
 - As part of SmartStart Hubs implementation, our teams engaged in learning and education towards **culturally responsive, trauma informed and solution-focused care**.
 - We embraced a new opportunity for leadership development. Eleven members of the Leadership Team participated in a leadership certification program through Western University.

In 2022-2023, Pathways was awarded the “**Cool Place to Work**” Outstanding Business Award through the Sarnia-Lambton Chamber of Commerce! We celebrate the workforce that chooses Pathways and chooses to work with families and partners to impact the lives of children and youth in our community. **Excellence, passion and commitment** to service grounds the work of Pathways, and is felt in our hallways. This award is quite an accolade, and we recognize that workplace experience and culture require ongoing attention and care by every member of the team.

The shared commitment to our Mission, Vision and Values by our Directors, staff, and volunteers, ensures our collective energies support children and youth to help them **achieve their potential** for a better quality of life. As we look forward in 2023-2024, we set our focus on activities to help us meet the needs in our community, delivering excellent, compassionate care!



Voices of Pathways...

The Gallaways - a family story

In 2015, Jamie and Sandra, proud parents of Avery, were thrilled to welcome to their family three-year-old Asher, adopted from Lithuania. Asher arrived as a spirited child, full of energy and wonder. His new parents also noted some differences in Asher's development. With limited medical background available, Jamie and Sandra reached out to consult with paediatricians. Six months after his adoption, Asher was diagnosed with Fetal Alcohol Spectrum Disorder (FASD) and was referred to the FASD Resource Hub at Pathways.

The family soon became involved with therapy services: Occupational Therapy, Physiotherapy and Speech-Language Pathology, as well as the FASD support group. This group connected them with other families and resources specific to the challenges and opportunities they embraced.

"Although we had some knowledge from reading about FASD, before and after the adoption, it was nice to have someone local to talk to about FASD, to build our knowledge and feel supported with school when it came time to enroll in kindergarten."

According to Jamie, Pathways was instrumental in supporting the transition into school to help ensure Asher was set up for success in the new environment. Although FASD had a significant impact on Asher at school in his early years, he has had much success with supports in place. The FASD Family Resource Worker has provided training to school staff, has accompanied the family to meetings when requested and has helped advocate with the family, working together with the school team who were always receptive to learning opportunities.

Asher is now in Grade 6, and enjoys basketball, soccer, biking, fishing and the outdoors. The family continues to access the FASD Resource Hub and actively supports Pathways. Asher's sister, Avery, now in Grade 10, has volunteered for Pathways and recently joined the Aquatics team as a Lifeguard. Jamie has joined the Family Advisory Council to "give back to the organization that has done so much for my family".

“Asher has come so far in the last 8 years, seeing him grow not only physically but in every aspect of his life is amazing to see!
~ Jamie”



Voices of Pathways...

Nathan - a client and family story

If you ask Nathan Guzi and his mom, Danielle, to explain how Pathways has helped Nathan's journey with autism, they'll always point back to C.A.C.H.É. Childcare. Nathan started in C.A.C.H.É. when he was just fifteen months old. He was two when he started with other Pathways services. "The best part was how integrated everything was," says Danielle. "Nathan had assessments and therapy as part of his childcare day." It wasn't until he was in Grade 1 that he received his autism diagnosis, and Pathways continued to be there to support with programming. "Having that familiarity when we walked into Pathways was huge for us. I trusted everyone, and I knew, no matter what questions or concerns I had, they'd take me seriously."

While Nathan, now eighteen, hasn't been in therapies with Pathways for quite a few years, he has continued with Teen Transition and Therapeutic Recreation programs. His favourite activity? Weekly axe throwing at Valley Axe. "It's fun, and a stress relief", says Nathan. Into his teen years, Pathways also helped in getting Nathan his Dog Guide, a black lab. 'Zoodle' has been with Nathan since 2017, after a Pathways therapist provided a reference letter noting Nathan would benefit from a Service Dog. "Zoodle calms Nathan, he's a constant support for him and also provides safety for Nathan and our family", Danielle shared.

As a parent, Danielle is open and honest about the benefits of Pathways for not only Nathan, but her younger son, Tyler, as well. "Being a sibling of someone with additional needs can be difficult", says Danielle. "So much of your attention is spent on the one child. Pathways helped Tyler through the challenges that can come with being a sibling in that situation."

As he finishes Grade 11, Nathan finds support and joy through a number of things both within Pathways programs, and outside. Whether it's Special Olympics or a Dungeons and Dragons group, he enjoys socializing in these spaces, with a lot of the people still familiar from his early days in C.A.C.H.É.!



“

If I had to tell parents new in their journey with Pathways one thing, it would be to trust them... I know it's scary and you're nervous - and that's okay! You're in the right place with the right people.

~ Danielle

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Voices of Pathways...

Sean - a staff story

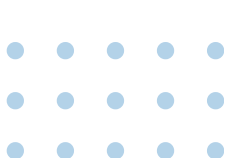
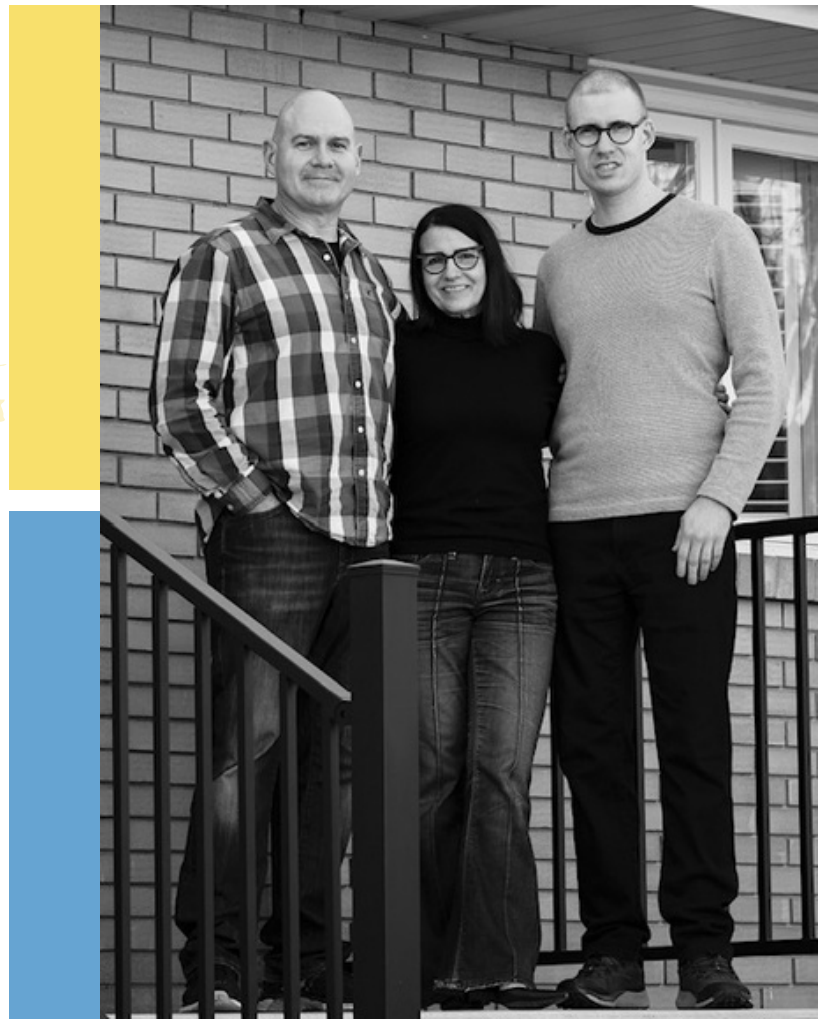
I truly believe you meet everyone in your life for a reason, and my journey to employment as an Occupational Therapist with Pathways is testament to that. I started at Pathways in September 2022; however, I've been involved with the organization and its people for over a decade. In my previous role working with adults, I would often reach out to staff at Pathways for equipment assistance or advice. It's through these connections I began volunteering with Iron Eagles Strength Training Program (a program for those with special needs) at Ironworks Gym.

The biggest impact on my decision to move to Pathways though, was my spouse, Kathy, and step-son, Ryan, who I met ten years ago. Becoming a step-dad to Ryan has enriched my life in ways I couldn't even fathom before. Ryan has been a participant of the Lifelong Learning Program (LLP) since its inception, and as a child, he received occupational and speech-language therapy supports through Pathways. When I'm at work, I get to pop in and say "Hi" to Ryan and the other LLP participants, some of who recognize me from Iron Eagles. I saw the way Pathways benefits Ryan, who has a global developmental delay and autistic tendencies, and I knew the role the organization plays in improving the lives of children and youth was special. When I made the decision to change the focus of my Occupational Therapy career to Pathways, I knew I made the right choice.

Pathways is an exceptional organization with even better people. There is, of course, the mission and values of the organization which speak for themselves, but more than that, you have a group of people dedicated to helping kids.

“ I get to come to work every day and help kids overcome their challenges - the best part is seeing the excitement on their faces when they know it's happened. We're in this life to help others, and I'm blessed to work at Pathways with a supportive team, a great community and a family that reminds me why I'm passionate about the work I do.

~ Sean



Look at us go and grow!

This past year, we were able to move some projects forward that have long awaited our attention. First opening in 1975, our building has seen many changes over the years, including expansions to help us better serve our community.

Onboarding new programs and services has meant a growth in our client and staff numbers, and we are bursting! We've had to be creative in repurposing and altering some existing spaces, as well as bring on some new locations to support our work.

Storage areas have been claimed as staff and client spaces and we have redesigned areas for multi-use purposes. Thanks to the generosity of the Sarnia Manufacturing Centre - Shell Canada, skilled trade workers turned a cement block garage to a beautiful, heat controlled and secure storage space. In addition, many of our therapy rooms received much-needed updates with friendly colours and new flooring. Renovations in these spaces align with our priorities on accessibility and safety.



New Clinic Rooms at East Street

In spring of 2022, Pathways opened a new service hub at **420 East Street North** in Sarnia. 'Pathways on East Street' includes a reception area and three treatment rooms offering an accessible south end location on the bus route. Over the past year, 138 clients received services in this new site. We are pleased to have this bright and friendly space to reach more families in our community.

New Space for Entry to School Program

We are grateful for community partnerships that allow us to offer services our current footprint does not permit. A school readiness program for children with autism was launched in 2022. We have been pleased to partner with Grace United Church (in 2022) and Holy Trinity Catholic School (in 2023), to share space in their sites for this program. Entry to School begins with a six-month, group-based, skill-building focus, followed by six months of transition supports as students enter their home school. Having this program offered in a community site aligns with the focus on transition to school. Many thanks to the Grace United Church community for use of space in the program's first year, and to the Chatham-Kent Lambton Administrative School Services for helping us to locate a space that looks like, sounds like, and smells like a school!



New Playground

In 2022 we celebrated the reopening of our new accessible playground, made possible with grants and funding from the Federal and Provincial Governments.

The playground showcases a nature theme with 'toad stool' and 'tree stump' stepping stools, a large butterfly, sensory walls, and textured structures for climbing, sliding and crawling. Surfaces for wheelchairs and walkers wind through the playground and surround all features. Sails and new trees provide shade, and new grasses and digging areas provide space for sinking in to nature!

The new playground is used daily by toddlers and preschool children who attend the C.A.C.H.É. Childcare program and is also available for use by clinicians working with clients of Pathways who benefit from therapy activities in this naturalistic and motivating environment.



MP Marilyn Gladu, MPP Bob Bailey and Pathways Team celebrating playground opening

Sibshops

What does it mean to have a sibling with special needs? Introducing "Sibshops", a new program funded through a donation from Ontario Power Generation. This program supports and celebrates siblings of children with special needs. Sibshops are fun, action-packed workshops for children 7-12 years of age who have a sibling with special needs. It is a chance to have fun and connect with peers who 'get it'. The program is run by two staff that provide a safe space for participants to share their stories and talk about both the amazing and sometimes challenging parts of having a sibling with special needs. This past year, Pathways held three Sibshops with 22 participants!

“

Having a sibling with special needs is really hard and it sometimes feels like other kids don't understand that. I like Sibshops because it let's me do something fun on my own and hangout with other kids like me who know what it's like.

~ Dawson

”



Pathways is the "COOL PLACE TO WORK"!

In 2022, Pathways was proud to accept the 'COOL PLACE TO WORK' award at The Sarnia Lambton Chamber of Commerce Outstanding Business Achievement Awards Gala. This award recognizes organizations that demonstrate a healthy, positive and productive workplace environment.

Following an anonymous nomination by a staff member and submission of supporting documentation, judging by an out-of-county review panel declared Pathways the winner! This is quite the honour, to achieve this accolade amongst so many strong organizations in our community.

The submission highlighted one particular strategic priority:

...to be broadly recognized by current and future clients and staff for our ongoing commitment to client safety, progressive and innovative workplace culture, and overall organizational health, allowing the organization to better attract and retain staff and better serve the community.

Pathways works to encourage work-life balance and offers a strong vacation package with flexible hours for staff, including, when appropriate, work from home. Pathways supports continuing education and takes time to play and learn together. In October, a Staff Development and Appreciation day included a presentation on "grit and resilience", and an afternoon of recreational activities in the community.

What makes Pathways a COOL PLACE TO WORK is the work we get to do each day, supporting among our community's most vulnerable. Last year we helped over 4,000 children and youth with physical, developmental and communication needs, as well as members of our broader community through C.A.C.H.É., Lifelong Learning, our therapeutic pool and augmentative communication and mobility programs. What makes Pathways a COOL PLACE TO WORK is the people called to work in this organization – on mission for kids and families. One of the most important jobs of a community is to tend to its children. When we stand together in this work, we build a better future for all. That's COOL!



SmartStart Hub

Pathways is the "go to" place for developmental services and supports for children and youth in Sarnia-Lambton! This year, Pathways celebrated the launch of "SmartStart Hub" services. As part of the Ministry of Children, Community and Social Services' Early Intervention and Special Needs Modernization Initiative, SmartStart Hubs were birthed to enable children, youth and their families to receive services as early as possible. Working with community partners, the SmartStart Hub at Pathways is a clear entry point to service for families and caregivers concerned about their child's development or day-to-day functioning. As a SmartStart Hub, Pathways connects families with child development agencies and professionals, with seamless coordinated access to assessments and services in a family-friendly environment.

Fundraising

Pathways provides a range of essential services to equip children and their families with information and supports to face challenges and live their dreams. As a non-profit organization, Pathways has long relied on the support of our community to supplement funds issued by government to offer services and programs to those in need.

Race to Erase

On your mark, get set, go!

Pathways competed in the 2022 Race to Erase, with staff and board members teaming up to compete in the challenges. Between the Centre team and other teams that chose Pathways as their charity of choice, the savvy and smart race around Sarnia brought in \$5,900. Money raised went towards programs and services at Pathways to support the continuity of care for clients.



\$16,800 raised
through Sarnia
Street Machines
car shows!



\$40,000 raised
through our
annual donor
solicitation!

Lemonade Stand

When life gave Lochlan Irwin and his friends a little lemon (in the form of \$25 of seed money), they turned it into lemonade and a \$1,900 donation to Pathways! In May 2022, the Lambton Central Petrolia Optimist Club challenged students at Lambton Centennial Public School to take \$25 and “do something charitable”. Lochlan and his friends started a lemonade stand, and turned their seed money into an impressive donation. Pathways was selected as their charity of choice, knowing a fellow student had received supports from the organization.

“It’s inspiring to see the way kids in our community care about making a difference”, says Marcy Draker, Donor Relations and Special Events Lead. “We’re fortunate to be one of the great organizations people turn to when they want to give back.”



Fundraising



Fly-In

Donations soared to great heights in 2022 at the fly-in event hosted at Sarnia’s Chris Hadfield Airport. While the original event in 2021 was to support the operations of the airport, in this second year, COPA Flight 7 partnered with Pathways to give back to the community! With over 100 airplanes flown in from all over Southwestern Ontario and 1500 attendees, the event had sky-high success, with \$5,000 raised to support Pathways.

Colonel Chris Hadfield was in attendance, hosting a private meet-and-greet and book signing with Pathways’ clients before the event. From astronauts to the youngest attendee, Pathways was fortunate to feel the support of the community!



\$18,000 raised
through Sarnia
Sting golf
tournament!



\$42,000 raised
through the
Secret Santa
Shoppe!



\$8,000 raised
through the
Imperial
Theatre!



We extend a sincere thank you to the
Sarnia-Lambton community for their generosity!

Year in Numbers

A review of 2022-2023 showed favourable improvements in individuals seen and number of visits/hours, alongside less favourable increases in wait times and waitlists.

4,007
individuals seen

~21%
of all children
between ages of 0-5
in Sarnia-
Lambton received
Pathways supports

~27%
of all children
between ages of 6-11
in Sarnia-Lambton
received Pathways
supports



74,939
hours spent with
clients

50,972
visits



1,139
new clients



4,486
Centre referrals and
admissions

1,359



total volunteer
hours from 194
volunteers

31

student
placements



Year in Numbers

With much system planning underway in 2022-2023, we begin our work to improve wait times and waitlists.

The average wait time for assessment is

156 days



39%
of initial
assessments
completed within 3
months



994
clients still waiting
for service at the
end of the year



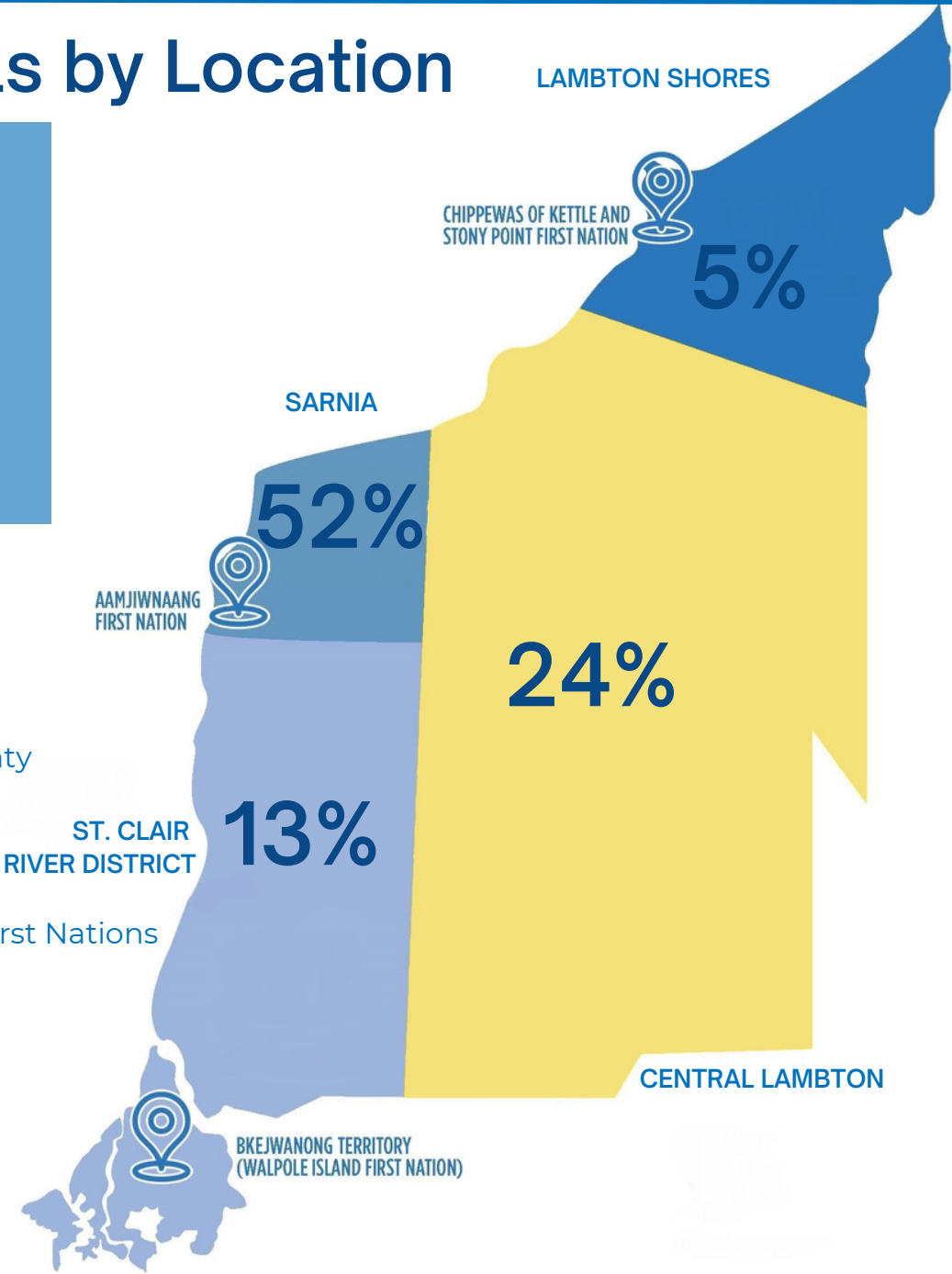
New Referrals by Location


In 2022-2023,
Pathways
provided
services at 156
locations!



4% Outside Lambton County

 2% Total from Local First Nations



We continue to listen to our client families and develop new programs and services to meet needs. At the same time, our most in-demand services remain consistent: Occupational Therapy, Physiotherapy, and Speech-Language Therapy. This year Pathways provided:

Occupational Therapy to 2,292 children with over 14,631 hours of service

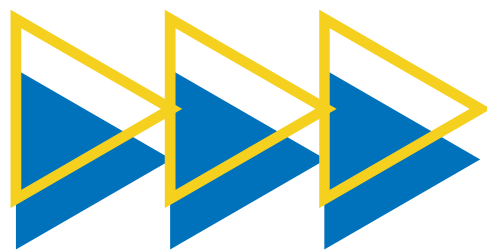


Speech-Language Therapy to 1,660 children with over 12,857 hours of service



Physiotherapy to 445 children with over 2,813 hours of service

STATEMENT OF OPERATIONS 2022-2023



OPERATING FUND

REVENUE

Ministry Supported Programs & Services	\$ 6,806,904
Municipal Supported Programs & Services	\$ 2,294,714
Community Fee Supported Services	\$ 1,638,567
Total revenue	\$ 10,740,185

EXPENDITURES

Salaries, Benefits, & Employee Expenses	\$ 8,989,540
Equipment & Supplies	\$ 1,410,957
Facilities Expenditures	\$ 170,358
Contracted Purchased Services	\$ 129,292
Total expenses	\$ 10,700,147

Fund Activity for Fiscal Period **\$ 40,038**

PROPERTY & EQUIPMENT FUND

REVENUE

Deferred Contribution	\$ 138,165
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EXPENDITURES

Amortization	\$ 522,200
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Fund Activity for Fiscal Period **-\$ 384,035**

DONATIONS/EVENTS FUND

REVENUE

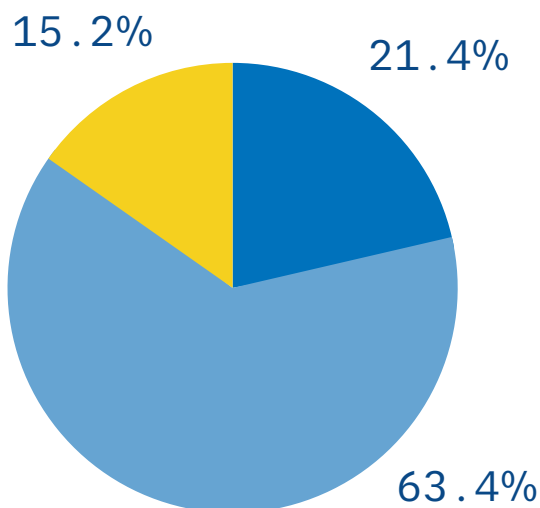
Gifts, Bequests, and Fundraising	\$ 463,000
Interest and Other Income	\$ 17,148
Total revenue	\$ 480,148

EXPENDITURES

Fundraising Costs	\$ 309,358
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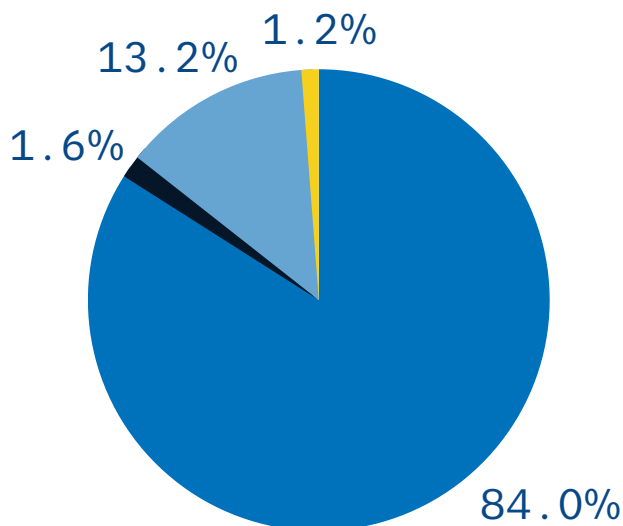
Fund Activity for Fiscal Period **\$ 170,790**

Source of Funds



- Ministry Supported Programs & Services
- Municipal Supported Programs & Services
- Community Fee Supported Services

How We Spent Funds



- Salaries, Benefits & Employee Expenses
- Contracted Purchased Services
- Equipment & Supplies
- Facilities Expenditures



PROGRAMS AND SERVICES

Pathways Health Centre for Children is a family-centered community agency that serves Lambton County children and youth with physical, developmental and communication needs and their families, as well as adults for some specialized services.

- Audiology
- Augmentative Communication
- Autism Diagnostic Hub
- Autism Supports
- Behaviour Consultation
- C.A.C.H.É. Childcare
- Coordinated Service Planning
- Family and Transition Support
- Family Engagement Services
- Feeding Services
- Fetal Alcohol Spectrum Disorder Resource Hub
- Infant Hearing Program
- Lifelong Learning Program
- Medical Clinics
- Occupational Therapy
- Physiotherapy
- Respite Care
- School Based Rehabilitation Services
- Seating and Mobility
- Service Coordination
- SmartStart Hub Services
- Social Work
- Special Needs Resource Support
- Speech-Language Pathology
- Student and Volunteer Services
- Teen Transition
- Therapeutic Aquatics
- Therapeutic Recreation



Pathways is a member of Empowered Kids Ontario (EKO) — the organization which represents Ontario's publicly-funded child development and rehabilitation sector. With the united voice of its member agencies, EKO promotes evidence-based investments, policies, and programs enabling smart, innovative approaches and service delivery so kids with special needs and their families live their best lives.

For More Information



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Pathways Health Centre for Children

