



2023-24 ANNUAL REPORT



**POZITIVE
PATHWAYS**
COMMUNITY SERVICES

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Message from the Board Chair & Executive Director:

While there may not be such a thing as a 'post-COVID' environment, this year has allowed for deep reflection of the many changes in our agency during and since those times. In preparation for writing these messages, we first look at the previous years' submission as a guidepost, and this year, it is bittersweet. We had shared with you that 2023 was the year that "Windsor was finally able to open a space that allows for safer, supervised, drug injection", which is no longer the case. That said, we have, and pledge to continue to be unwavering in our commitment to people who use drugs and those who love them. That commitment extends to those affected and effected by HIV/AIDS.

As many of you are aware, Pozitive Pathways Community Services, though based in Windsor, supports efforts across Essex County and into Chatham- Kent. This is done through constant revision and collaboration with community partners, staff, peers, and volunteers who are committed to offering person centered supports and dynamic solutions. We are proud of our role in the region as advocates, and accomplices in the pursuit of inclusion for all, with a focus on those affected and effected by HIV/AIDS and those who use drugs. The need for supports has increased in our region in a myriad of ways and we are grateful to be able to continue to adapt to those needs, including but not limited to our work on various committees and taskforces, where we can bring the unique perspectives of our work to the table.

Like any non-profit, we are not immune to shifting politics at any level, and like many community and service focused agencies we are constantly seeking ways to be nimble with shifting funding priorities and client needs. We are proud to be able to do the work we do and recognize that it cannot be done alone. Each level of the agency

plays in intricate role in service provision, whether the service is direct client facing work, community education or beyond.

As we mark 39 years as an agency, now as Pozitive Pathways Community Services and formerly AIDS Committee of Windsor, we know that we are on the cusp of 'middle age'. In some ways, detection and treatment have come leaps and bounds in the world of HIV/AIDS, and in others, significant work remains, especially in the realm of education and outreach. This is not unique to HIV/AIDS, and we take these lessons into our work in harm reduction as a whole.

Sometimes, in community work, it can feel as if we've tried everything, thought of every angle, and attempted every approach. We are constantly reminded, by those who we work with and for, that there is always a fresh way to approach the work, and those involved in it. We remain grateful for the reminder and ready to continue to support, advocate, and agitate with you.

Regards,

Michael Brennan
Executive Director



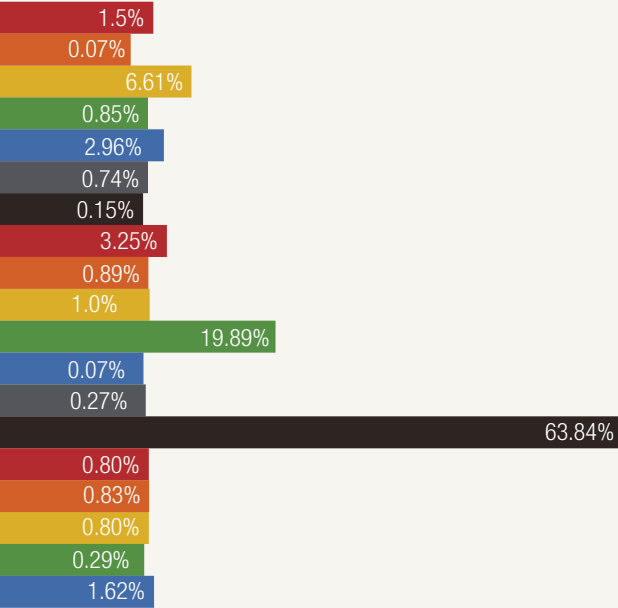
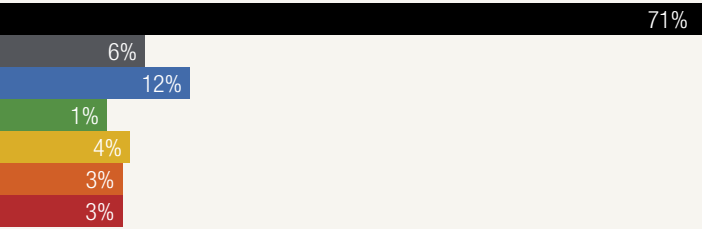
Naomi Levitz-Shobola
Board Chair

Naomi Levitz

Statement of Operations For the Year Ended March 31, 2024

Revenue	General Fund	Bingo Fund	Capital Fund	2024 Total	2023 Total
Ontario Ministry of Health - AIDS Bureau	1,014,751	-	-	1,014,751	942,651
Public Health Agency of Canada	89,540	-	-	89,540	93,731
Windsor Essex County Health Unit	173,044	-	-	173,044	192,044
Donations and fundraising activities	19,756	-	-	19,756	34,240
Municipality of Chatham-Kent	59,331	-	-	59,331	95,027
Amortization of deferred contributions	41,054	-	-	41,054	20,952
Bingo Proceeds, net of expenses	-	38,226	-	38,226	28,905
	1,397,476	38,226	-	1,435,702	1,407,550

Expenses	General Fund	Bingo Fund	Capital Fund	2024 Total	2023 Total
Automobile	20,050	-	-	20,050	17,085
Bank Charges	919	-	-	919	622
Building Accommodations	85,417	-	-	85,417	77,497
Insurance	11,069	-	-	11,069s	12,340
Label Me Person Project	38,345	-	-	38,345	1,199
Maintenance and Repairs	9,679	-	-	9,679	15,857
Membership Fees	2,000	-	-	2,000	2,000
Office	42,121	-	-	42,121	28,232
Office Furniture and Equipment Rental	12,992	-	-	12,992	7,210
Professional Fees	11,590	-	-	11,590	8,132
Program Delivery and Education	179,264	-	-	276,289	348,644
Promotion and Advertising	1,020	-	-	1,020	2,003
Property Taxes, Net of Rebate	(3,534)	-	-	(3,534)	(3,118)
Salaries and Employee Benefits	824,880	-	-	824,880	778,154
Special Events	10,384	-	-	10,384	14,471
Stipends	10,771	-	-	10,771	4,751
Telephone	10,360	-	-	10,360	9,154
Travel	3,761	-	-	3,761	2,030
Utilities	21,004	-	-	21,004	22,182
	1,292,092	-	-	1,389,117	1,348,445
				-	
Excess (deficiency of revenue over expenses)	105,384	38,226	-	46,585	59,105



CLIENT SUPPORT SERVICES



Client Support Services

Since January 2024, our Client Support team distributed a total of 405 food packages to individuals living with HIV. These packages include weekly supplies of fresh vegetables and fruits along with our monthly grocery packages. This year, we have served 68 unique individuals through our food programs. Notably, we gained 13 new clients, bringing the total number of active clients to 96.

This year,

“...we have provided approximately 200 hot meals at various social events.”

These meals were served during our monthly PHA socials, including Movies and Popcorn Fridays at Café Pathways, as well as at our summer picnics in the park. These events offer opportunities for social engagement for our clients.

In addition, our wellness initiatives have expanded with the introduction of Wellness Wednesdays, a new program designed to help clients improve their physical health through low-impact fitness activities. Alongside Wellness Wednesdays, our complementary bi-annual Essential Oils workshops continue to offer therapeutic benefits to our clients. These programs are part of our ongoing commitment to enhancing the overall well-being of those we serve.

PEER ENGAGEMENT



Peer Engagement

TTOA

The Turning to One Another working group has grown from three to seven members over the last year. With a focus on recruitment, four new peers have expressed interest in joining TTOA and have become a great fit for the group. We have held two peer-led presentations; one based on the importance of Kindness, as well as Domestic Violence from a Male's Perspective. Both presentations had a large turnout and have been crucial in ensuring our yearly targets are being met. The TTOA group has recently completed an Addictions and Mental Health course through CTRI, and we will be planning another peer-led workshop on what has been taught.

Provincial TTOA has recently put on another Peer Facilitation Training, which all seven peers have been attending. This training spans over three months, which will keep the group busy and will be beneficial to all members of TTOA as it teaches the fundamentals of putting together a workshop.

Men's Group

Men's Group has eight regular attendees and has been a predominantly peer-led support group. There have been three presentations, all of which have been peer-led, and have emphasized the importance of men's health and wellness. Due to the departure of the part-time Peer Engagement Coordinator, some changes to this group will be made to ensure it continues to run smoothly.

Outreach

Throughout the last year, our department has placed a lot of focus on outreach and letting the community know about our services. We attend the Downtown Mission and H4 regularly to bring flyers and speak with the service users and workers about our Core Skills training, and support groups that they can attend. In doing this, we have completed the intake process for several new peers.

We have also made a meaningful effort to attend various community events and meetings to develop relationships with other service providers to inform them of the services we offer. Most recently, we attended the Lights of Hope event with a peer from our program to show our support for people who use substances and give respect to the lives lost from substance use. Furthermore, we have an upcoming presentation at the PAT Committee meeting to tell other organizations about the work we do and the communities we serve.

Community Placement

In the last year, one of our peers completed two community placements, one at the Hiatus House, and one currently at the Welcome Shelter for Women and Families. Throughout their placement, we have remained in close contact with both agencies ensuring the MOU is being followed thoroughly and ensuring that our peer feels supported and valued as they are teaching the other agencies from a lived experience perspective.

AFRICAN CARIBBEAN BLACK



African, Caribbean, Black

This year, the African Caribbean Black (ACB) Community Outreach program restarted Sister Circle for African, Caribbean and Black women on the last Friday of every month. During these gatherings, we've discussed topics on sexual health, mental health and emotional health. We've also linked participants to care by providing HIV testing locations, increasing the knowledge of PrEP/PEP and mental health resources. We also provided pads, tampons and condoms to participants.

The ACB program continues to stay connected with community members. We've engaged with the International Student Centre at the University of Windsor and IncluSV Beauty Solutions by providing them with sexual health 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 have also connected with the Multicultural Council of Windsor and Essex County, New Canadians' Centre of Excellence, Beauty is Me, and Stelly's Cuisine and Catering.

The ACB 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. At these monthly bingo games, we posed questions on a range of topics such as HIV, PrEP and PEP.

“This approach was designed to test the attendees’ knowledge but also to provide valuable information and encourage discussion.”

The ACB program continues to stay connected with service organizations. We participated in the “Temporary Foreign Worker Community Conversation” in Chatham hosted by The Windsor Essex Local Immigration Partnership and TeamWork Project on March 7, 2024.

Hosted by the WECHC SAPACCY team, the ACB program attended the ‘Speak Now – Stronger Together’ event on June 21, 2024 which focused on how Black mental health professionals can collaborate and build capacity. Additionally, the ACB program participated in the Pelee Island Health Fair held by the Windsor-Essex Canadian Mental Health Association in Pelee Island on June 22, 2024. We provided support and education to the migrant workers and engaged over 30 participants.

WHAI



WHAI

This year, the Women HIV/AIDS Initiative (WHAI) Community Outreach program's primary focus was implementing activities to address the key barriers to HIV care for women that derived from the WHAI's Collective Impact report published in 2023. For more information about the report go to: <https://whai.ca/resource/collective-action-community-change-a-report-amplifying-community-voices/>

The program continued its collaboration with the Welcome Centre for Women and Families through monthly facilitation of a one-hour activity. Typically, the activity is Sex Toy Bingo, where women can win sex toys as prizes and answer questions relating to sexual health. Other activities included arts and crafts, plant potting, and card making for Love Positive Women (LPW). 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.”

The program created gift bags for all PPCS women clients that included self-care items and necessities, as well as a gift card to support economic security.

The WHAI program continued its dedication to education by providing presentations to service providers and service users as requested. Presentations were provided to United Way, House of Sophrosyne and Hiatus House, on topics related to Women & HIV, Women & Harm Reduction, Condom Negotiation, and STI 101. The WHAI program was also a part of the Windsor-Essex Public Health Unit's (WEPHU) Community of Practice Committee. The meetings are hosted by WEPHUs department of Infection Disease Prevention and are held quarterly with the aim of fostering technical exchange, collaboration, and mobilization amongst community partners.

To support women's needs and connect with them in some times difficult to reach spaces, the WHAI program provides local women serving agencies with safer sex supplies, feminine hygiene products, and educational materials. Supplies are packaged with educational inserts and delivered to the agencies for distribution. Additionally, alongside the Education & Outreach team the WHAI program contributed to the Needle Syringe Program by assisting with in-centre distribution, creating kits such as condom packs, feminine hygiene kits and safe injection kits.

2SLGBTQ+



2SLGBTQ+ Sexual Health

Youth Engagement

Youth groups continue to run monthly in Chatham, with 4-7 youth attending on average. We have also been co-facilitating youth and young adult groups alongside QLINK once a month, delivering short presentations on mental health, wellness, and sexual health to 15-25 2SLGBTQ+ young people. At these groups, youth can chat, make friends, learn life and coping skills, and interact with trusted 2SLGBTQ+ adults, building relationships where youth can feel safe asking questions about personal or sensitive topics. A partnership has also been maintained with Trans Wellness Ontario, and a joint resource is being developed about online dating and sexual health for trans and nonbinary young people. A resource has also been developed for parents and guardians of trans and nonbinary youth and delivered to local schools and organizations for families who might need them.

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 STI testing, PrEP, and other needs. In the 2023-24 fiscal year, online outreach reached 225 MSM, with 144 significant conversations. 66 of these included referrals to services such as PrEP, testing locations, or local social services. It's been important to us to have online outreach performed by GBMSM peers in order to more fully and candidly connect with men online, providing support on a peer-to-peer level.

Presentations

Education to service providers continue on an on-demand basis, as well as in the form of quarterly webinars. Regular presentations are delivered to staff and teachers at St Clair College about 2SLGBTQ+ health outcomes and becoming an affirming workplace. Regular workshops have been established with House of Sophrosyne to educate women in recovery about gender, sexuality, and consent on a monthly basis.

“In these ways we hope to better educate service providers about the potential needs of 2SLGBTQ+ clients”

and how to reduce barriers to their services, and the community about sex, gender and healthy sexuality.

HARM REDUCTION



Harm Reduction

Supporting people who use substances in Chatham-Kent and Windsor-Essex.

Windsor-Essex

Transactions: **16,449**

Unique Service-Users: **2,307**

Injection & Inhalation supplies: **3,824,833**

Needles: **510,283**

Kits: **62,255**

Most Requested Kit: **25,038** Meth Kits

Top 3 drugs used as reported by service-users:

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

Chatham-Kent

Transactions: **3,349**

Unique Service-Users: **740**

Injection & inhalation supplies: **2,161,604**

Needles: **302,575**

Kits: **37,276**

Most Requested Kit: **15,415** Meth Kits

Top 3 drugs used as reported by service-users:

- Methamphetamine (Crystal Meth)
- Dilaudid/Hydromorphone
- Fentanyl (non-prescribed)

- Pozitive Pathways distribute harm reduction supplies to service users and satellite sites throughout Chatham-Kent and Windsor-Essex occurred at 9 fixed locations accessible by the public; through 10 community agencies accessible to clients only; and 3 mobile delivery services accessible to both the public and clients.
- The team provided or were involved in 60-65 education, face-to-face outreach and community development activities.
- The program continues to offer snack packs to service users accessing the PPCS 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 2023 for all peers participating in the program. In 2023-24 our team expanded to include two peer consultants who assist with supply distribution and kit making at the PPCS in-centre NSP.
- The department welcomed Andrews Amartey, Kristen Dwyer, Kenneth Mayne and Lovinger Yamoah to our team. We'd like to also acknowledge the departure of Tracey Douglas, Kenneth Mayne and Roy Campbell. 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.

A special "thank you" to Roy Campbell whose contribution to our agency is irreplaceable and everlasting. We are forever grateful.



COMMUNITY & VOLUNTEER ENGAGEMENT

As we reflect on more than

35 Years

of Pozitive Pathways, we want to extend a heartfelt thank you to all our volunteers and community partners who have generously dedicated their time and continue to support our mission. Their unwavering commitment and selfless service have been the backbone of our organization, making a profound impact on the lives of those we serve. We also want to express our sincere gratitude to this year's donors – your generous contributions have been essential in supporting and funding our programs and services.



WHO WE ARE



**POZITIVE
PATHWAYS**
COMMUNITY SERVICES

FAST SIGNS



**EDUCATION
& OUTREACH**



**VOLUNTEER
SERVICES**



**SUPPORT
SERVICES**

STAFF

ADMINISTRATION

Michael Brennan

Executive Director

Pauline Nash

Director of Programs & Services

Ashley Doung

Community & Volunteer Engagement Coordinator

SUPPORT SERVICES

Jenn Deslippe

Manager of Client Support Services

Weedor Koiblee

Support Worker

EDUCATION & OUTREACH

Rebecca Friesen

Men 2 Men Sexual Health Program Coordinator

Safa Al-Sahar

Women's Community Outreach Coordinator

Subomi Aminu

Multicultural Outreach Coordinator

PEER ENGAGEMENT

Ali Snyder

Peer Engagement Program Coordinator

HARM REDUCTION

Lovinger Yamoah

Harm Reduction Support Worker

Ilene Muise

Harm Reduction Support Worker

Divine Kagbetor

Harm Reduction Support Worker

Mallory Spiers

Harm Reduction Outreach Coordinator

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Vice Chair

Youstina Asaad

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BJ Turnbull

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Megan Miinch

Dr. Merrick Pilling

Leeladee Scuffle-Gayle

Shelley Aretz

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POZITIVE PATHWAYS

COMMUNITY SERVICES



511 Pelissier Street,
Windsor, ON N9A 4L2

(519) 973-0222
www.pozitivepathways.com

   @pozpathways