



2025 - 2026

REPORT TO OUR COMMUNITY



**Rooted in Care
Growing Hope**

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!



Land 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.

MESSAGE FROM THE CEO AND BOARD CHAIR

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PATHWAYS HEALTH CENTRE FOR CHILDREN

2025-2026 was a year of celebrations, providing an opportunity to look back and to dream forward. Our 50th anniversary year was a kaleidoscope of impact, celebrating the many ways that Pathways has been a difference maker for children, youth and their families. We received so many stories from individuals and families across the last five decades, deepening our understanding of just how essential this organization is to the very fabric of Sarnia-Lambton.

We are pleased to present this '2025-2026 Report to Our Community.' Last year was more than reflections and memories, it was also rich with accomplishments and planning for our future! Within this report, we celebrate the **growth** of our clients and their families moving toward and reaching their goals. We also celebrate the staff, volunteers, and Board who, with science, art, strategy, care, and creativity, moved forward with progress and purpose, focused on how to best serve clients.

A highlight of the year was the announcement from the Rotary Club of Sarnia Charitable Foundation that new land was made available for our future **growth**! This generosity has come at a critical time when we are 'bursting at the seams' for client services and staffing. Across the year, we began working towards an expansion, laying the groundwork to someday **grow**!

We also celebrated being awarded the 'Non-Profit of the Year' at the 2025 Outstanding Business Achievement Awards through the Sarnia-Lambton Chamber of Commerce AND we were honoured to be named to the Sarnia Mayor's Honour List, both testaments to excellence!

Read within for more of the ways we have **grown** across the past year:

- Increased group therapy programs to help us reach more children and youth, and to provide opportunities to build capacity and community among caregivers.
- Launched the Youth Advisory Council, helping the organization to listen to the voices of the very people we serve, to ensure our programs are designed and offered for maximal impact.
- Launched e-referrals to improve access and ease for families.
- Improved many of our wait times, with some services now meeting the 3 month target.

Over the past year we have also been focused on the development of a new Strategic Plan. We heard from families, partners, our new Youth Advisory Council, staff, volunteers, and our Board, to shape the future directions and **growth** for Pathways. As we look forward in 2026-2027, we focus on activities to help us better meet the needs of our community. Our new strategic plan: 'Our Promise to the Future - "Go and Grow!"' will help guide our next steps in delivering excellent, compassionate care for our next 50 years!



Alison Morrison, CEO



Alison Mahon, Board Chair

ANNUAL REPORT 2025-2026

50TH YEAR CELEBRATIONS

In 2025 we celebrated the impact of Pathways! We hosted an open house that welcomed over 1,000 visitors to experience Pathways. Present day clients, and those from over the decades walked the halls and engaged with our staff, learning about our history and our present services, and trying therapy activities along the way. Many thanks to the City of Sarnia, TransAlta, and Enbridge, for supporting the celebration, and to our staff and volunteers for making it happen.

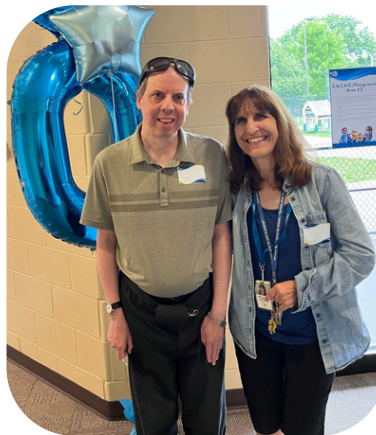
Our Annual General Meeting and Celebration event honoured past and present clients, staff, volunteers, Board members and Rotarians.

Across the year we shared '50 Facts' for our '50 Years of Care' and received stories of impact where the community offered 'The Many Ways of Pathways!'



Rotarians joined in the 50th anniversary celebrations!

Celebrate



One of our first clients joined the celebrations and shared his journey!

Open
HOUSE
May 14 2025



A wonderful Expressive Arts 'CELEBRATE' performance by our clients helped make the year special!



Non-Profit of the Year 2025

For fifty years, our work has happened in the quiet moments: the focused breath before a child stands, the gentle encouragement during a difficult session, and the steady presence of our staff when families need it most. We measure success not in trophies, but in the families we impact...AND how lovely it is for our organization to be recognized.

In our 50th year, Pathways was named Non-Profit of the Year at the 2025 Sarnia-Lambton Chamber of Commerce Outstanding Business Achievement Awards (OBAA)! Here's to 50 years of care and many more to come!

A 50th Open House Reconnect

At our 50th Anniversary Open House, a powerful reunion occurred: Mitch and his longtime physiotherapist, Mary (now retired from Pathways), posed together for a photo, bridging thirty-three years of connection.

When Mitch was an infant facing a prognosis that he might never walk, Mary and his family developed a plan grounded in hope. They saw potential and disguised therapy through imagination turning exercises into play. Together they understood that ‘it takes a village’ and connected Mitch with sports and community resources to help him **grow**.

Today, Mitch moves with confidence, a living testament to his determination and the unwavering belief of his family and Pathways team. At the Open House, seeing him radiate joy next to the woman who helped him find his steps brought his mother Sandra to tears. Mitch’s story and these photos remind us that when care is rooted in deep partnership, children can transform from facing impossible odds to living fully. Together, we continue nurturing these roots so hope can **grow** for every child we serve.



Mitch & Mary 1994

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Every time he walks into the building, you can see him physically relax due to the positive attitude and comfort he has received over the years.

~Sandra, Mitch’s mother

”



Mitch & Mary 2025

17 events, 1 incredible milestone! To celebrate **50** years, we brought our community together through a mix of Pathways signature traditions, brand new events, and third-party collaborations. A huge thank you to the sponsors, donors, partners, participants, volunteers, and staff who made the year a wonderful celebration!



Mayor’s Honour List 2025

Being named to the Mayor's Honour List was another moment of pride in 2025. This acknowledgement recognizes the living legacy of Pathways, providing essential and excellent care to families in our community. This accolade rests on the shoulders of our dedicated staff and volunteers.



Pathways Health Centre for Children

**Mayor’s Honour
List 2025**



A FAMILY STORY

Meet Owen and His Family

When Owen was two, his parents began seeking answers after noticing delays in his speech and language development, along with emerging self-regulation needs. Their journey led them to Pathways, where the family reports coordinated, family-centred support began to take shape.

At Pathways, Owen received a hearing assessment along with Speech-Language and Occupational therapy. These services were often delivered together, feeling like a more holistic approach to Owen's mother, Kayla. The Special Needs Resource Services team worked closely with his family and childcare provider to create a safe, inclusive environment, supporting educators in implementing strategies that enabled Owen's full participation. A referral to the Autism Hub led to a diagnosis of autism spectrum disorder in 2023, offering clarity and a compassionate path forward. This opened access to additional supports, including: Behaviour Support, Entry to School, Caregiver-Mediated Early Years programs, and Family Engagement. Throughout this process, the family experienced consistent partnering with staff and began to feel less alone.

Pathways' Entry to School program provided a structured bridge into formal education, mirroring the rhythm of a kindergarten day and building independence and school readiness skills. Owen's mother, Kayla, recalls the warmth and thoughtful planning, especially the collaboration with Owen's future school. "The acceptance and kindness received from the Entry to School program staff was immeasurable. Owen's strengths were able to shine as he entered kindergarten, and we had a collaborative team to help ensure his needs were met," she shared.

As Owen grew, his confidence blossomed. His love of movement and water was nurtured through supportive exposure, including occupational therapy sensory swim sessions that led to participation in a community swim group. Through Therapeutic Recreation, he explored activities such as soccer, gymnastics, and music in inclusive settings, building friendships and strengthening social skills.

Equally important was the connection Owen's family found through the Family Engagement program, where shared experiences, encouragement, and learning opportunities fostered a strong sense of community and support.

Now six years old, Owen is thriving—enjoying school, friendships, new experiences, playing with his younger sister and being with family. His journey reflects the impact of coordinated care and compassionate partnerships that help children and families **grow**, belong, and flourish.



Owen

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“We are forever grateful to Pathways for their kindness and support,” Kayla says. “My advice to other families is to reach out early—it may feel overwhelming, but there is support every step of the way. Take it one day at a time.”

~Kayla, Owen's mother

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A Reflection from Alison Morrison, CEO

This report marks a significant personal transition: my upcoming retirement this fall. As I prepare to step away, I reflect on my journey with a profound sense of gratitude and pride.

While my career began as a registered nurse, interactions with Speech-Language Pathologists inspired a career pivot. A student placement at Pathways set in motion a future where my life and this organization would become inextricably woven together.

Reflecting on 28 years with Pathways, I am filled with a richness of memories. I see the faces of the children and parents I met during drop-ins and those I supported through therapy. I recall rewarding discoveries made alongside parents and educators as they learned to **grow** speech, language and literacy skills in little ones. My time was shaped by impactful community initiatives, including: Sowing the Seeds for Literacy, Best Start, the Special Needs Strategy and No Wrong Door.

As my passion for systems grew, I transitioned from clinical practice into supervisory and management roles, where I learned about strategic planning, the power and practice of advocacy, how to support teams, develop standardized processes, and leverage limited resources through partnerships.

Stepping into the CEO role in 2019 was an incredible privilege. Shortly after my appointment, our world changed. Navigating the uncertainties of the pandemic was my greatest challenge. I will forever be grateful to our Leadership Team, Human Resources, staff and community partners for their connected work in keeping one another safe, services accessible, and clients supported.

I am proud of our commitment to organizational culture and recent recognitions, including: Accreditation Canada's Exemplary Standing, the Chamber of Commerce Non-Profit of the Year award, and the Mayor's 2025 Honour List recipient. Yet, I am most proud of how we go about our work, with a relentless focus on better serving children and their families.

My journey with Pathways has been a series of beautiful evolutions: from the rewarding and intense work of frontline service, to the complex responsibilities of leadership, and eventually, to the honour of serving as CEO. As I prepare for retirement, my heart is full. Pathways did more than employ me, it saw me.

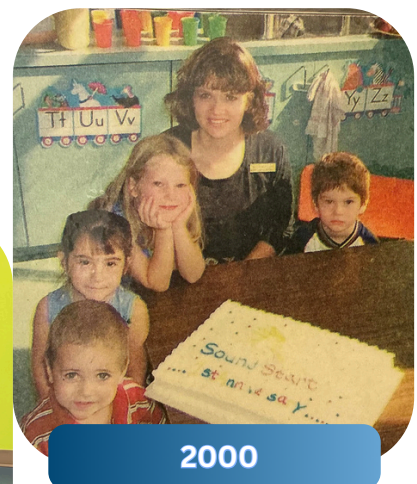
Now, it is my time to "Go and **Grow**." I leave with peace and excitement, knowing Pathways will continue in excellence. To those we serve and those who serve: The mission continues. Let's "Go and **Grow**!"

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This organization provided an environment where my potential was recognized and cultivated, transforming me from a young professional into the leader I am today. Pathways provided for me exactly what we seek for our clients: the opportunity to grow and thrive.

~Alison Morrison, CEO

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CLIENT STORY

Meet Julie

When I was born, I failed my infant hearing screening multiple times, which is when I was referred to the H.A. Leeper Speech and Hearing Clinic at Elborn College in London for further testing. After six months, it was determined I had mild to moderate hearing loss. With this official diagnosis I was referred to Pathways for follow-up care.

At eight months, I received my first pair of hearing aids. The Audiologist helped my parents understand what my diagnosis meant and taught them all about how to care for my hearing aids. When I got a little bit older, I also received speech therapy at Pathways.

Now, I wear hearing aids and use an FM receiver that connects directly to classroom sound systems. Using the knowledge my parents had from the Pathways Audiologist, my parents pushed me to advocate for myself. And I did just that! Things like eye contact, good lighting, a seat in a semi-circle and notes shared in advance are very helpful to me. I talked to my elementary school to spread awareness about my disability and how it affects my life. I then presented to Resource Teachers, who loved my presentation to the Special Education Committee. This was the first time my mom saw my presentation, and it taught her new things from my perspective. I am now arranging to present to the Pathways staff as well. It was through my connection to the Youth Advisory Council that I am able to talk to the staff. I just finished Grade 9 at St Patrick's Catholic High School. I hope to become a Resource Teacher, and eventually an Itinerant Teacher of the Deaf so I can help other kids like me succeed. Plus, what better way to understand what a Deaf or Hard of Hearing kid needs than to be one myself?

“

The best part of being part of the Youth Advisory Council is having a voice. Not all disabilities are visible and this gives me a chance to make things better for others like me.

~Julie, Youth Advisory Council Member

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Julie

Youth Advisory Council

The launch of the Youth Advisory Council (YAC) marks a vital step forward in ensuring young people have a meaningful voice in our organization. The council is a collection of present clients, former clients, and siblings of clients. We celebrate the seven young individuals (12–21 years of age), who stepped forward to form our first YAC.

Bringing lived experience and unique perspectives, Council members will help us better understand client and family needs.

Meeting regularly with Pathways' leadership, members will collaborate to share ideas and shape important projects. Already, the Council has fostered open dialogue and strengthened our culture of inclusion. Real change happens when youth are at the table as experts in their own lives. We are grateful to Julie and the Youth Advisory Council for sharing their voices.

20 YEARS OF SPECIAL NEEDS RESOURCE SERVICES

For 20 years, Pathways has partnered with the County of Lambton to deliver Special Needs Resource Services (SNRS). Under the Child Care and Early Years Act 2014, the County is designated to manage childcare and early years services across Sarnia-Lambton, including Pathways C.A.C.H.É. Childcare Centre. In addition, they are responsible for oversight of SNRS and assign additional resources to those that provide care to children with special needs.

Since 2005, our Special Needs Resource Services has **grown** staff capacity in licensed childcares across the County, so children with developmental and special needs can participate alongside peers. The SNRS team promotes the belief that every child has the right to high quality, meaningful childhood experiences that respect diversity, promote healthy development and allow the child to make meaningful contributions as part of a group and the community.

The County of Lambton, Children’s Services Department has been a generous ally. Our unique model is sought by other municipalities. Our multi-disciplinary team offers supports for preschool and before/after school care.

The Pathways SNRS team includes 19 Resource Consultants, Resource Assistants, and Support Facilitators.

Also part of SNRS, team members from Behaviour Support Services and Therapeutic Recreation worked jointly to offer group programming throughout the County, reaching more than 1,400 children.

After approaching Lambton College and exploring possibilities, we are excited that the Resource Consultant Certification Program will be offered locally starting September 2026! This certification will provide valuable opportunities for continuing education and specialization.

The SNRS Team supported 387 individual clients in 122 childcare classrooms in 2025-2026.

“We value our partnership with Pathways and our educators cannot say enough about the team that supports us. The children and staff in our Centre are fortunate to have you work alongside us!”
~ Community Childcare Supervisor



Betsy, Resource Consultant

After 41 years in the field of child development, including two decades as a Special Needs Resource Consultant with Pathways, Betsy is celebrating her retirement in 2026. She shaped countless lives, guiding families through adversity with patience and wisdom. Her dedication built a foundation of resilience for the families and educators she supported. Thank you Betsy, for your legacy of **growing** hope in every child you served.

QUALITY IN ACTION

At Pathways, we are leveraging technology to enhance accessibility and reduce barriers for the families we serve. Over the last fiscal year, we sent 12,099 email appointment reminders and introduced text message appointment reminders in some service areas.

In July 2025, we launched Caredove, an e-referral system that allows families and care partners to request some services directly through our website. We received 260 e-referrals in 2025-2026!

Additionally, to better support diverse language needs, we utilized remote interpretation services 38 times this year, a threefold increase since 2023, ensuring meaningful communication in each family's preferred language. The languages most frequently accessed via remote interpretation in 2025-2026 were Swahili, Mandarin, Portuguese, Spanish, Arabic and French.

Received positive feedback from a Ministry review on our work to date on 'active offer' in compliance with the French Language designation for the City of Sarnia!

Restructured Service Delivery Model

In 2025, the Augmentative Communication Service (ACS) team implemented a new service delivery model, adapted from NEO Kids Children's Treatment Centre, designed to match intervention levels with clients' functional Augmentative and Alternate Communication (AAC) needs.

This strategic shift introduced three distinct service streams to support clients and their families with the type of intervention that best reflects their current knowledge and comfort with (AAC) strategies:

- Early Augmentative Workshop for foundational parent coaching
- Assessment Stream for advanced system prescriptions,
- Consult Stream for specialized clinical guidance.

The implementation of this new model has significantly increased the number of new clients served by our ACS clinicians over the past year. We look forward to measuring how these streamlined processes continue to reduce wait times.



Equity, Diversity & Inclusion (EDI)

Last year, the Pathways' EDI Committee focused on community connections in the following ways: joined other local partners on the Unity Table to have a united approach to supporting Equity, Diversity and Inclusion in the Sarnia-Lambton area; worked with the Local Immigration Partnership to share resources about services for immigrants and newcomers and discuss barriers to accessing services; updated Human Resources language to be more inclusive and represent Pathways' values of supporting and celebrating culture and diversity; launched its first 'Coffee and Conversations' to discuss some of the pressing world issues and topics that exist, and may affect our service users and staff.

Specialty Medical Clinics

Pathways is proud to host specialty medical clinics, providing access to pediatric services closer to home! Since 1992, Dr. Michael Stoesser, our Medical Director, has been a strong advocate for local services. We appreciate Dr. Stoesser's invaluable support and guidance. He visits the Centre weekly for medical consultation, provides oversight of medical clinics and visiting physicians, and supports employee and centre-wide health initiatives.

In 2025-2026, 113 appointments were attended across 37 specialty medical clinics. We are grateful for the skilled professionals who visit Pathways and work with our teams to provide comprehensive diagnosis and follow-up supports.

32 Autism Diagnostic Hub Clinics served 67 clients
3 Neurodevelopmental Pediatric Clinics served 9 clients
2 Pediatric Orthopedic Clinics served 31 clients



Dr. M. Stoesser, Medical Director

Family Engagement

Family Engagement provides an array of supports, such as guidance in service navigation and access to resources, educational sessions, self-care opportunities and parent networking groups to foster connection and empowerment among families. In 2025, Family Engagement offered the following opportunities throughout Sarnia-Lambton with support of community partners:

- Parent & Caregiver Connects
- Planning for your Child's Future
- Positive Advocacy Strategies
- Preparing Your Child for Bloodwork and Medical Appointments
- Travel Made Possible
- 'Me Time' Parent Connection Groups
- Family events throughout the year

Many thanks to the following partners for supporting our Family Engagement events: EarlyON Centres, Partners for Planning, Children's Treatment Centre of Chatham-Kent, Life Labs, Northgate Pharmacy, Coffee Lodge, Judith and Normal Alix Art Gallery, BrownStones Sports Lounge and Restaurant, Bean on a Mission, Valley Axe, Lambton College, Marcin Bowling, Kineto Movie Theatre, E-sports, Kingswell Indoor Activity Facility and several parent advocates.

Caregiver Connection Groups

17 sessions with 53 participants

Workshops/presentations for Caregivers

9 sessions with 124 participants

Special Caregiver Events

4 sessions with 59 participants

Family Events Offered

10 sessions with 561 participants



'Me Time' Parent Connection Group

PARTNERING FOR IMPACT

Therapeutic Pool and Community Support

The Pathways Therapeutic Pool is open to swimmers of all ages! From swim lessons to exercise classes, and from therapy sessions to social swims, the pool is an essential resource for the community. We are pleased to welcome first time swimmers and those with rehabilitation goals, swimmers recovering from joint replacement surgeries, illness and accidents, rental groups and swimmers just looking for exercise and wellness connections!

The Pathways pool operates on user fees and does not receive government funding. We are grateful to donors like Cabot, Nova and Unifor 914 who have committed to annual investments to help offset operating costs. We are also thankful for proceeds from Jackpot Time BINGOs that have been used to support maintenance and equipment needs. Together, these dollars are helping to build a sustainable pool program that serves the community.



Five years since reopening, our renovated therapy pool is stronger than ever. Through thoughtful planning and adaptable programming, the Aquatics team has met a **growing** demand for both classes and community rentals. Our community continues to engage with this vital space, totaling over 20,297 visits from 3,263 patrons this year.

“

We're continually impressed by your staff and swim programs. Everyone is so organized, friendly, patient, and kind, and it truly makes for such a positive experience.

~Pool User

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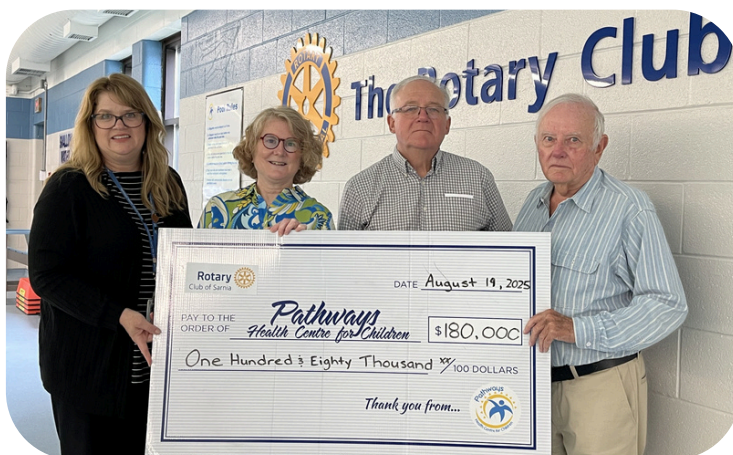
Shell Donation

A generous donation of \$100,000 over 3 years from Shell was received to help expand pediatric developmental and rehabilitation services in Aamjiwnaang First Nation, Kettle & Stony Point First Nation, and Walpole Island First Nation. Developed in collaboration and partnership with each community, these new funds will be used for direct services, to reduce barriers so that children and families can access the services they need, in their community. In year one, support for hearing screenings and assessments has been identified as a significant need. Together we can build a stronger tomorrow. Thank you Shell and First Nation Partners!

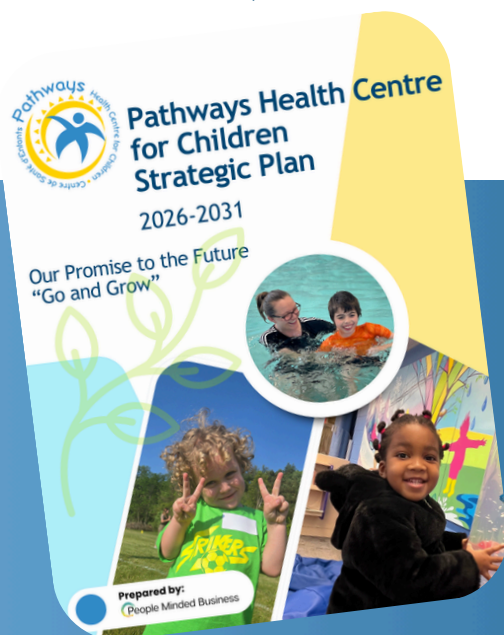


Representatives from Shell,
each local First Nation and Pathways

We offer a great deal of gratitude to the Rotary Club of Sarnia, **vision casters**, who in their founding year of 1928 declared that supports for children with special needs would be a club priority. Through ongoing advocacy, the Rotary Club of Sarnia found a way forward to help kids, and in 1975, the doors were opened at 1240 Murphy Road on land and buildings leased to Pathways for \$1/year, an arrangement that remains in place today. The Rotary Club of Sarnia continues to be a **vision keeper** and stands beside Pathways in our mission, being the lead on every capital expansion we have undertaken as we have **grown** to meet community needs. In 2025, we celebrated the completion of their \$600,000 donation to the 'Save our Pool' renovation campaign AND a new lease for \$1/year for vacant land beside our parking lot, available for our future **growth**! Pathways is bursting at the seams and is in need of space for group therapies, space for more children to access licensed childcare and therapies, space for staff that has now **grown** to almost 200 in number, space for the many specialty medical clinics we now host locally for families, and space for parking. The newly launched Pathways Advisory Committee for Expansion has begun planning. Thank you Rotarians!



“ Designated land for our growth will allow for the next steps of needs assessment, community consultation, business plan development and advocacy for capital funding. This gift is another shining example of The Rotary Club of Sarnia’s commitment to supporting children and youth with special needs. ~Alison Morrison, CEO ”



After months of listening, reflecting, and dreaming alongside clients, families, staff, volunteers, and community partners, the Board of Directors and the Pathways Leadership Team, release our new 5-Year Strategic Plan: Our Promise to the Future - “Go and **Grow**!”. Four strategic priorities will guide our energies:

- Enhance the Experience of Care
- Invest in Our People and Culture
- Expand and Improve our Spaces
- Strengthen Financial Sustainability

FUNDRAISING AND SPECIAL EVENTS

As a non-profit organization, we are primarily funded by the Ontario government and the County of Lambton. Local needs continue to outpace resources. For years, we have turned to this community to help fill the gap. Thank you to our donors, sponsors, and generous supporters who show up with open hearts. Because of community support, we remain rooted in care, **growing** hope for a brighter future for children and youth in Sarnia-Lambton.



The **Secret Santa Shoppe**, our biggest annual fundraiser saw 1,011 shoppers purchase over 4,711 gifts! \$65,060 was raised to directly support kids.

The **Sarnia Golf and Curling Club Pickleball Invitational** raised \$1,930 for Pathways.

Pathways received 65 donations of over \$1,000 in 2025-2026.



With perfect weather, 140 golfers swung their sticks at the annual **Sarnia Sting Charity Golf Tournament** to raise \$37,000.



Pathways received \$10,000 from **Sarnia Legion Branch 62** after their very successful 2025 'Catch the Ace' fundraiser.



We celebrated our 20 year partnership with the **Sarnia Street Machines**, raising \$20,000 in 2025. Over the years, they have donated \$350,000 to Pathways.

The **Country View Motel & RV** annual car show raised \$8,250 for Pathways.

Pathways received 560 individual donations in 2025-2026.

We appreciate all donations big and small!!

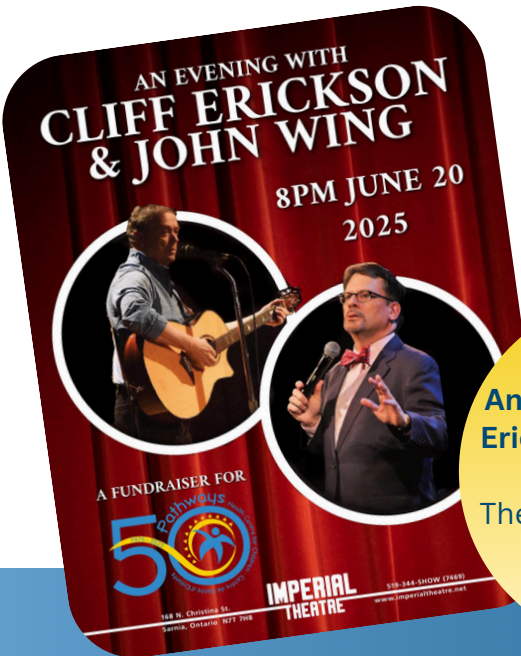
FUNDRAISING AND SPECIAL EVENTS

The **Big Sing Thing** was a new event for our 50th anniversary celebration, hosted at Great Lakes Secondary School. Local musicians Mark Payne and Pat Morrison led 400 audience members in an evening of Beatles music - singalong style. This extraordinary night raised \$7,000. With wildly positive reviews, we hope to make this an annual event.



The 2026 **Give The Kids A Lift** event raised \$25,000 for Pathways through sponsorships and donations raised by 37 lifters. We celebrate that this Bench Press contest through Ironworks Health and Wellness has raised more than \$355,000 for Pathways over the past 25 years.

After six years, **Mustang Sally Rally** roared back to help celebrate our 50th year. Eighty-seven Mustangs cruised Lambton County, raising \$12,000 for Pathways.



An Evening with Cliff Erickson & John Wing at the Imperial Theatre raised \$8,486 for Pathways!



CULTURE OF LEARNING AND PLAY

At Pathways, we recognize that our employees are our greatest resource. We have a 'commitment to culture' that supports a positive work environment and ensures our energies are aligned with our Mission. We take time to learn together and we offer student placements to **grow** our future workforce. We also take time in and out of work to play together. This fun-spirited group works hard....and plays hard too!



Student Placements

Including:

- Autism and Behavioural Sciences
- Early Childhood Educators
- Health Information Management
- High School Co-op
- Occupational Therapy
- Office Administration
- Physiotherapy
- Speech-Language Pathology
- Therapy Assistants



38

Student
placements



Staff and families
braving the cold for
the Sarnia Santa
Claus Parade 2025

Four Pathways
staff formed
'Rangers of Motion'
to compete in the
2025 'Race to Erase'
fundraiser



'Jake The Parking
Lot Snake',
created with
rocks painted by
Pathways Staff



A special visitor
snuck into the CEO's
office while she was
at the Empowered
Kids Ontario Spring
Symposium



A new mascot,
'Alpacachino Suyana',
was named after a
contest by staff. He
shows up around the
building in costumes -
what fun!



OUR YEAR IN NUMBERS

While the number of new clients **grew** in 2025-2026 by only 1.4%, we saw a 27% increase in new referrals for services (1000 more referrals). More clients-new and already on caseload, are needing more services! Amidst these pressures, we were able to provide services to 4% more children and youth last year (216 more children) and offered 7% more client visits (4146 more visits thanks, in large part to increase in group sessions)! We improved the number of children receiving initial assessments within 90 days by 25% - but continue to have long wait times in some service areas.

5,281 Individuals Seen

Includes:

- Infants seen through the Universal Newborn Hearing Screening Program

In 2025-2026 Pathways supported:

- 1 in 5 children under the age of 5
- 1 in 3 children between the ages of 6-11
- 1 in 10 children between the ages of 12-18

Does not include:

- Pool users
- Individuals served through group classroom services in publicly funded schools and licensed childcare centres



5,315

Centre referrals and admissions



1,159
New clients



64,815
Visits



90,919
Client service hours



1,806
Clients still waiting for an assessment at the end of the year



6,804
Group Intervention Visits



126
Volunteers



197
Employees



161 days
The average wait time for assessment



39%
of initial assessments completed within 3 months

Our most in-demand services remain consistent: Occupational Therapy, Physiotherapy, and Speech-Language Therapy. This year Pathways provided:

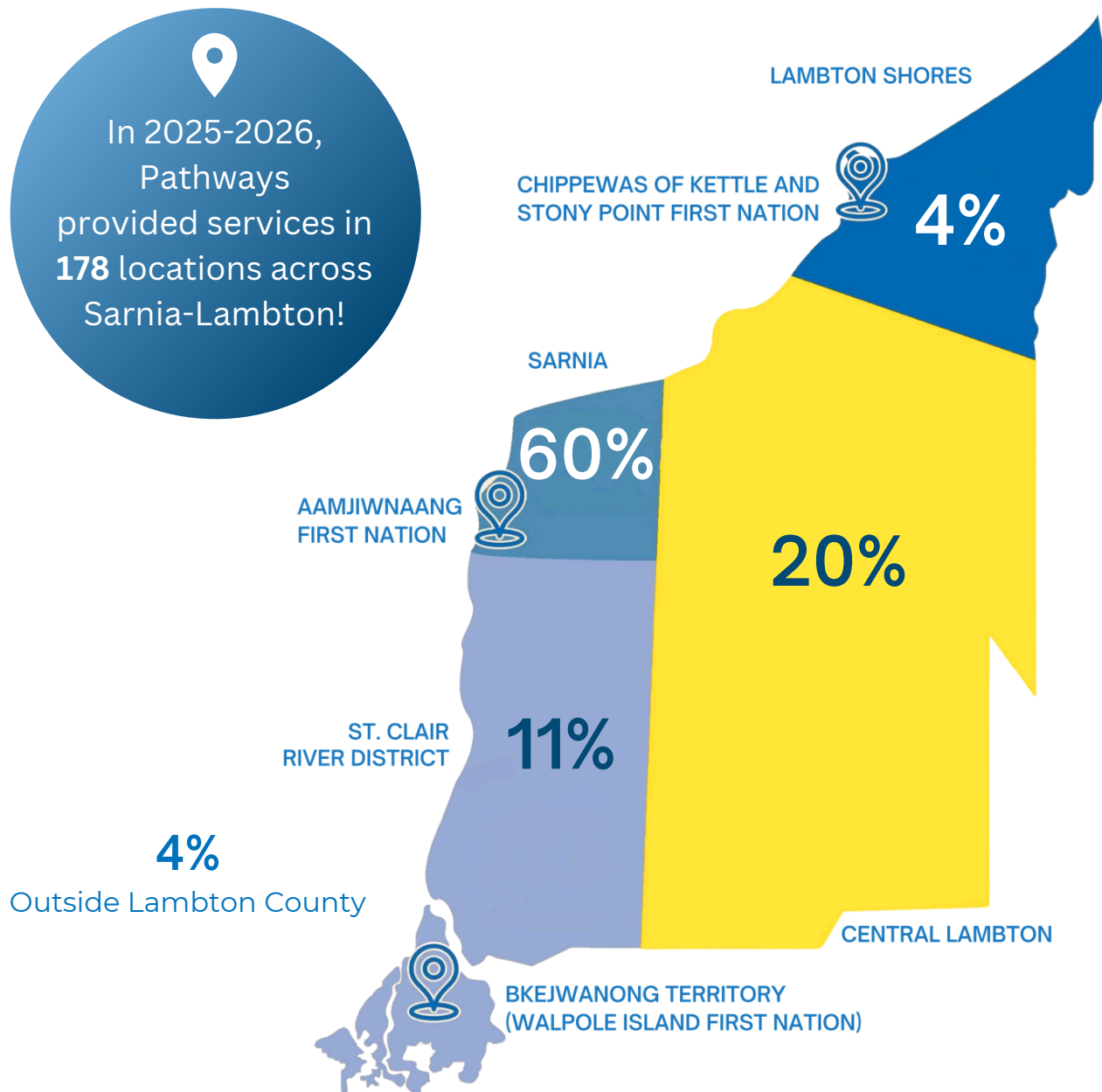
Occupational Therapy
to 1,985 children

Physiotherapy
to 581 children

Speech-Language Therapy
to 1,758 children

NEW REFERRALS BY LOCATION

In 2025-2026,
Pathways
provided services in
178 locations across
Sarnia-Lambton!



Pathways is a member of Empowered Kids Ontario (EKO) – the organization that 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.

STATEMENT OF OPERATIONS

Operating Fund

Revenue

Ministry Supported Programs & Services	\$ 8,180,884
Municipal Supported Programs & Services	\$ 2,918,815
Community Fee Supported Services	\$ 1,867,258

Total Revenue **\$ 12,966,957**

Expenditures

Salaries, Benefits & Employee Expenses	\$ 11,234,297
Equipment & Supplies	\$ 1,056,286
Facilities Expenditures	\$ 425,560
Contracted Purchased Services	\$ 222,398

Total Expenses **\$ 12,938,541**

Fund Activity for Fiscal Period **\$ 28,416**

Property & Equipment Fund

Revenue

Deferred Contribution & Other	\$ 200,333
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Expenditures

Amortization	\$ 548,720
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Fund Activity for Fiscal Period **\$ (348,387)**

Donations/Events Fund

Revenue

Gifts, Bequests, and Fundraising	\$ 732,922
Interest and Other Income	\$ 126,847

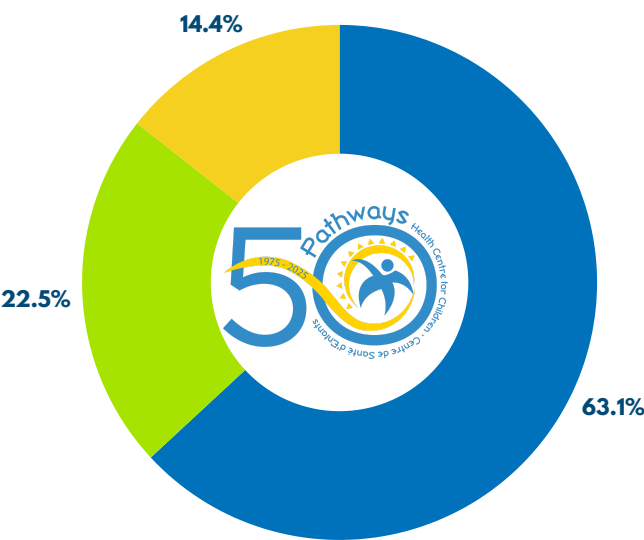
Total Revenue **\$ 859,769**

Expenditures

Fundraising Costs	\$ 369,045
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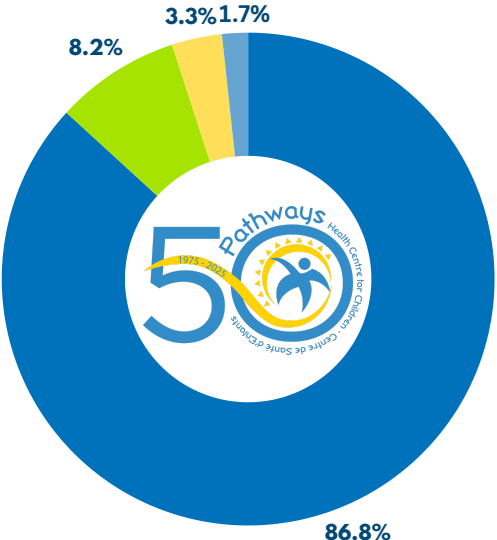
Fund Activity for Fiscal Period **\$ 490,724**

Source of Funds



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

How We Spent Funds



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

PROGRAMS & SERVICES

Pathways Health Centre for Children is a family-centred community agency that serves Lambton County children and youth with physical, developmental and communication needs, and their families.

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



ACCREDITED WITH
EXEMPLARY STANDING



ACCREDITATION
AGRÉMENT
CANADA



519-542-3471



www.pathwayscentre.org



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