



2024-2025 ANNUAL REPORT



**POZITIVE
PATHWAYS**
COMMUNITY SERVICES

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Message from the Board Chair & Executive Director:

Last year, as we wrote our message, we reflected on the opening, and subsequent closing of a supervised injection site to support safer drug use, hope about increased in person gatherings in a 'post COVID' world, and our efforts to increase education, and outreach for those with HIV/AIDS and engaged in substance use. The work does not cease, nor does the need for it yield. In response to growing needs, and growing political pressures, Pozitive Pathways has renewed its commitment to being on the forefront of both service provision and advocacy. We continue to engage with those who need support, and those who want to air concerns about that engagement.

In both of these ways, we continue to fight increasing polarization, while remaining true to the core values of the organization. In light of these pressing needs, we look forward to renewing strategic objectives in order to remain grounded by the voices and experiences of those who live with HIV/AIDS and those who use substances. Pozitive Pathways continues to support efforts across a wide geographic area of Windsor Essex and Chatham Kent.

This year, we saw that our reach extends widely not only geographically but ideologically as we unwaveringly stood by some of our most marginalized community members. While we are proud of this work, this year's message is a promise to continue to push our advocacy forward and to redouble our efforts in the fight not only to eradicate HIV/AIDS, but to eradicate stigmas surrounding it, and all harm reduction efforts. We cannot do this without our own support in community partners, staff, peers, and volunteers who are committed to offering person centered care and dynamic solutions. We remain 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 substances.

On a more personal note, after many years as Board Chair, this is my (Naomi's) last message in this role, making this bittersweet. I look forward to the fresh air that new leadership will bring, and leave the position full of nostalgia and recognition of the significance of the opportunity. So much has happened, and so much remains to be done. The Board Chair role is a delicate one, as the organization is operations focused, while the board has its eyes towards governance. It has been nothing short of inspiring to see the dedication and love that so many have poured into this essential work. Much has changed in my time as Board Chair- even the name, but my commitment to the mission, vision and values of the organization have not. I am proud to have contributed to this essential work, recognizing areas of opportunity for greater engagement- I have no doubt that the incoming chair will rise to the challenge. He has already begun.

As for Michael Brennan, I'll leave those thoughts for the AGM itself.

Regards,

Michael Brennan
Executive Director



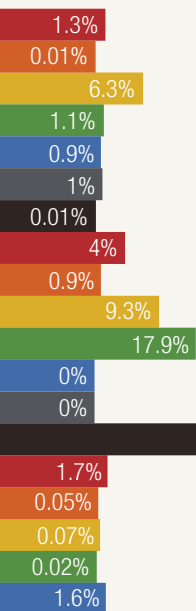
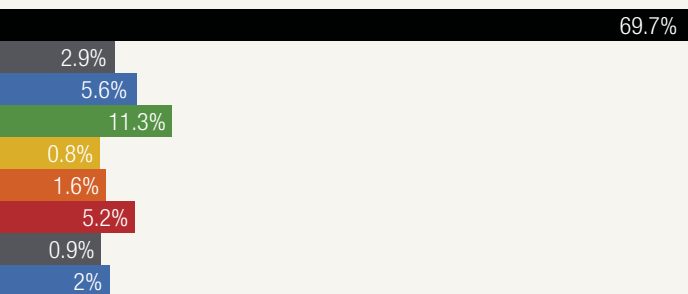
Naomi Levitz-Shobola
Board Chair

Naomi Levitz

Statement of Operations For the Year Ended March 31, 2025

Revenue	General Fund	Bingo Fund	Capital Fund	2025 Total	2024 Total
Ontario Ministry of Health - AIDS Bureau	997,807	-	-	997,807	1,014,751
Funding holdback-MOH	41,944	-	-	41,944	
Public Health Agency of Canada	80,000	-	-	80,000	89,540
Windsor Essex County Health Unit	161,806	-	-	161,806	173,044
Funding holdback-WECHU	11,738	-	-	11,738	-
Donations and fundraising activities	22,389	-	-	22,389	19,756
Municipality of Chatham-Kent	75,046	-	-	75,046	59,331
Amortization of deferred contributions	12,826	-	-	12,826	41,054
Bingo Proceeds, net of expenses	-	27,234		27,234	38,226
	1,403,556			1,430,790	1,435,702

Expenses	General Fund	Bingo Fund	Capital Fund	2025 Total	2024 Total
Automobile	18,592	-	-	18,592	20,050
Bank Charges	2,007	-	-	2,007	919
Building Accommodations	86,731	-	-	86,731	85,417
Insurance	15,722	-	-	15,722	11,069
Label Me Person Project	12,826	-	-	12,826	38,345
Maintenance and Repairs	13,241	-	-	13,241	9,679
Membership Fees	2,000	-	-	2,000	2,000
Office	56,150	-	-	56,150	42,121
Office Furniture and Equipment Rental	12,226	-	-	12,226	12,992
Professional Fees and Accounting Fees	128,077	-	-	128,077	11,590
Program Delivery and Education	246,337	-	-	246,337	179,264
Promotion and Advertising	-	-	-	-	1,020
Property Taxes, Net of Rebate	(3,676)	-	-	(3,676)	(3,534)
Salaries and Employee Benefits	725,593	-	-	725,593	824,880
Special Events	22,893	-	-	22,893	10,384
Stipends	6,376	-	-	6,376	10,771
Telephone	10,092	-	-	10,092	10,360
Travel	2,399	-	-	2,399	3,761
Utilities	21,566	-	-	21,566	21,004
	1,379,152		-	1,379,152	1,292,092
			-		
Excess (deficiency of revenue over expenses)	24,404	27,234		51,638	143,610





Client Support Services

Since January 2025, our Client Support Services have distributed 616 food packages to individuals living with or affected by HIV across Windsor, Essex, and Chatham-Kent.

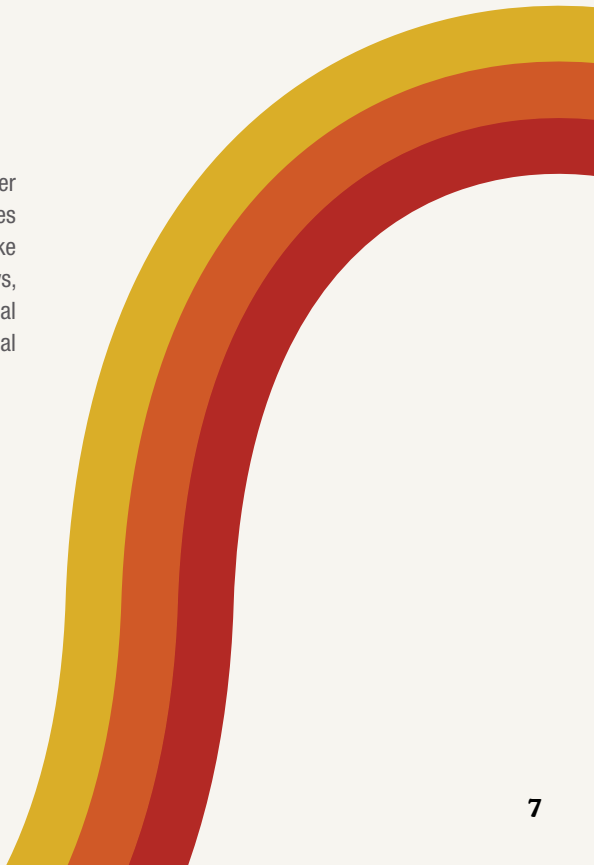
Each week, clients receive fresh fruits and vegetables, complemented by a monthly grocery care package. Through our Food and Nutrition Programs

“We’ve supported over 72 clients this year, including 15 new participants, bringing our total number of active clients to 100.”

Our monthly PHA Socials have served over 60 meals, offering meaningful opportunities for connection and community. Events like Movie and Popcorn Fridays at Café Pathways, summer picnics in the park and our annual client cruise continue to foster social engagement and reduce isolation.

We also offer bi-annual Essential Oils workshops, providing therapeutic benefits that support emotional and mental well-being. These sessions are part of our broader commitment to holistic care. 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. We also provide practical supports such as transportation to medical appointments (via taxi or bus pass) and access to personal hygiene supplies.

Together, these initiatives reflect our ongoing dedication to enhancing the overall well-being of those we serve.





Peer Engagement

TTOA

In the 2024 to 2025 fiscal year, our Turning to One Another group took a brief pause, but started up again with a new full-time Peer Engagement Coordinator. The group has retained three dedicated members who help increase engagement and awareness in our organization and community.

Peer Training

Positive Pathways Community Services sent six peers to a Mental Health First Aid Training put on by CMHA and also worked with ABRPO to host a Peer Facilitator Training, with a total of six peers attending. These trainings provide the fundamental skills for peers to develop and present their own workshops and/or facilitate groups effectively with vulnerable populations.

Men's Group

Men's Peer to Peer Support Group has been a consistent source of support for peers throughout the fiscal year, focusing sessions on various health and wellness topics relevant to attendees needs. As a peer-led group, men's support group met a total of 12 times over the course of the year with several men attending each session.

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.

Community Placement

Three different peers have sustained employment at the organizations in which they were placed through our Community Placement Program. This past year, we have been working on developing community relationships and training peers with the hopes of a successful upcoming placement opportunity.

Peer Leadership

We are proud to welcome aboard a new peer facilitator in the program, assisting with core skills training and community outreach events. Tamara has been working on her facilitation and presentation skills and is amid completing the facilitation of her first core skills training series. She has also been present in the community at various events with our Peer Engagement Coordinator.



African, Caribbean, Black

The African Caribbean Black (ACB) Community Outreach program continues 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. We gave out hundreds of condoms, lubricants, and pamphlets on National Black HIV/AIDS Awareness Day on information regarding PPCS programs and services and the importance of getting tested for HIV and Sexual Transmitted Blood Borne Infections (STBBIs).

The ACB program participated in outreach efforts at the Carousel of Nations event held at the Windsor West Indian Caribbean Centre. During the event, we engaged with over 10 individuals to share information about the services available through Pozitive Pathways.

In collaboration with the Women HIV/AIDS Initiative (WHA!) worker, we continued to strengthen our community partnership with the Welcome Center Shelter for Women & Families by hosting monthly Sex Toy Bingo events. These interactive sessions not only offered fun and engagement but also served as educational opportunities. Throughout the games, we asked participants questions on topics such as HIV, PrEP, and PEP—helping

to test their knowledge, share important information, and spark open conversations.

The ACB program remains actively engaged with community partners and service organizations. On July 20, 2025, we attended the Windsor Police Diversity BBQ, connecting with residents and fostering meaningful community relationships.

We also met with several organizations that serve a significant portion of the African, Caribbean, and Black (ACB) community to share information about our programs and services. These included: Women's Enterprise Skills Training of Windsor Inc. (WEST), Black Kids in Action (BKIA), African Village Africain, Stelly's Cuisine and Catering, Windsor Essex Community Health Centre (weCHC) AMANI program, and the YMCA of Southwestern Ontario.

In May 2025, we participated in the Windsor-Essex Local Immigration Partnership (WE LIP) meeting, where we engaged in discussions around community well-being, education, employment, housing, immigration, and social supports.

Additionally, we attended the University of Windsor Black Alumni Networking Event in September 2024. There, we promoted HIV prevention, shared information about local testing sites, and distributed ACB program cards and Sister Circle flyers to attendees.



Women & HIV

This year, the Women HIV/AIDS Initiative (WHAI) Community Outreach program concentrated on delivering activities designed to remove the primary barriers to HIV care for women, guided by WHAI's Collective Impact findings. This year, the Women HIV/AIDS Initiative (WHAI) Community Outreach program focused on addressing key barriers to HIV care identified through WHAI's Collective Impact. Partnerships were strengthened, including an expansion with the Welcome Centre from monthly to biweekly activities, creating comfortable spaces for conversation through events such as sex toy bingo, painting, and crafts. A new partnership with the University of Windsor's Women Centre also engaged younger audiences, opening dialogue on HIV, safer sex, and the importance of regular testing to promote awareness and healthier choices.

“These programs typically see between 6 and 17 participants at a time”

fostering meaningful discussions and connections.

In February, the program connected with women to mark Love Positive Women by distributing thoughtfully themed goody bags containing skincare items, jewelry, updated pamphlets, and other meaningful gifts. This initiative provided an opportunity to acknowledge and support women living with HIV in a respectful and positive way.

The WHAI program continues to offer presentations to service providers upon request and delivers a monthly session at the House of Sophrosyne focused on the importance of women supporting women through harm reduction, HIV, food insecurity and more. The WHAI program actively participates in the Windsor-Essex Public Health Unit's (WEPHU) Community of Practice Committee. Hosted quarterly by WEPHU's Department of Infection Disease Prevention, these meetings serve to facilitate technical exchange, strengthen collaboration, and coordinate efforts among community partners. Through this involvement, WHAI contributes to a united approach in addressing public health challenges related to HIV and supports ongoing community mobilization

To support women's needs and connect with them in often hard-to-reach spaces, the WHAI program supplies local women-serving agencies with safer sex supplies, feminine hygiene products, and educational materials. These items are packaged with educational inserts and delivered to agencies for distribution. In collaboration with the Education & Outreach team, WHAI also contributes to the Needle Syringe Program by assisting with in-centre distribution and assembling kits such as condom packs, feminine hygiene kits, and safe injection kits. Additionally, WHAI has actively supported the harm reduction outreach worker by distributing materials directly to women in the community during outreach efforts, providing not only feminine hygiene products but also snacks and other essential hygienic items to meet immediate needs and foster trust.



2SLGBTQ+ Sexual Health

Youth Engagement

Youth groups continue to run monthly in Chatham, with 4-8 youth attending on average, and several new faces becoming regular attendees. 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 20-40 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. In particular, several youths have approached facilitators to ask questions about condoms, pregnancy, and sexual health, proving that close connections with leaders can lead to important education.

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 2024-25 fiscal year, online outreach reached 111 MSM, with 79 significant conversations. Over 50% of these included referrals to services such as PrEP, testing locations, or local social services. While total engagement during online outreach hours has decreased over time, 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

Education to service providers continues on an on-demand basis, as well as in the form of quarterly webinars. Several presentations were delivered to staff and teachers at St Clair College about 2SLGBTQ+ health outcomes and becoming an affirming workplace. Regular 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: **28,776**

Unique Service-Users: **2,057**

Average of 9 visits per service user. Data does not include anonymous service users.

Injection & Inhalation supplies: **4,058,522**

Needles: **601,178**

Kits: **71,277**

Most Requested Kit (Bowl Pipe/Meth): **24,935**

Top 3 drugs used as reported by service-users:

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

Chatham-Kent

Transactions: **4,989**

Unique Service-Users: **4,642**

Average of 7 visits per service user. Data does not include anonymous service users.

Injection & inhalation supplies: **2,055,185**

Needles: **259,257**

Kits: **37,359**

Most Requested Kit (Bowl Pipe/Meth): **13,745**

Top 3 drugs used as reported by service-users:

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

• Transactions and supplies distributed in Chatham-Kent and Windsor-Essex between fiscal years 2023-24 and 2024-25:

- Total transactions increased by forty-nine percent (49%) in Chatham-Kent and seventy-five percent (75%) in Windsor-Essex.
- Total injection and inhalation supply distributed decreased by five percent (5%) in Chatham-Kent and increased by six percent (6%) in Windsor-Essex.
- Needles distributed decreased by fourteen percent (14%) in Chatham-Kent and increased by seventeen percent (17%) in Windsor-Essex.
- Distribution of 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 77 education events 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 and distribution of supplies at our office distribution window. An appreciation event was held in December 2024 for all peers participating in the program.
- The department welcomed Divine Kagbetor, Mallory Spiers, Avri McFarlane and Tarek Elhage to our team. We'd like to also acknowledge the departure of Lacie Krzemien and Mallory Spiers. Thank you for your many contributions to our agency.

Note: The data reported is collected from program sites and mobile deliveries utilizing the same tracking tool between April 1st, 2024 – March 31st, 2025. This is based on data that is taken from Neo 360 database and is reliant on information inputted by NSP site staff. 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 to frontline staff.



Community & Volunteer Engagement

As our volunteer program has evolved over the past year, we want to take a moment to sincerely thank all our incredible volunteers and community partners. Your dedication, time, and continued support have been instrumental in driving our mission forward. Your commitment and generosity remain the foundation of our work, creating meaningful change in the lives of those we serve. We are also deeply grateful to our donors. Your generous contributions this year have played a vital role in sustaining and expanding our programs and services.





POZITIVE PATHWAYS

COMMUNITY SERVICES

PHOTOGRAPHY

**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

Jennifer Deslippe

Manager of Client Support Services

Weedor Koiblee

Client Support Worker

CJ Cooper

Client Support Worker

EDUCATION & OUTREACH

Rebecca Friesen

2SLBTQ+ Sexual Health Coordinator

Safa Al-Sahar

Women's Community Outreach Coordinator

Subomi Aminu

Multicultural Outreach Coordinator

PEER ENGAGEMENT

Christine Elgie

Peer Engagement Program Coordinator

Tessa Eliasziw

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

Tarek Elhage

Harm Reduction Outreach Coordinator

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