



**POSITIVE
PATHWAYS**
COMMUNITY SERVICES



2025-2026 ANNUAL REPORT

Table of Contents

- 2 Message from the Board Chair & Executive Director
- 4 Financial Statement 2026
- 6 Client Support Services
- 8 Peer Engagement
- 10 African, Caribbean, Black
- 12 Women & HIV Program
- 14 2SLGBTQ+ Sexual Health
- 16 Harm Reduction
- 18 Community & Volunteer Engagement
- 20 Who We Are
- 22 Notes

Message from the Board Chair & Executive Director:

Health and healing are at the heart of the work of Pozitive Pathways Community Services. It is a theme that has acquired particular resonance for us over the past year.

For more than three decades, Pozitive Pathways has worked alongside people living with, affected by, or at risk of HIV and other sexually transmitted and blood-borne infections. The circumstances surrounding that work have changed considerably, as they inevitably must, but its underlying principle has endured: people are more likely to seek care, protect their health and contemplate change when they are met with dignity, compassion and respect rather than judgment and righteous indignation.

It is within this tradition that we understand

harm reduction; a role our agency has been compelled to take on with increasing urgency as too many institutions continue to mistake indifference for policy and delay for prudence.

Harm reduction is sometimes treated as distinct from the work of an AIDS service organization. We believe that distinction is largely artificial. Access to sterile equipment, safer-use education, testing, referrals and trusted community supports constitutes a frontline defence against the transmission of HIV, hepatitis C and other blood-borne infections. Harm reduction also allows us to establish relationships with people who, for any number of reasons, may find themselves estranged from conventional health and social services. Meeting people where they are is equally a compassionate sentiment and

sound public health practice.

The continuing toll of substance use in our region makes the necessity of this work difficult to dispute. These harms arise within a broader social context. Poverty, housing instability, stigma and social exclusion shape people's health, access to care and ability to recover.

Our history in the HIV/AIDS movement has taught us this lesson before. Health is shaped by the circumstances in which people live, and healing grows through relationships, advocacy, access to care and meaningful community support. It also depends on communities willing to affirm every person's health, dignity and right to receive care without judgment.

The idea of health and healing also asks something of us as an organization. While we acknowledge the barriers and challenges associated with harm reduction, we need to also continue to acknowledge that harm reduction came with the arrival of HIV and many people continue to live with HIV to this day. While we have made many strides with prevention and treatment, such as PrEP and TasP, our agency still needs to find way of supporting those from recent diagnosis to long term survivor.

Organizations, like the people who comprise them, experience periods of change, introspection and renewal. This past year has afforded Pozitive Pathways an opportunity to consider not only what we do, but how we do it: how we support one another, how we respond to an evolving community, and how we preserve the institutional health necessary to sustain our work. An organization cannot care effectively for its community while neglecting its own capacity to do so. That, too, is part of stewardship.

This AGM also marks the completion of BJ's first term as Board Chair. I am grateful to

have had the opportunity to serve in this role and to work with our staff, volunteers, Board members and community partners over the past year.

Together, we offer our sincere thanks to our staff, peers, volunteers, community partners, funders and Board members, and especially to the people who place their trust in Pozitive Pathways.

As we enter another year, our methods will continue to evolve because the needs of our community will continue to evolve. Our purpose, however, remains remarkably constant. Our work begins and ends with people: with their health, their dignity, their right to be heard and their right to receive care without judgment.

That remains our measure of success, and our reason for being here.

Michael Brennan
Executive Director



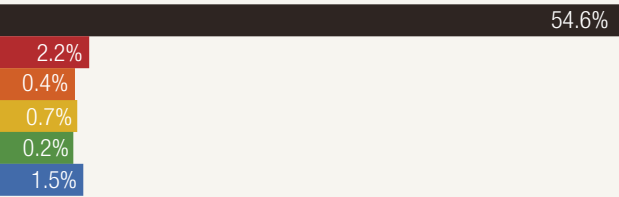
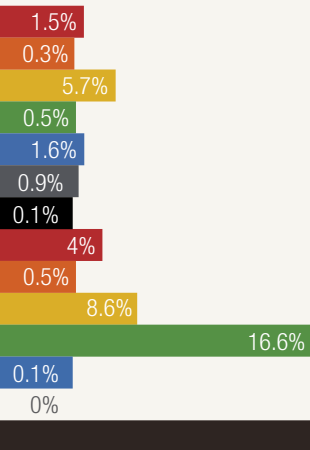
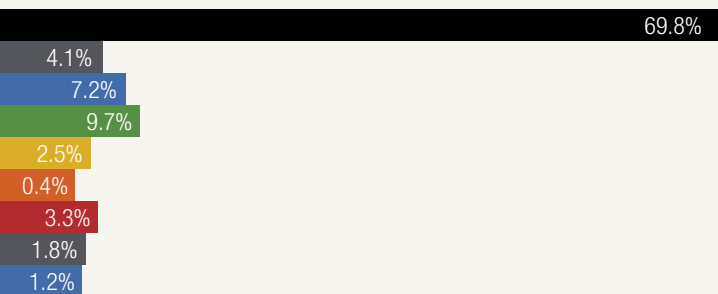
Burton J. Turnbull
Board Chair

Burton J. Turnbull

Statement of Operations For the Year Ended March 31, 2026

Revenue	General Fund	Bingo Fund	Capital Fund	2026 Total	2025 Total
Ontario Ministry of Health - AIDS Bureau	967,115	-	-	967,115	997,807
Funding holdback-MOH	57,118	-	-	57,118	41,944
Public Health Agency of Canada	99,596	-	-	99,596	80,000
Windsor Essex County Health Unit	134,213	-	-	134,213	161,806
Funding holdback-WECHU	35,214	-	-	35,214	11,738
Donations and fundraising activities	5,182	-	-	5,182	22,389
Municipality of Chatham-Kent	46,271	-	-	46,271	75,046
Amortization of deferred contributions	24,063	-	-	24,063	12,826
Bingo Proceeds, net of expenses	-	16,043		16,043	27,234
	1,368,772	16,043		1,384,815	1,430,790

Expenses	General Fund	Bingo Fund	Capital Fund	2026 Total	2025 Total
Automobile	20,833	-	-	20,833	18,592
Bank Charges	4,373	-	-	4,373	2,007
Building Accommodations	79,484	-	-	79,484	86,731
Insurance	6,331	-	-	6,331	15,722
Label Me Person Project	22,082	-	-	22,082	12,826
Maintenance and Repairs	12,691	-	-	12,691	13,241
Membership Fees	2,000	-	-	2,000	2,000
Office	55,865	-	-	55,865	56,150
Office Furniture and Equipment Rental	7,321	-	-	7,321	12,226
Professional Fees and Accounting Fees	119,470	-	-	119,470	128,077
Program Delivery and Education	231,346	-	-	231,346	246,337
Promotion and Advertising	1,520	-	-	1,520	-
Property Taxes, Net of Rebate	-	-	-	-	(3,676)
Salaries and Employee Benefits	762,205	-	-	762,205	725,593
Special Events	3,703	26,626	-	30,329	22,893
Stipends	5,500	-	-	5,500	6,376
Telephone	9,539	-	-	9,539	10,092
Travel	2,408	-	-	2,408	2,399
Utilities	20,922	-	-	20,922	21,566
	1,367,593	26,626	-	1,394,219	1,379,152
			-		
Excess (deficiency of revenue over expenses)	1,179	(10,583)		(9,404)	51,638



Client Support Services

Practical Support & Holistic Wellness

Support Services delivers essential practical support to ensure clients stay connected to vital care. Over the past year, we have provided over 30 clients with transportation assistance for medical appointments via taxi or bus passes, while distributing approximately 145 cases of meal replacement shakes and 270 personal hygiene products. Expanding on our holistic approach, Support Services was thrilled to host two interactive Aromatherapy Workshops as part of our ongoing Complementary Therapies programming. Designed to offer accessible, holistic relief, each session focused on practical ways to support day-to-day wellness:

- **Mental & Emotional Support:** Exploring plant-based scents that ground the nervous system, reduce stress, and promote restful sleep.
- **Physical Relief & Comfort:** Focusing on targeted blends to ease muscle tension, soothe discomfort, and encourage physical relaxation.

To ensure participants could put their new skills into practice, every client took home a personal diffuser, custom oil blends, convenient portable inhalers, and topical roll-ons for easy, on-the-go support whenever needed.

Together, these daily supports remove barrier-to-care challenges and demonstrate our ongoing dedication to enhancing the health, dignity, and overall well-being of those we serve.

Nourishing Our Community

Access to fresh, nutritious food is a cornerstone of health and stability. Through our Support Services program, we provide monthly food packages designed to supplement local food bank visits and elevate overall nutrition for our clients.

During designated weeks,

“an average of 45 clients each month receive a box filled with essential fresh items”

including eggs, milk, ground beef, cheese, yogurt, margarine, bread, and frozen vegetables, along with rotating seasonal additions. These packages ensure our clients have reliable access to high-quality protein and fresh staples right when they need them most. During the 2025-2026 fiscal year, a total of **547 boxes** were distributed.

In addition to our monthly packages, clients have weekly access to fresh, healthy produce

thanks to our wonderful partnership with Forgotten Harvest. Each week, one of our dedicated peer volunteers receives and sorts through donated fruits and vegetables so clients can stop by and select the items they need for their households. This peer-led initiative ensures that wholesome, fresh foods are readily available to our community, serving an average of 20 clients every week.

Bringing People Together

Building a vibrant, supportive community is at the heart of our programming, and our monthly socials provide a dedicated space for clients to connect and thrive. Throughout the cooler months from October to May, peer volunteers cook and serve wholesome three-course meals in the Red Ribbon Café. As the weather warms from June to August, the fun moves outdoors to Jackson Park for peer-led games and outdoor activities, bringing the total to over 140 meals shared across the year. The fall season highlights our annual excursion aboard Windsor Premier Cruises, giving roughly 25 clients a memorable afternoon of sightseeing, delicious food, and great conversation.

Coupled with monthly Movie Fridays offered a relaxing afternoon of snacks and cinema, these year-round gatherings play a crucial role in decreasing social isolation and uplifting client

wellness. Looking ahead, we are excited to shift Movie Friday to Slice, Shuffle, Social—a new monthly gathering where clients can come together to enjoy pizza, play games, and connect.

Carrying Their Legacy Forward

It is impossible to reflect on this past year without acknowledging the profound loss of key peers who helped build the very spirit of our organization. Though confidentiality prevents us from naming them individually, their impact is visible across every corner of our work.

From preparing meals and packing food boxes to guiding our organization through years of service on our Board of Directors, these volunteers were the ones who stepped up whenever the room went quiet and hands were needed. They did not just deliver services; they built a community—creating safe, welcoming spaces where our clients could share their struggles, celebrate their triumphs, and feel truly seen. Our agency is stronger, warmer, and more compassionate because of their sacrifice. We are endlessly grateful for their gift of time, and their legacy will continue to guide our mission forward. They are appreciated always and will be deeply missed.

Peer Engagement

TTOA

Throughout the 2025–2026 fiscal year, TTOA continued to evolve, welcoming new and returning peers while wishing other members well as they moved into new chapters. The group currently includes 7 peers and held 12 biweekly sessions focused on connection, learning, and project development.

Peers participated in several events and initiatives, including All About GIPA/MIPA, the Addressing Barriers and Stigmas Educational Fair, and the Peer Engagement Programs Fair, contributing materials, facilitating discussions, sharing resources, and engaging with community members. Peers also completed professional development, including Mental Health First Aid and Bloodborne Pathogens training, strengthening skills they can apply within the agency and community.

Men's Group

The Men's Peer-to-Peer Support Group met 11 times and currently includes 10 members, including 3 new peers welcomed this year. The group provides a welcoming space for connection, mutual support, and meaningful conversations around HIV and aging, mental health, grief, and everyday life. We also partnered with ABRPO for a Grief and Mental Health session. Through conversation, games, laughter, and learning, members continue to build connections and help shape topics and activities meaningful to them. To better support attendance and peer capacity,

members are helping identify a meeting schedule that avoids multiple programs within the same day.

Outreach

With a new Peer Engagement Coordinator starting at the end of the fiscal year, outreach efforts included handing out brochures to community organizations, along with attending organizations such as H4 to be more present and spread the word in the community.

Core Skills Workshop

Peer-led Core Skills Training continued every three months, typically welcoming 12 participants from Pozitive Pathways and the broader community. The training is open to peers 18+ with lived experience related to HIV/AIDS, harm reduction, substance use, and sex work. Hands-on activities and discussions focused on diversity, equity and inclusion, communication styles, confidence, and successfully managing change, strengthening practical skills for the workplace, community, and everyday life.

Educational Workshops

Peers continued developing confidence and leadership as educators. 2 peers presented a workshop on the basics of harm reduction at PAWS in Recovery, while another peer developed and presented Bridging the Gap: Trauma-Informed Support for Fearful-Avoidant Attachment in Addiction and Housing at Pozitive Pathways. These opportunities supported peers in using their lived experience, knowledge, and interests

to educate others, increase understanding, and challenge stigma and barriers.

Training

Our 2 Peer Workers, the Core Skills Facilitator and Men's Support Group Facilitator, completed Red Cross Standard First Aid CPR/AED Level C (Blended) training, strengthening their skills and preparedness to support peers and programs.

Outreach & Community Engagement

Peer Engagement strengthened its community presence through outreach with DWCC, CHC, the University of Windsor, VAWCCWE, United Way, and other community partners. Peers and staff shared resources, promoted programs, connected with community members, and strengthened relationships that created opportunities for referrals, workshops, collaboration, and future partnerships.



African, Caribbean, Black

The African Caribbean Black (ACB) Community Outreach Program continued to engage African, Caribbean, and Black community members through culturally responsive sexual health education, community outreach, partnerships, and resource distribution throughout the 2025–2026 reporting period. The program continued to facilitate Sister Circle, a monthly gathering for African, Caribbean, and Black women held on the last Friday of each month. Sessions addressed topics including sexual health, HIV prevention, mental health, and emotional well-being. Participants were connected to care and community resources through the provision of HIV testing locations, information on PrEP and PEP, mental health resources, and essential hygiene products.

The ACB program also maintained its community partnership with the Welcome Center Shelter for Women & Families, working alongside the Women HIV/AIDS Initiative (WHAI) worker to host monthly Sex Toy Bingo sessions. These interactive sessions incorporated questions and discussions on HIV, PrEP, PEP, and sexual health to assess participants' knowledge while providing education and fostering open conversations. In June 2026, the Multicultural Outreach Coordinator led a Sex Toy Bingo session and art activities at the Welcome Center Shelter for Women & Families in collaboration with the 2LGBTQ+ Outreach Support Coordinator.

Community outreach and sexual health promotion remained key components of the program. On National Black HIV/AIDS Awareness Day, the ACB program distributed sexual health packages containing condoms, lubricants, educational pamphlets, and information about PPCS programs and services, including the importance of HIV and Sexually Transmitted and Blood-Borne Infection (STBBI) testing. The program provided over 200 condoms to IncluSV Beauty Solutions for distribution to clients and customers. Sexual health packages and educational materials were also provided to the International Student Centre at the University of Windsor and IncluSV Beauty Solutions. Additional outreach materials included beanies, pens, flyers, and notebooks.

The program continued to strengthen community partnerships and participate in initiatives addressing the broader needs of African, Caribbean, and Black communities, immigrants, refugees, and newcomers. On February 5, 2026, program staff attended the WE LIP and University of Windsor School of Social Work event, “Embracing Anti-Racism Approaches in Integrating Immigrants and Refugees 2.0.” Discussions focused on community well-being, education, health, employment, housing, and social supports for individuals and newcomers.

To further strengthen outreach capacity, a new peer was hired in March 2026 to support community engagement and outreach activities. Overall, the ACB Community Outreach Program continued

to build meaningful community connections, increase access to sexual health information and resources, promote HIV and STBBI testing and prevention, and connect community members with appropriate health and social supports.



Women & HIV

Throughout the 2025–2026 fiscal year, the Women's Outreach Program continued to strengthen its commitment to engaging women in the community through accessible, inclusive, and relationship-based programming. The program focused on meeting women where they are by providing low-barrier opportunities to connect, access resources, build trust, and engage in conversations related to HIV, sexual health, harm reduction, and overall well-being.

A key component of the program's work has been collaborative outreach alongside the Harm Reduction team. This approach has allowed the program to broaden its reach and connect with women in community settings, including outreach at H4. Staff provided information, resources, support, and referrals while creating opportunities for meaningful engagement with women who may experience barriers to accessing traditional services.

The program continued to facilitate collaborative drop-ins in partnership with the ACB Program and the Welcome Centre Shelter for Women and Families. These drop-ins provide welcoming, safe, and accessible spaces where women can build relationships, receive support, share experiences, and access resources that reflect their individual needs and lived experiences. By maintaining a consistent presence within these community settings, the program has continued to build trust and strengthen relationships with women and community partners.

Programming throughout the year emphasized creative and engaging approaches to health education and relationship building. Activities such as **Sex Toy Bingo** provided a fun, sex-positive environment where participants could connect with one another while creating natural opportunities for conversations about HIV prevention, sexual health, safer sex, and other important topics. The introduction of **therapeutic crafts** further expanded programming opportunities, encouraging creativity, relaxation, and informal conversation among participants.

A significant highlight of the year was the successful **Love Positive Women (LPW) event**

“which brought together 24 clients and staff”

for an evening focused on connection, celebration, and community. The event featured catered food, desserts, music, prizes, and meaningful conversations, creating a positive and supportive environment for participants. The strong engagement demonstrated the value of opportunities that celebrate women, foster belonging, and create space for connection beyond traditional service delivery.

Overall, the Women's Outreach Program continued to demonstrate the importance of flexible, low-barrier, and relationship-based approaches to supporting women. Through collaborative outreach, community partnerships,

drop-in programming, health education, and social and therapeutic activities, the program created meaningful opportunities for women to connect, access support, and engage in conversations that promote health, safety, and well-being. Looking ahead, the program will continue to build on these relationships and

partnerships while exploring new opportunities to reach and support women throughout the community.



2SLGBTQ+ Sexual Health

Youth Engagement

Youth groups continued to run monthly in partnership with Bill's Place in Chatham and QLINK in Windsor, highlighting the benefits of fostering food relationships with other community agencies. Skill and information sharing have been a great benefit, as we are always able to reach out to knowledgeable colleagues when we have questions, and are able to refer clients to familiar faces. While some youth in Chatham have aged out or no longer need extra support, we've been seeing new faces and hope to promote within schools in the coming year. In Windsor, we've been co-facilitating youth and young adult groups once a month, delivering short presentations on mental health, wellness, and sexual health to 30-40 2SLGBTQ+ young people. At these groups, youth and young adults 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.

Outreach

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 2025-26 fiscal year, online outreach reached 104 MSM, approximately on par with last year's numbers. About 60% of these were significant conversations, and 50% of those conversations included referrals to services such as PrEP, testing locations, or local social services,

while the rest directly answered questions about sexual health and STBBIs. The percentage of significant conversations and people asking for referrals remains high, suggesting that this is still an important resource in the community, and that human connection is important to MSM when asking about their sexual health and needs.

Presentations

Quarterly webinars continued during the 2025-26 fiscal year, providing free opportunities for service providers to learn about gender, sexuality, and barriers to 2SLGBTQ+ health. Education to service providers also continues on an on-demand basis, allowing anyone in the community to reach out for free presentations by request. Regular presentations also continue with House of Sophrosyne to educate women in recovery about gender, sexuality, and consent on a monthly basis. In these ways we strive to continually educate the community about sex, gender and healthy sexuality, and ensure that service providers are creating welcoming spaces for 2SLGBTQ+ clients.





Harm Reduction

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

Windsor-Essex

Transactions: **31,632**

Unique Service-Users Transactions: **20,451**

Unique Service-Users: **1,954** 65% of the transactions occurred by unique service users with an average of 10 transactions per person.

Injection & Inhalation Supplies: **2,684,029**

Needles: **414,027**

Kits: **75,030**

Most Requested Kit (Foil): **27,997**

Top 3 drugs used as reported by service-users:

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

Chatham-Kent

Transactions: **4,802**

Unique Service-Users Transactions: **4,372**

Unique Service-Users: **732** 91% of the transactions occurred by unique service users with an average of 6 transactions per unique service user.

Injection & inhalation Supplies: **1,979,780**

Needles: **198,194**

Kits: **53,746**

Most Requested Kit (Bowl Pipe/Meth): **15,012**

Top 3 drugs used as reported by service-users:

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



Transactions and supplies distributed in Chatham-Kent and Windsor-Essex between fiscal years 2024-25 and 2025-26:

- Total transactions decreased by four percent (4%) in Chatham-Kent and increased by nine percent (9%) in Windsor-Essex.
- Total injection and inhalation supply distributed decreased by four percent (4%) in Chatham-Kent and by forty-one percent (41%) in Windsor-Essex.
- Although Pozitive Pathways is the core Needle Syringe Program (NSP), distribution of harm reduction supplies to service users and satellite sites throughout Chatham-Kent and Windsor-Essex would not be possible without our partners. In addition to Pozitive Pathways in-centre and mobile delivery options, distribution of supplies also occurred in partnership with 12 organizations through 18 different access points.
- The PPCS team provided or were involved in 48 education events and community development activities.
- We continued to offer practical support to NSP service users accessing our core program location at 511 Pelissier. These supports include:
 1. Snack Pack Mondays, 50 packs are distributed each week.
 2. Cold weather items such as socks, gloves and hats during the months of November to February.
 3. Personal care items such as tissues, hand sanitizers, lip balm and band aids.
 4. Feminine Hygiene Items in partnership with our Women's & HIV Initiative.
 5. Daily distribution of bottles of water.
- Persons with lived/living experience (Peers) assisted with kit making and distribution of supplies at our office distribution window. An appreciation event was held in December 2025 for all peers participating in the program.
- The department would like to acknowledge the departure and contributions of Avri McFarlane & Tarek Elhage. Thank you!

The numbers provided above are approximates and may be slightly higher than those reported. This discrepancy is due to some compromised data that was reported during the fiscal year and therefore was excluded from this report.

The data reported is collected from program sites and mobile deliveries utilizing the same tracking tool between April 1st, 2025 – March 31st, 2026. This is based on data that is taken from Neo 360 database and is reliant on information inputted by NSP staff at various locations. Different methods used by sites to collect data along with human error must be considered with any data entry system. Providing information is not a mandatory requirement 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.

Community & Volunteer Engagement

At the heart of our agency are our volunteers, whose dedication, compassion, and lived experience make meaningful community impact possible. Their generosity of time, talents, and personal experiences strengthens our work and helps us create meaningful change in the lives of individuals living with and/or affected by HIV.

We extend our deepest gratitude to each of our volunteers for the countless ways they contribute to our mission. Your commitment, continued support, and belief in our community make a lasting difference every day.

We are equally grateful to our donors whose generosity helps us sustain and expand our programs and services across Windsor-Essex and Chatham-Kent. Your support enables us to reach our vulnerable populations, respond to evolving needs, and provide meaningful, compassionate support to those living with and/or affected by HIV.

Together, our volunteers and donors are an essential part of our impact. Thank you for standing alongside us, investing in our mission, and helping us create healthier, more inclusive, and supportive communities for all.



POZITIVE PATHWAYS

COMMUNITY SERVICES

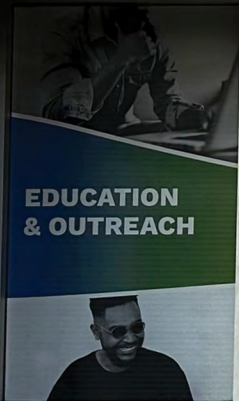




POZITIVE PATHWAYS

COMMUNITY SERVICES

FASTSIGNS



**EDUCATION
& OUTREACH**



**VOLUNTEER
SERVICES**



**SUPPORT
SERVICES**

STAFF

ADMINISTRATION

Michael Brennan
Executive Director

Pauline Nash
Director of Programs & Services

Tamara Membreno
Manager of Operations

Jennifer Deslippe
Manager of Client Support Services

SUPPORT SERVICES

Weedor Koiblee
Case Manager

EDUCATION & OUTREACH

Rebecca Friesen
2SLBTQ+ Sexual Health Coordinator

Safa Al-Sahar
Women & HIV Outreach Coordinator

Subomi Aminu
Multicultural Outreach Coordinator

PEER ENGAGEMENT

Tessa Eliasziw
Peer Engagement Program Coordinator

Tamara Klinkhamer
Peer Engagement Program Coordinator

HARM REDUCTION SERVICES

Lovinger Yamoah
Harm Reduction Support Worker

Ilene Muise
Harm Reduction Support Worker

Divine Kagbetor
Harm Reduction Support Worker

Sierra Hagg
Harm Reduction Outreach Coordinator

COMMUNITY ENGAGEMENT

Ashley Dount
Community Engagement Coordinator

2025-2026 BOARD OF DIRECTORS

Burton (BJ) Turnbull
Board Chair

Teresa Bendo
Treasurer

Rachel E. Hooper
Secretary

Dr. Naomi Levitz-Shobola
Past President

Member at Large

Youstina Asaad

Megan Miinch

Dr. Leeladee Scuffle-Gayle

Dr. Jane Ku

Donald John Turner

Evelina Baczewska

Dr. Phebe Lam

NOTES

This image shows a single sheet of white paper with horizontal blue or grey ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.



**POZITIVE
PATHWAYS**
COMMUNITY SERVICES



511 Pelissier Street, Windsor, ON N9A 4L2

(519) 973-0222

www.pozitivepathways.com

   @pozpathways