



**POZITIVE
PATHWAYS**

**32 YEARS IN THE COMMUNITY
2019-20 ANNUAL REPORT**

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FORWARD FROM THE EXECUTIVE DIRECTOR & BOARD PRESIDENT:

Reflecting on 32 years in the Community

What a difference in the world since last years AGM! Our agency has made significant contributions to the greater community in a variety of ways, and continues to do, as we transition to our new name; Positive Pathways Community Services. We take with us the thirty one years of lessons that AIDS Committee of Windsor taught us, and reflect on just how far we have come.

We continue to uphold the values that we were founded upon. Our focus remains on inclusivity, compassion and community building. In the times of the founding of this agency, there was grief, and loss but also a profound need to galvanize into activists and change makers. This has also been a year of grief and loss in many ways, but also one where we are reminded of the power of activism and leadership. We are especially proud of our ability to transition into new roles and face new challenges while remaining true to our core mandates.

The shoulders we have stood on continue to prop us up as we focus on the importance of testing, treatment, education, outreach and prevention. Apathy and stigma prevail, even as PrEP and a focus on U=U (undetectable =untransmittable) highlight our progress in the fight against HIV/AIDS. While the fight may look different, the current realities continue to pose challenges to the health of our community.

Mental health challenges are increasingly common, as are the stark realities of those facing substance use disorders and the risks associated with the social isolation facing so many of us. In response

to these, we have worked hard on programming, education and service delivery across the agency.

As the landscape shifts, so to does our response to it and we are proud of our progress this past year in relation to client services, harm reduction, outreach and education and program delivery. Our staff continue to create and deliver dynamic programming and are engaged in working towards positive, productive programs that will have lasting effects on those we work for and with.

The needs of the community are always evolving, our commitment to engagement in meaningful, creative ways continues to grow with it. Though harnessing the power of technology, and each other, we have been able to increase outreach and work to engage in the face of significant challenges posed by the current times.

This is not the first time that we have been challenged, nor will it be the last. As we look back, in order to look forward, we are optimistic about the potential for Positive Pathways in its first full year. This optimism will be needed as we face rising stigma, and inequities across the regions. There is no doubt that we still have work to do.

This work will continue to be done in partnership with others in the community, but will also be done with an eye towards future leadership and a desire to be a critical voice when advocacy is needed. We are proud of our track record of hard work in our region, and of our reputation of being strong advocates.

Our name may have changed, but our deep gratitude to those who came before remains unwavering. We owe it to them, and to you, to continue to work towards providing evidence based, promising practice work focused and committed to advocacy, activism and service that can lead and support ending AIDS in our lifetimes.

Join us!

Michael Brennan
Executive Director



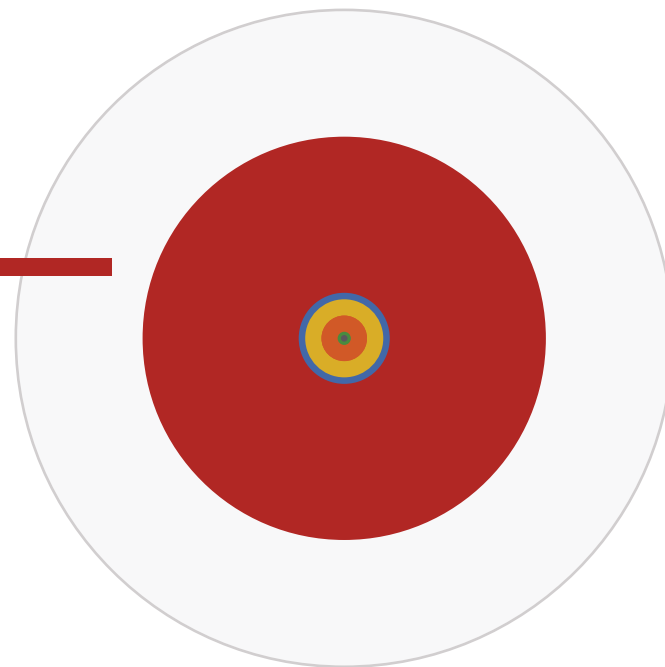
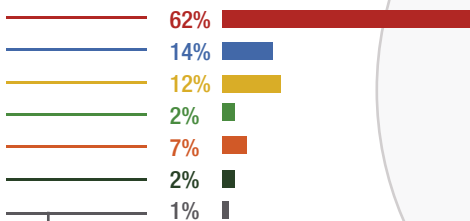
Naomi Levitz
Board President

Naomi Levitz

STATEMENT OF OPERATIONS FOR THE YEAR ENDED MARCH 31, 2020

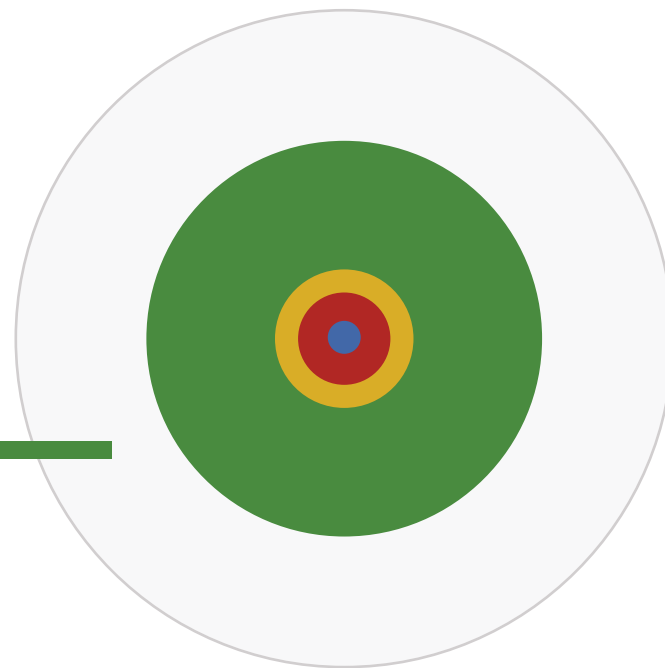
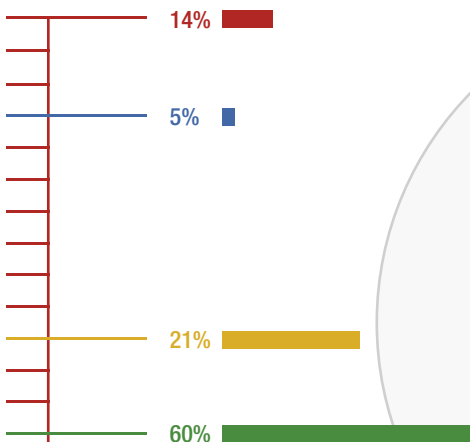
REVENUE

| | General Fund | Bingo Fund | Capital Fund | 2019 Total | 2020 Total |
|--|--------------|------------|--------------|------------|------------|
| Ontario Ministry of Health - AIDS Bureau | 842,651 | - | - | 842,651 | 842,651 |
| Public Health Agency of Canada | 197,711 | - | - | 183,508 | 197,711 |
| Windsor Essex County Health Unit | 164,886 | - | - | 186,487 | 164,886 |
| Donations and fundraising activities | 24,134 | - | - | 27,760 | 24,134 |
| Municipality of Chatham-Kent | 90,906 | - | - | 73,306 | 90,906 |
| Solcz Family Foundation grant | 34,094 | - | - | - | 34,094 |
| Bingo Proceeds, net of expenses | - | 13,930 | - | 18,877 | 13,930 |
| Amortization of deferred contributions | - | - | 501 | 215 | 501 |
| | 1,313,712 | 13,930 | 501 | 1,332,804 | 1,368,813 |



EXPENSES

| | General Fund | Bingo Fund | Capital Fund | 2019 Total | 2020 Total |
|--|--------------|------------|--------------|------------|------------|
| Amortization of property and equipment | - | - | 3,007 | 577 | 1,348 |
| Automobile | 20,309 | - | - | 24,769 | 20,309 |
| Bank Charges and Interest | 777 | - | - | 911 | 777 |
| Building Accommodations | 73,934 | - | - | 68,444 | 73,934 |
| Insurance | 7,902 | - | - | 5,927 | 7,902 |
| Maintenance and Repairs | 14,856 | - | - | 22,666 | 14,856 |
| Membership Fees | 2,000 | - | - | 2,500 | 2,000 |
| Office | 27,905 | - | - | 29,378 | 27,905 |
| Office Furniture and Equipment Rental | 9,152 | - | - | 12,441 | 9,152 |
| Professional Fees | 10,958 | - | - | 8,637 | 10,958 |
| Program Delivery and Education | 278,743 | - | - | 242,367 | 278,743 |
| Promotion and Advertising | 2,117 | - | - | 2,162 | 2,117 |
| Property Taxes, Net of Rebate | (3,720) | - | - | (3,508) | (3,720) |
| Salaries and Employee Benefits | 825,702 | - | - | 803,590 | 825,702 |
| Label Me Person Project | 34,094 | - | - | - | 34,094 |
| Special Events | 15,654 | - | - | 11,121 | 15,654 |
| Stipends | 5,843 | - | - | 10,353 | 5,843 |
| Telephone | 8,377 | - | - | 9,273 | 8,377 |
| Travel | 4,292 | - | - | 6,045 | 4,292 |
| Utilities | 17,921 | - | - | 20,819 | 17,921 |
| | 1,356,816 | | 1,348 | 1,278,472 | 1,358,164 |



| | | | | | |
|--|---------|--------|-------|--------|--------|
| Excess (deficiency of revenue over expenses) | (2,434) | 13,930 | (847) | 54,332 | 10,649 |
|--|---------|--------|-------|--------|--------|



CLIENT SUPPORT SERVICES

OUR HOT LUNCH PROGRAM TURNED INTO A MONTHLY GROCERY DELIVERY SERVICE!

We knew that we needed to continue to provide clients with food security and for health reasons, we wanted to keep the number of clients entering grocery stores to a minimum. It has been an absolute success. With the help from the Education Department for grocery shopping, our team has done 221 Food Deliveries in the Windsor-Essex and Chatham-Kent Regions in the past 6 months alone. Monthly Care Package deliveries include food staples such as bread, eggs, cheese, fresh meat & deli meat, noodles, fresh and frozen vegetables, fruit, and of course, some snacks—can't forget the comfort food in times like these! We also continue to provide donated fresh fruits and vegetables from the Downtown Mission FRESH Program.

All in-person Complimentary Therapies were put on hold due to COVID-19, so Support Services Essential Oils workshop went Virtual! Personalized kits were made up and delivered to client homes. They included all necessary items to participate in the workshop from their own homes, including the oils. This has assisted in empowering clients with knowledge and access to therapies when they feel they need it most.

In collaboration with the M2M program, we successfully hosted a client Summer Social in both Windsor and Chatham and are in the planning stages of our annual Holiday Social and a Virtual World AIDS Day!

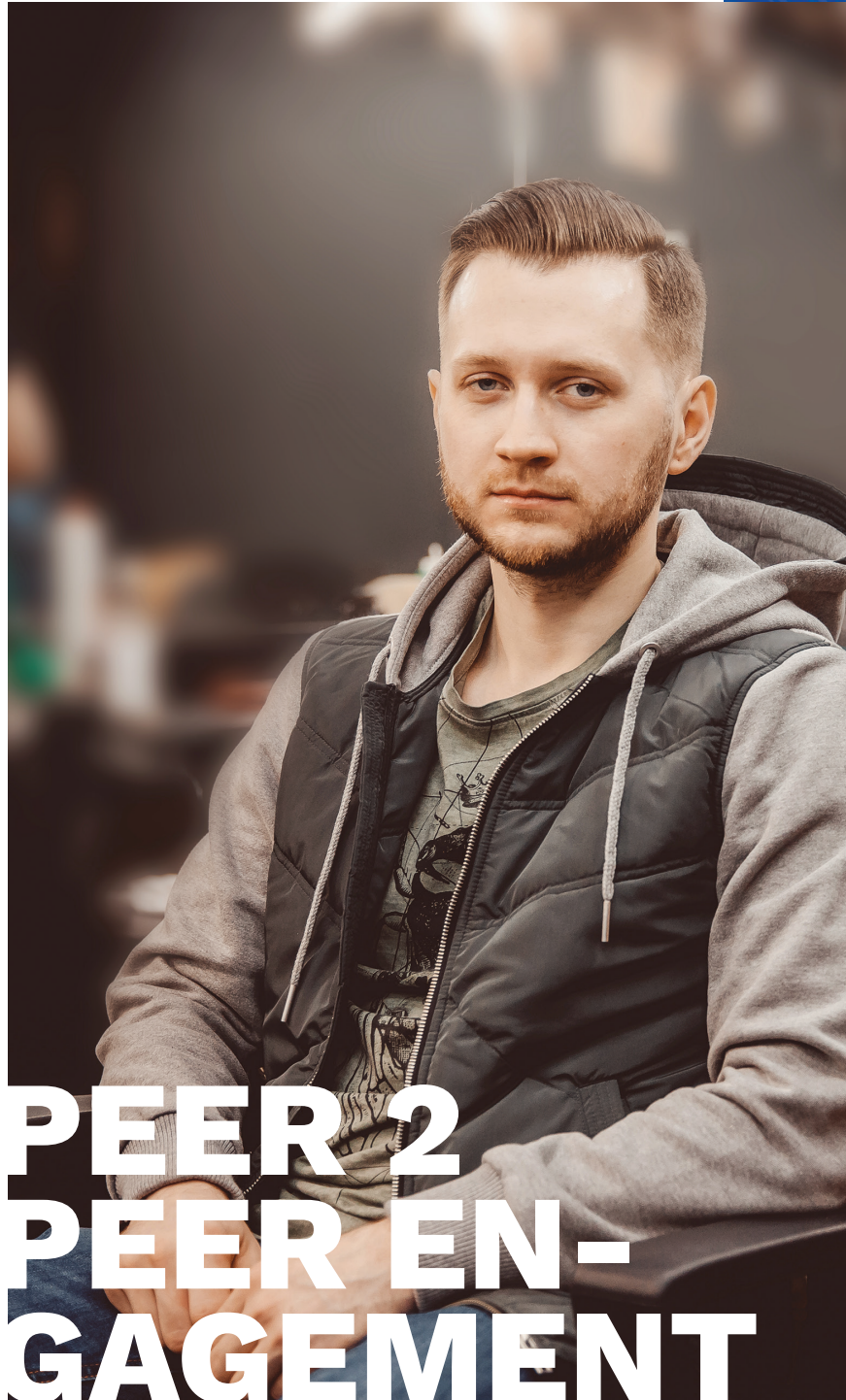
Our Support Services Team lost our Case Manager, Mary Jane LeClair to another great opportunity in the community, allowing Weedor to step in to a full-time position. Weedor has worked hard to ensure that being short one

team member would not impact the quality of support we provide to our clients.

This year, this department was extremely fortunate to secure a grant from Second Harvest for food security, which has helped immensely in providing our monthly deliveries.

Because of this additional support, we have been able to customize packages to meet specialized health & nutrition needs of clients and even allowed us to provide an additional gift card in each package in October for those additional Thanksgiving meal needs!

“...WE HAVE BEEN ABLE TO CUSTOMIZE PACKAGES TO MEET SPECIALIZED HEALTH & NUTRITION NEEDS...”



PEER 2 PEER EN- GAGEMENT

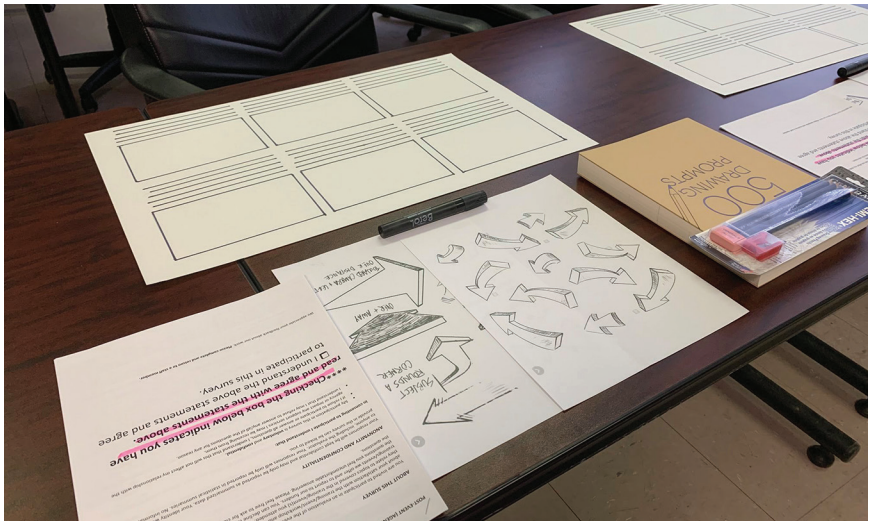
COVID-19 EMERGENCE

With the Peer Program being reliant on face-to-face interactions, unfortunately all of our programming was placed on hold when COVID-19 emerged. Over the past couple months, the peer program staff have been working diligently to reinstate much needed peer groups such as our women and men's support groups and Turning To One Another Working Group in a hybrid online/in-person model. Although it has been a challenge reconnecting with some peers as their situations have changed during their absence from the agency during our shutdown, we have set up the board room in a way that promotes physical distancing, we are converting all of our workshops to webinar form and have peers working on educational workshops to be presented virtually!

We are very excited in peer engagement for the new agency branding as some have felt that stigma can be a barrier preventing peers from coming into the organization. With the new name and the new look we are hoping that we will be able to engage more peers in a meaningful way and make the experience more positive for them!

We look forward to continuing to broaden our programs and services being offered again in a safe and effective way and are excited to welcome back our peers...we've missed you!

**“...WE HAVE SET UP
THE BOARD ROOM IN A
WAY THAT PROMOTES
SOCIAL DISTANCING...”**





THIS YEAR, OUR ACB PROGRAM BEGAN A NEW INITIATIVE CALLED “SISTER CIRCLE”

The first engagement event took place on October 27th, 2018 in partnership with the WHAI program. Creating a space for ACB women in Windsor to share experiences and engage in discussions is around Health Equity, Health Disparity and Social determinants of Health.

With the great feedback provided by those in attendance the program hopes to host another event in H2 of fiscal year 2019/20.

The program also continued to work with a peer in the Leamington area to provide sexual health resources to Caribbean migrant workers.

APPROXIMATELY 26% OR 16,900 OF PEOPLE LIVING WITH HIV IN CANADA ARE NOT AWARE OF THEIR STATUS.

AIDS COMMITTEE OF WINDSOR
African, Caribbean, & Black
Canadian HIV/AIDS
Awareness Day

7 February

Talk to your local AIDS service organization or health care provider for more information.

For more information about HIV tests and where to get tested, visit www.HIV411.ca.

AIDSWINDSOR.ORG

breaking down barriers

SISTER CIRCLE

building up women

SATURDAY FEBRUARY 8, 2020
10:00 A.M - 12:00 P.M
ALL NATIONS FULL GOSPEL CHURCH
897 WINDERMERE RD, WINDSOR, ON N8Y 3E3

LUNCH WILL BE PROVIDED

AIDS Committee of Windsor | ANEGC | CACVO | WHAI Women & HIV/AIDS Initiative



WOMEN & HIV PROGRAM

THE WHAI PROGRAM CONTINUES TO ENGAGE AT-RISK WOMEN IN THE COMMUNITY FOR CONNECTION, EDUCATIONAL DISCUSSION AND INCREASED ACCESS TO SUPPLIES THEY MAY NEED.

- WHAI has moved its programming online in response to social distance regulation. The Sexual Health Circle at House of Sophrosyne meets online every 3 weeks to discuss all things sexual health and “wellness-related.”
- “Pozcast”, a new Education and Outreach Team podcast has been releasing weekly episodes for 8 weeks; again discussing all things sexual health and wellness-related.
- Sexual Health Supplies and Menstrual Health Products are distributed weekly to women in the county via partnership with the Windsor Essex Community Health Center Outreach Team.
- WHAI also participates in “Webinar Wednesdays”, bringing in educational pieces related to Women and HIV.

For the WHAI Program, transitioning to the Positive Pathways brand, means WHAI continues to meet women where they are at. Now more than ever, with community connection so hard to foster, the WHAI coordinator aims to create as many options as possible for women with different levels of access to be able to connect.

Whether its through the Podcast, at a webinar, in an online discussion, in person at the Women Supporting Women drop-in (which resumed at the end of October with Social Distancing measures in place), or just by supplying someone with some menstrual products, WHAI hopes that there is a path for any woman who wants to connect to be able to.

“FOR THE WHAI PROGRAM, TRANSITIONING TO THE POZITIVE PATHWAYS BRAND, MEANS WHAI CONTINUES TO MEET WOMEN WHERE THEY ARE AT.”





MEN 2 MEN SEXUAL HEALTH

ADAPTING TO COVID

The M2M Project coordinators Steff and Rebecca have been busy adapting our program to these ever changing Covid-19 times.

All of our youth groups have moved to an online model of service delivery that includes workshops for the youth including Queer Sex Ed, Navigating the School System and Self-Esteem and Body Image. We also adapted our parenting group; Transitioning Families to an online model and hope to continue to do this until it is safe to meet in person again.

As always we continue to offer online outreach on a variety of dating apps geared towards GBMSM.

The M2M program has also partnered up with Client Support Services to offer socially distanced socials in Windsor and in Chatham. These socials not only break down potential social isolation but give people an opportunity to reconnect with each other and the agency. In partnership with the WHAI program and the ACB program the M2M project has also launched a series of weekly webinars based around our previous in person workshop offerings. Topics include 2SLGBTQ+ 101, Harm Reduction, U=U and so much more!

The Education and Outreach team has also started a weekly podcast called the Pozcast. With hundreds of listeners already the team is thrilled about this new project and it's potential to reach our hidden and hard to reach populations.

The M2M project is excited to continue to partner up with programs throughout the agency including the Peer Program to have peers on the Pozcast and Client Support Services for more socially distanced socials.

We're also excited for our upcoming Train the Trainer program geared towards the youth who attend our youth groups. This program aims to

hire a youth and launch a series of workshops on binder safety with them.

OUR NEW BRAND AS POZITIVE PATHWAYS HAS ACTED AS A REMINDER TO CONTINUE TO BE RESOURCEFUL AND EXPLORE NEW IDEAS AND WAYS OF DELIVERING PROGRAMS.

The brand change has also allowed for a shift in focus and a reminder that the work we do is not just about "AIDS" but about the overall social determinants of health including a person's sexual, emotional, and physical wellbeing that lead to reducing the risk of HIV and other STBBIs



THE “LABEL ME PERSON” ANTI-STIGMA AWARENESS CAMPAIGN HIGHLIGHTS HOW THE OPIOID CRISIS IMPACTS OUR COMMUNITY AND CHALLENGES STEREOTYPES OF PEOPLE WHO USE SUBSTANCES.

Through the sharing of stories from members of our community with lived experience, the campaign challenges us to reflect on how we've been impacted by substance use, and how each of us can play a part in ending the opioid crisis through education, awareness and the reduction of stigma.

Workshop one focuses on introduction to harm reduction, why harm reduction is important, the language and stigma surrounding persons who use substances, and an overview of harm reduction services.

Workshop two focuses on understanding what are the different types of opioids, the effects of opioids (both short-term and long-term), effect of overdose, and naloxone information (different types, and how to effectively respond to an overdose). At the end, Naloxone training can be given to those who are interested.

Workshop three focuses on overdose prevention sites, consumption & treatment services sites, and the benefits of addiction treatment services. There may be an opportunity to speak with community members, service providers, local officials, etc.

Label Me Person has had to significantly adapt to COVID-19. The majority of the campaign objectives was in-person interactions and engagements such as the interactive display rotating in key areas and in-person workshops where we had community members joining us along with our peers to start real conversations about substance use and its impact in Windsor & Essex County. However, due to COVID, we've had to develop and think of different ways we can still achieve our desired engagements and interactions.

“LABEL ME PERSON HAS HAD TO SIGNIFICANTLY ADAPT TO COVID-19.”

- We've changed from in-person workshops to virtual webinars. The virtual webinars were an impactful plan as we were able to reach to more people and get the message out there to each of them.
- Label Me Person has released a new podcast! We are able to share meaningful stories and insights while sparking important conversations for the community to listen and learn. This has been an exciting development while we have been unable to tour the community with our interactive display. Give us a listen wherever you stream your podcasts!

More information can be found at www.labelmeperson.com



HARM REDUCTION

SUPPORTING PEOPLE WHO USE SUBSTANCES IN WINDSOR-ESSEX AND CHATHAM-KENT.

Distributed approx.

- 890,000 needles in Chatham-Kent
- 920,000 needles in Windsor-Essex

Further engagement of community partners interested in becoming distribution sites:

- The Ontario Addictions Treatment Centre (East Windsor) became a satellite site and began distributing supplies in July 2019.

Further development of a peer “Packing Squad” to ensure that peers are compensated with an hourly living wage for work completed. An appreciation event was held in December 2019 for all peers participating in the program.

Needle Syringe Satellite Site promotion card developed in July 2019. Quantities were provided to each location and are also included in kits.

Transition from Google Sheets to NEO 360, the Ministry of Health and Long Term Care (MOHLTC) provincial harm reduction service management and reporting system began in October 2019 with the aid of CAMH. This new system allows for more accurate reporting of transactions, unique users, gender, residential location and quantities of each supply distributed.

Partnership with MacTavish Pharmacy in Dresden ended in the Spring of 2020.

COVID-19 IMPACT ON SERVICE DELIVERY AND ADAPTATION:

Positive Pathways NSP switched to self-serve distribution temporarily and returned to

regular distribution within a more permanently modified space providing enhanced protection to service users and staff.

Neo 360 data collection at Positive Pathways NSP and other locations were postponed until the Spring.

Positive Pathways deliveries direct to service users and distribution sites was temporarily disrupted. All deliveries resumed early Spring and remain contactless.

Some sites have continued to operate at modified distribution hours.

NEW PROGRAM HIGHLIGHT:

THANKS TO THE GENEROUS DONATION OF GIFT CARDS FROM SUPPORT SERVICES THE PROGRAM HAS STARTED MONTHLY FOOD PACKAGE DISTRIBUTION.

Distribution occurs on the 4th Wednesday of every month at the Positive Pathways location only. Packages includes items such as granola bars, apple sauce, juice, water, etc.

We want to acknowledge the departure of Emmerson MacIntosh and welcome Michael Kumako to the NSP team.



COMMUNITY & VOLUNTEERING ENGAGEMENT

“NO ONE IS MORE CHERISHED IN THIS WORLD THAN SOMEONE WHO LIGHTENS THE BURDEN OF ANOTHER.” – AUTHOR UNKNOWN

We are so lucky to have such compassionate, dedicated volunteers who have transitioned with us through these unprecedented times as well as celebrated with us through these exciting new changes! As we become Pozitive Pathways Community Services our volunteers and community partners continue to walk our new path right along with us. We have been so excited to welcome our new brand as Pozitive Pathways and look forward to new events, new community partnerships, and continued dedication in 2021.

Volunteers have assisted with many tasks involved in developing our new brand, hosted events, and took on the enormous task of adapting our annual A Taste for Life Event to go virtual and become A Taste for Life- Home Edition!

Our Board of Directors have provided unparalleled guidance and leadership as we blossom into Pozitive Pathways, and navigate these challenging times with compassion, care, and competency. We transitioned to a virtual volunteering program, establishing a new communications platform and re-working our entire program. While adjusting to this new normal we are adapting our donor programs and transitioning all of our events to virtual events and planning for a social distanced future.

- Volunteer have contributed over 1,700 hours to our agency this past year

- We have welcomed over 11 new volunteers this year who are committed to our agency
- We have hosted 5 virtual events during the pandemic

Thank you to all of our volunteers and community partners who have given their time over the last 32 years!

VOLUNTEERS: PASSION, ACTION, IMPACT

VOLUNTEERING WITH THIS AGENCY WHILE IT TRANSITIONED FROM AIDS COMMITTEE OF WINDSOR TO POZITIVE PATHWAYS COMMUNITY SERVICES WAS SUCH A MEANINGFUL AND EXCITING EXPERIENCE.

This is such a special place full of compassion and creativity. I am honoured to have had the opportunity to do such meaningful work for my community. I am excited to see the path that Pozitive Pathways will take in our community, and I value the history that is honoured in ACW's past and PPCS's future. Thank you for a great volunteer experience! –Matthew, volunteer

THANK YOU TO ALL THOSE WHO DONATED THIS YEAR! YOUR GENEROUS GIFTS HELP SUPPORT ALL OF OUR AGENCIES PROGRAMS AND SERVICES.

Interested in getting involved?
Contact our Community & Volunteer Engagement Coordinator for events, volunteer opportunities, donations, community partnerships, and more!



WHO WE ARE

Mike Brennan
Executive Director

David Holmes
Director of Finance & Operations

Pauline Nash
Director of Programs & Services

Steff Armstrong
Men 2 Men Sexual Health Project Coordinator

Rebecca Friesen
Men 2 Men Sexual Health Project Coordinator

Ashley Doung
African Caribbean Black Community Outreach Coordinator

Julia Bracewell
Women & HIV Community Outreach Coordinator

Claire Vernet Rogers
Harm Reduction Community Education Coordinator

Reem Adas
Harm Reduction Community Education Coordinator – Label Me Person

Roy Campbell
Harm Reduction Support Worker

Kayla Phoenix
Harm Reduction Support Worker

Michael Kumako
Harm Reduction Support Worker

Jenn Deslippe
Manager of Client Support Services

Weedor Koiblee
Case Manager

Donna King
Peer Engagement Program Coordinator

Stephanie Bertrand
Peer Engagement Program Coordinator

Starr Meloche
Community & Volunteer Engagement Coordinator

Congratulations to our staff who have welcomed new little bundles of joy into the ACW family!

Jenn Deslippe
Manager of Client Support Services
Victoria Pizutti
Peer Engagement Program Coordinator

2019-2020 BOARD OF DIRECTORS

Naomi Levitz Shobola
President

Youstina Asaad
Secretary, Treasurer

Stacy Davy
Member at Large

Jane Ku
Member at Large

Megan Miinch
Member at Large

Chad White
Member at Large

Kristin Rivait
Member at Large

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. PPCS encourages people living with HIV or AIDS to apply to the organization.

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 a month.

FOR MORE INFORMATION OR TO RECEIVE AN APPLICATION PACKAGE, PLEASE CONTACT MICHAEL BRENNAN, EXECUTIVEDIRECTOR@POZITIVEPATHWAYS.COM





**POZITIVE
PATHWAYS**

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