



2022-23 ANNUAL REPORT

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**POZITIVE  
PATHWAYS**  
COMMUNITY SERVICES

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# Message from the Board Chair & Executive Director:

As we sat to write the forward for this year's address, in some ways it felt as if we had just stood up from writing last years! In other ways, however, the year has been full of peaks and valleys, with more than a few turns along the (path)way. 2023 was the year that Windsor was finally able to open a space that allows for safer, supervised, drug injection, and it was also a year that we were able to continue to support those affected and effected by HIV/AIDS through support, programming and peer assistance.

The challenges of the pandemic are not quite behind us and we have sought to be especially mindful of the complexities of face-to-face service for those with vulnerability, as well as the deep toll that isolation has taken on so many. This hindsight has reminded us of the importance of social support, and connection- not just for those we serve, but for those with whom we do this important work.

This year marks 38 years with Pozitive Pathways Community Services (and AIDS Committee of Windsor) as a pillar of advocacy regarding HIV/AIDS and other sexually transmitted blood borne illnesses. We cannot do this work without understanding the deep roots growing along the pathway. While treatment and testing for HIV/AIDS has, of course, progressed since our inception, the fight continues to ensure safe and fair access to testing and treatment for all.

We cannot work towards this goal without other valuable stakeholders in community, health and activism. These include community partner agencies, grassroots advocacy, volunteers, peers and staff that share in our commitment to continue to innovate and agitate as needed. In this time of transitions from completely remote work, we commit to renewing our efforts to reconnect with partnerships that require tending and to remain open to new ideas and approaches to achieving our mission as an organization.

The landscape has undergone drastic changes this year for each of us differently, and we acknowledge the many ways in which precarity and loss affect our community. Opioid overdose is at an all time high, and frustratingly, stigma against those who use substances remains ever prevalent. Those who are facing new HIV/AIDS diagnosis, and those ageing with HIV/AIDS still have fears, concerns and questions about a myriad of needs. Knowing this, we are steadfast in our commitment those we serve, and those we serve with, to continue to work towards education, outreach, support and creativity in all that we do at Pozitive Pathways.

Growth is a lofty goal that cannot be achieved alone, and we look forward to you joining along this Pozitive Pathway.

Regards

**Michael Brennan**  
Executive Director



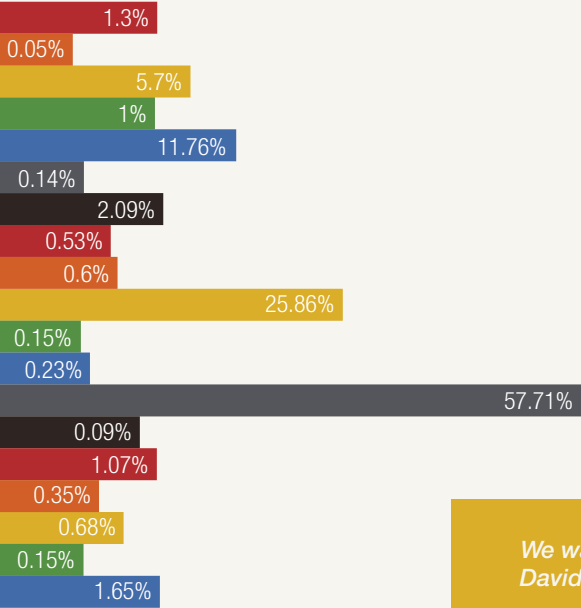
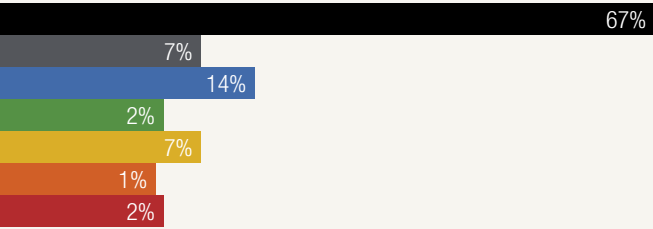
**Naomi Levitz-Shobola**  
Board Chair

*Naomi Levitz*

# Statement of Operations For the Year Ended March 31, 2023

| <b>Revenue</b>                           | General Fund | Bingo Fund | Capital Fund | 2023 Total | 2022 Total |
|--|--------------|------------|--------------|------------|------------|
| Ontario Ministry of Health - AIDS Bureau | 942,651      | -          | -            | 942,651    | 867,651    |
| Public Health Agency of Canada           | 93,731       | -          | -            | 93,731     | 139,665    |
| Windsor Essex County Health Unit         | 192,044      | -          | -            | 192,044    | 179,014    |
| Donations and fundraising activities     | 34,240       | -          | -            | 34,240     | 29,636     |
| Municipality of Chatham-Kent             | 95,027       | -          | -            | 95,027     | 93,767     |
| Amortization of deferred contributions   | 20,952       | -          | -            | 20,952     | 40,693     |
| Bingo Proceeds, net of expenses          | -            | 28,905     | -            | 28,905     | 15,130     |
|  | 1,378,645    | 28,905     | -            | 1,407,550  | 1,365,556  |

| <b>Expenses</b>                              | General Fund | Bingo Fund | Capital Fund | 2023 Total | 2022 Total |
|--|--------------|------------|--------------|------------|------------|
| Automobile                                   | 17,085       | -          | -            | 17,085     | 12,715     |
| Bank Charges                                 | 622          | -          | -            | 622        | 664        |
| Building Accommodations                      | 77,497       | -          | -            | 77,497     | 72,297     |
| Insurance                                    | 12,340       | -          | -            | 12,340     | 11,496     |
| Maintenance and Repairs                      | 15,857       | -          | -            | 15,857     | 15,113     |
| Membership Fees                              | 2,000        | -          | -            | 2,000      | 2,000      |
| Office                                       | 28,232       | -          | -            | 28,232     | 32,879     |
| Office Furniture and Equipment Rental        | 7,210        | -          | -            | 7,210      | 8,308      |
| Professional Fees                            | 8,132        | -          | -            | 8,132      | 8,854      |
| Program Delivery and Education               | 348,644      | -          | -            | 348,644    | 353,939    |
| Promotion and Advertising                    | 2,003        | -          | -            | 2,003      | 2,267      |
| Property Taxes, Net of Rebate                | (3,118)      | -          | -            | (3,118)    | (3,714)    |
| Salaries and Employee Benefits               | 778,154      | -          | -            | 778,154    | 747,108    |
| Label Me Person Project                      | 1,199        | -          | -            | 1,199      | 32,480     |
| Special Events                               | 14,471       | -          | -            | 14,471     | 3,462      |
| Stipends                                     | 4,751        | -          | -            | 4,751      | 1,465      |
| Telephone                                    | 9,154        | -          | -            | 9,154      | 8,087      |
| Travel                                       | 2,030        | -          | -            | 2,030      | 490        |
| Utilities                                    | 22,182       | -          | -            | 22,182     | 18,165     |
|  | 1,348,445    | -          | -            | 1,348,445  | 1,331,075  |
|  |              |            |              |            |            |
| Excess (deficiency of revenue over expenses) | 30,200       | 28,905     | -            | 59,105     | 34,481     |



*We want to acknowledge the departure of David Holmes and thank him for the many contributions to our agency.*

**CLIENT SUPPORT SERVICES**  
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# Client Support Services

With some assistance in funding from Second Harvest, our Support Services Program has continued to provide nutritious grocery packages delivered to client's homes on a monthly basis. We have hired a peer to assist with the grocery shopping, packaging and delivery and they deliver to an average of 34 clients per month in both the Windsor-Essex (28) and Chatham-Kent (6) Regions. We have also continued to receive donated fresh fruits and veggies from the Downtown Mission's FRESH Program and deliver these fresh items to an average of 12 clients per week. This means in the past 6 months alone, we have delivered approximately 216 grocery packages and 312 fresh produce deliveries

and our Boat Cruise! With good food prepared by our own hired peers, we enjoyed one another's company and played some games and even awarded some prizes!

Support Services has incorporated more holistic health and wellness into our programming this year. We've introduced "Wellness Wednesdays", which is held every Wednesday morning and alternates between Yoga and Low-Impact Aerobics and we have also added in a movie day just for clients to come, relax and enjoy each other's company along with a good flick! We are very excited to be able to offer this enhanced programming this year, and hope to see some of you there!

**"... in the past 6 months alone, we have delivered approximately 216 grocery packages and 312 fresh produce deliveries!"**

Support Services "Essential Oils" workshops are back in person! Each workshop includes information on different oils as well as take-home products, empowering clients with knowledge and access to therapies when they felt they needed it most. These workshops maintain an attendance between 6-8 clients from the Windsor-Essex and Chatham Kent. Our socials have also gone back to in-person and held monthly at various locations—this summer already we've done a park picnic and Colasantis trip and next month is Adventure Bay





**PEER ENGAGEMENT  
PEER ENGAGEMENT  
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PEER ENGAGEMENT  
PEER ENGAGEMENT**



# Proven Value in Peer Engagement

Our peer program has been gratefully awarded funding from the Public Health Agency of Canada (PHAC) for another 5-year project, Peer Engagement: Engaging and Supporting Peers as Health Change Agents in Our Community. We are truly thrilled to embark on this journey, allowing us the ability to refresh existing programming and incorporate new opportunities for peers to meaningfully get involved in the community. We offer opportunities for skill-building, support, leadership, and community involvement to help encourage and empower individuals with lived experience, while meeting them where they're at. The wheels are in motion for more exciting and rewarding years within peer engagement, we hope you can join us on the ride!

**“The wheels are in motion for more exciting and rewarding years within peer engagement, we hope you can join us in the ride!”**

*We want to acknowledge the departure of Victoria Pizzuti – Full-time peer engagement coordinator, and thank them for their many contributions to our agency and community over the past six years.*



**AFRICAN  
AFRICAN  
AFRICAN  
CARIBBEAN  
CARIBBEAN  
CARIBBEAN  
BLACK  
BLACK  
BLACK**



# African, Caribbean, Black

This year, the African Caribbean Black (ACB) Community Outreach program alongside the Women HIV/AIDS Initiative (WHA!) worker restarted our community partnership with the Welcome Center Shelter for Women & Families by hosting Sex Toy Bingo on a monthly basis. During these monthly bingo games we asked questions on various topics such as; HIV, PrEP, PEP to test the attendees' knowledge but to also provide them with information and foster conversations.

The ACB program continues to stay connected and engaged with community partners and service organizations through working groups including the Workplace Wellness for AgriFood Workers Task Force that focuses on providing resources for the foreign temporary workers across Windsor-Essex County.

**“... working groups including the Workplace Wellness for AgriFood Workers Task Force that focuses on providing resources for the foreign temporary workers across Windsor-Essex County.”**

The program participated in outreach to further community engagement and inter-agency collaboration. The program distributed educational materials and engaged in one-on-one discussions on topics such as “HIV Treatment and Hep C” with service users at the Homeless & Housing Help Hub (H4) and Victoria Park Place. The program also assisted with distribution of harm reduction supplies both in-centre and during weekly deliveries.

The ACB program participated in the Health and Wellness Fair held by the Multicultural Council in Windsor on October 25th, 2022 where we interacted with 221 people. The event attendees included various English as a first language students from different organizations. Attendees were engaged on topics such as HIV Basics, Hepatitis C, Harm Reduction and Myths and Stigmas faced by those living with HIV using interactive games to educate. 207 pamphlets with more information were created and distributed to people who interacted with us.

To raise awareness for ACB Canadian HIV/AIDS Awareness Day on February 7th, 2023, the program collaborated with two local salons, Inclusv Beauty Solutions and Entice Salon by providing each of them with 50 packages which included condoms, information regarding PPCS programs and services and the importance of getting tested for HIV and Sexual Transmitted Blood Borne Infections (STBBIs).

*We want to acknowledge the departure of Sandra Osarodion and thank her for the many contributions to our agency.*



WHAI  
WHAI  
WHAI  
WHAI  
WHAI  
WHAI



# WHAI

This year, the Women HIV/AIDS Initiative (WHAI) Community Outreach program's primary focus was creating a local report based on community consultations conducted with at-risk women in 2021 and service providers in 2022. This report was drafted in congruence with a provincial report by the WHAI network that identified key barriers to HIV care for women. The local report sought to identify how these barriers are experienced by women in our community and identified strategies for increasing our community's capacity to respond to and break down these barriers.

**“...identified strategies for increasing our community's capacity to respond to and break down these barriers.”**

The program has continued its collaboration with the Welcome Centre Shelter for Women and Families by facilitating monthly Sex Toy Bingos at the Centre. These events foster a sex-positive environment by holding open discussions around topics such as HIV transmission and prevention, testing, and other sexual well-being topics. These events see a regular attendance of 15-30 women each session.

This past February, the WHAI program also connected with women to celebrate Love Positive Women, an international project that celebrates and supports women living with HIV. This year, the WHAI program celebrated by holding a lunch at PPCS for 8 women to celebrate and support one another. Prizes were distributed to the women during several rounds of bingo, as well as each attendee receiving a self-care gift bag.

The WHAI program also continues its dedication to education and provides presentations to service providers and service users as requested. Presentations are provided on topics related to Women & HIV, Women & Harm Reduction, Condom Negotiation, and Sexually Transmitted Infections (STIs) 101. They can be accessed by request and delivered in person, through Zoom, or as part of the Webinar Wednesdays series.

The program also stays connected with other women-focused community partners and provides them with practical supports, such as safer sex supplies, feminine hygiene products, and educational materials. Additionally, alongside the Education & Outreach Team the WHAI program contributed to the Needle Syringe Program by assisting with in-centre distribution, creating educational inserts for condom packs, and participating in monthly outreach to Victoria Park Place in Chatham-Kent.





2SLGBTQ  
2SLGBTQ  
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2SLGBTQ

# 2SLGBTQ Sexual Health

## Youth Engagement

Youth Discord servers continue to run, with 40 members in our 12-17 server and 39 members in our 18-25 server. Youth can chat, make friends, and ask questions about local resources, or connect with outreach workers if they need help. Youth group meetings have moved to once-monthly in-person meetings, where youth can connect, participate in fun activities, and learn life and coping skills. Youth have been eager to get back to in-person activities post-pandemic, and have been enthusiastically attending meetings to spend time with friends they made on the online servers. Partnerships have also been formed with QLINK, Trans Wellness Ontario, and Bill's Place in Chatham, in order to reach more 2SLGBTQ youth and provide better services for our community.

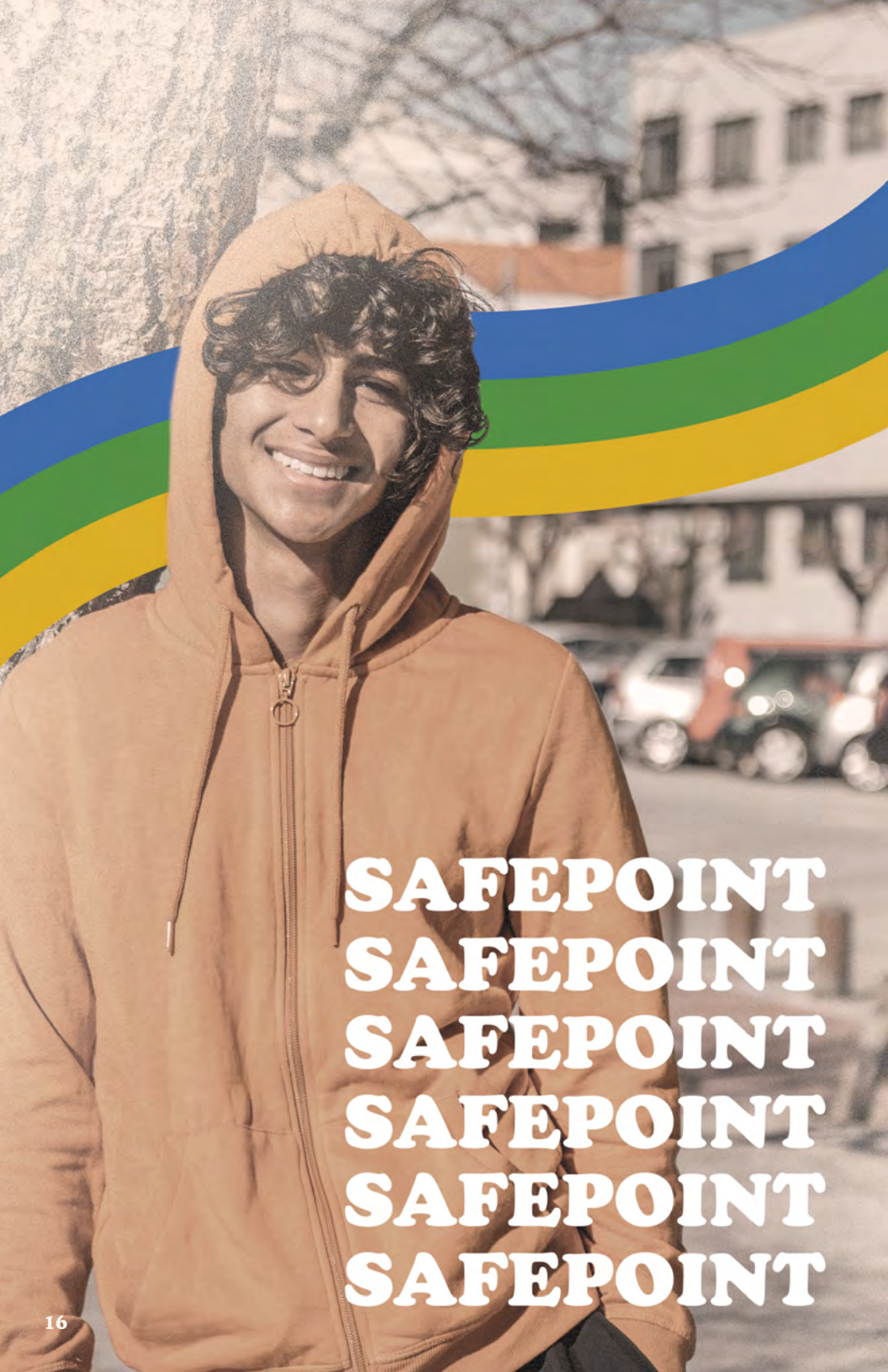
## Outreach

Online outreach has continued on a peer-led basis, carried out by people with lived experience to connect with guys online to offer sexual health education and resources for testing, PrEP, and other needs. In the 2022-23 fiscal year, online outreach was carried out for 17 weeks, and during that time there were 113 significant conversations with MSM, and 33 referrals to health and social services. Online outreach has continued to be a vital part of meeting people where they're at, meeting MSM where they already gather to provide support, resources, and education. It's been especially beneficial to have this work done by a peer, who can connect with folks on a more personal level in order to provide better support.

## Presentations

Education to service providers continued on an on-demand basis. Topics included 2SLGBTQ 101, HIV, STIs, and Hep C. Presentations were delivered to nurses, healthcare workers, teachers, and people in the community, in order to better educate service providers about their clients and reduce barriers. Education to service users has also been taking place, and partnerships were developed with Trans Wellness Ontario in order to bring education to parents and guardians of trans and nonbinary youth. Additionally, several presentations were given to 2SLGBTQ newcomers in Leamington, about sexual health and living as a 2SLGBTQ person in Canada, as well as to give them resources in their native languages.

Post-pandemic - A lot of our priorities have centered on reconnection, having truly realized the importance of community in times when we were isolated. This fiscal year, we placed a lot of importance on relationship-building with community partners, and learning how to combine our strengths to better support our 2SLGBTQ community. So many resources already exist for 2SLGBTQ people, and it has been extremely beneficial to work together to improve these services and reach even more people.

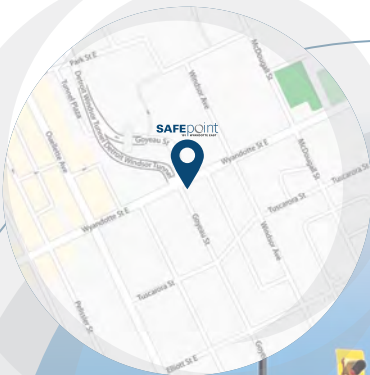


**SAFEPOINT  
SAFEPOINT  
SAFEPOINT  
SAFEPOINT  
SAFEPOINT  
SAFEPOINT**



# SAFEpoint

101 WYANDOTTE EAST



- Supervised consumption
- Drug checking
- Harm reduction supplies
- Naloxone kits
- Connections to substance use treatment, mental health, primary care, and social services
- Services are free and a health card is not required

*No referral needed*

101 Wyandotte Street East,  
Windsor, Ontario

Monday to Sunday  
10:00 a.m. to 6:00 p.m.



WINDSOR-ESSEX  
COMMUNITY  
**OPIOID &  
SUBSTANCE  
STRATEGY**



519-997-7422



wecoss.ca/cts



CTSQuestions@wechu.org

A photograph of a man with a beard and short dark hair, looking down and to the left. He is wearing a black t-shirt. His hands are clasped together in front of his chest. In the background, there is a large, stylized rainbow arc in shades of yellow, orange, and red. The overall mood is contemplative or somber.

**HARM REDUCTION  
HARM REDUCTION  
HARM REDUCTION  
HARM REDUCTION  
HARM REDUCTION  
HARM REDUCTION**



# Harm Reduction

## Windsor-Essex

Transactions: **17,517**

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Unique Service-Users: **2,299**

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Injection & inhalation supplies: **3,434,217**

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Needles: **520,914**

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Kits: **39,618**

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Most Requested Kit: **13,830** Meth Kits

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Top 3 drugs used as reported by service-users:

- Methamphetamine (Crystal Meth)
- Fentanyl (non-prescribed)
- Crack-Cocaine

- Pozitive Pathways distributes harm reduction supplies to service users and satellite sites throughout Chatham-Kent and Windsor-Essex at 8 fixed locations, via 4-6 community agencies and 2 mobile delivery services.
- The program continues to offer snack packs to service users accessing our in-centre distribution counter. Approximately 50 packs are distributed each week.
- Persons with lived/living experience (Peers) assisted with kit making. An appreciation event was held in December 2022 for all peers participating in the program.
- The department welcomed Tracey Douglas, Support Worker, Lacie Krzemien, Community Education Coordinator and Andrews Amartey, Support Worker. We'd like to also acknowledge the departure of Claire Venet-Rogers, Community Education Coordinator and Michael Kumako, Support Worker. Thank you for your many contributions to our agency.

*The data reported is collected from program sites and mobile deliveries utilizing the same tracking tool. Providing information is not a mandatory requirement in order for service users to access harm reduction supplies. Therefore, the data regarding top 3 drugs used is reflective of those service users who agreed to disclose this information to frontline staff.*

## Chatham-Kent

Transactions: **3,928**

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Unique Service-Users: **767**

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Injection & inhalation supplies: **1,880,505**

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Needles: **311,409**

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Kits: **26,540**

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Most Requested Kit: **12,554** Meth Kits

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Top 3 drugs used as reported by service-users:

- Methamphetamine (Crystal Meth)
- Dilaudid/Hydromorphone
- Unspecified Opioid

*We want to acknowledge the departure of Claire Venet-Rogers & Michael Kumako and thank them for their many contributions to our agency.*



**VOLUNTEER**

**COMMUNITY &  
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VOLUNTEER  
VOLUNTEER  
VOLUNTEER  
ENGAGEMENT  
ENGAGEMENT  
ENGAGEMENT**

# Community & Volunteer Engagement

“We rise by lifting others.”

~ Robert Ingersoll

“Alone, we can do so little;  
together, we can do so much.”

~ Helen Keller

As we embrace the new normal in a post-pandemic society, we are excited to see the return of in-person activities. Throughout the challenging times of the pandemic, our volunteers have shown incredible resilience and adaptability, supporting us through various shifts and changes.

Now, after transitioning back to in-person events and opportunities, our dedicated volunteers have seamlessly adjusted alongside us. Their unwavering commitment has been crucial in meeting the evolving needs of our clients and community. We are immensely grateful for their continued support and dedication throughout this journey.

As we move forward, our volunteers remain an integral part of our organization, making a lasting impact on the lives of those we serve. Their selflessness and compassion inspire us daily and have proven to be the backbone of our mission's success.

Looking ahead, we are excited to further engage with our volunteers as we continue to create a positive and meaningful impact in our community. Their invaluable contributions have made a significant difference in the lives of many, and we cannot express our gratitude enough for the vital role they play in achieving our goals.

Together, we embark on this new chapter with hope, optimism, and a shared commitment to making a positive difference in the lives of others. Thank you to all our incredible volunteers for standing with us and being the driving force behind our mission's success. We look forward to accomplishing great things together in the times ahead.

We have over 16 active volunteers. We also had 14 paid peer positions and 6 peer volunteers. We are continually improving our processes and are supported by our membership at Windsor-Essex Association for Volunteer Administration (WEAVA). Our volunteers have committed over 337 hours to supporting our agency's programs and initiatives. We have hosted World AIDS Day, A Taste for Life, participated in community events, health fairs and PrideFest, on-going BINGO sessions, and a number of online, social media campaigns with the help of our volunteers. We have raised thousands of dollars and continue to expand our community connections across Windsor-Essex. Volunteers have assisted with our work in so many ways ranging from providing event support, assisting with fundraising initiatives, developing social media content, community outreach, and of course serving on our board of directors.

Throughout the ongoing uncertainties we face, our dedicated Board of Directors has remained a steadfast source of guidance and leadership for our agency. Their unwavering commitment to compassion, care, competency, and dedication has been truly exemplary throughout this year of constant adjustments to the ever-changing “new normal.”

**A SPECIAL THANK YOU TO ALL OF OUR VOLUNTEERS AND COMMUNITY PARTNERS WHO HAVE COMMITTED THEIR TIME OVER THE LAST 35 YEARS AND CONTINUE TO SUPPORT US IN OUR EFFORTS AS AN AGENCY AND TO THOSE WHO DONATED THIS YEAR! YOUR VERY GENEROUS GIFTS HAVE HELPED TO SUPPORT ALL OF OUR AGENCIES PROGRAMS AND SERVICES.**



**WHO WE ARE**  
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# STAFF

## ADMINISTRATION

**Michael Brennan**

Executive Director

**David Holmes**

Director of Finance & Operations

**Pauline Nash**

Director of Programs & Services

**Kevin Blondin**

Community & Volunteer Engagement Coordinator

## SUPPORT SERVICES

**Jenn Deslippe**

Manager of Client Support Services

**Weedor Koiblee**

Support Worker

## PEER ENGAGEMENT

**Jessica Luna**

Peer Engagement Program Coordinator

**Rich O'Brien**

Peer Engagement Coordinator

## HARM REDUCTION

**Lacie Krzemien**

Community Education Coordinator

**Roy Campbell**

Support Worker

**Tracey Douglas**

Support Worker

**Andrews Amartey**

Support Worker

## EDUCATION & OUTREACH

**Rebecca Friesen**

Outreach Support Coordinator

**Sandra Osarodion**

Multicultural Community Outreach Coordinator

**Maddie Yim**

Women's Community Outreach Coordinator

# 2022-2023 BOARD OF DIRECTORS

**Dr. Naomi Levitz-Shobola**

Chair

**Megan Miinch**

Vice Chair

**Leeladee Scuffle-Gayle**

Secretary

**Youstina Asaad**

Secretary/Treasurer

Member at Large

**Dr. Jane Ku**

**Remy Sirls**

**Angelina Ebegbuzie**

**Dr. Merrick Pilling**

**Donald Turner**

**Megan Jennifer Ball Rigden**

**BJ Turnbull**

**Acknowledging departing board members:**

**Sandra Nowitski, Paschal Dim and**

**Pia Lampitoc.**

# SEEKING PHA BOARD MEMBERS

Positive Pathways Community Services is committed to equity at all levels of the organization and has, as one of its core commitments the greater and meaningful involvement of people living with HIV or AIDS. We encourage those affected or effected by HIV/AIDS to apply to join the PPCS board.

Board members attend monthly meetings and are expected to participate in at least one board committee. The monthly commitment for a board member can vary, but on average is 4-8 hours per month.

**FOR MORE INFORMATION OR TO RECEIVE AN APPLICATION PACKAGE, PLEASE CONTACT MICHAEL BRENNAN,**

**[EXECUTIVEDIRECTOR@POZITIVEPATHWAYS.COM](mailto:EXECUTIVEDIRECTOR@POZITIVEPATHWAYS.COM)**





**POZITIVE  
PATHWAYS**  
COMMUNITY SERVICES

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