



PATHWAYS TO EMPLOYMENT
SHARE, SUPPORT & RECOVERY

ACCOUNTABILITY **REPORT**

It is with great pride that we release our Annual Report to acknowledge and celebrate a year of triumphs, innovation, and connectivity.



APRIL 1ST
2019/2020
MARCH 21ST

MOVING FORWARD



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A WORD FROM OUR BOARD CHAIRS

As Chair and Vice-Chair of Pathways to Employment & Share Support Recovery, it is with great pleasure that we take this opportunity, in the organization's very first Accountability Report, to reflect on the accomplishments of 2019/2020.

The year began with one of the Board of Directors most important roles and that was in the hiring of a new Executive Director for the organization – Jenna MacKenzie. Jenna was promoted to her new role after having worked with the organization for several years in youth outreach and engagement. Her familiarity with the organization coupled with her skills working with vulnerable populations as well as her eagerness to take on a leadership role, made Jenna the perfect candidate for the position. From her very first day, Jenna has lead the organization with passion, professionalism and commitment to a participant-centered approach. She and her team worked hard to develop policies and processes designed to increase accountability at all levels, enabling the organization to improve and achieve long-standing objectives.

The highlight of 2019/2020 was the development of a three-year strategic plan for the organization. This exercise involved the Board, Executive Director, staff, participants, funders and selected members of our community, ensuring that all stakeholders were heard and had a voice in establishing a shared vision for the organization, strategic priorities for the next three years and the means to measure our progress in achieving them.

Our social business lines continued to operate year-round, providing meaningful and supported employment for participants. From the wood shop to laundry services, to lawn care and other social business lines, dozens of participants provided much needed services to the community at large, while developing essential employment-related skills. Many participants were able to use those newly developed skills to secure employment in the community – congratulations!

Along with supported employment, the organization also provided workshops to hundreds of participants on job development skills and job searches as well as overall health and wellbeing. The Youth Outreach Team provided numerous programs and workshops, job experiences and educational sessions as described in this report.

Our Financial Literacy and Pre-Employment Programs provided job training and experience to participants in the CBRM and St. Peter's. As with our social businesses, these programs helped many to find employment within their communities and/or to pursue further education to achieve their goals.

Working closely with Mental Health and Addictions, NSHA, our SHIMI program (Supported Housing for Individuals Living with Mental Illness) was successful in having a full year of operations with our 12 units at 100% occupancy, demonstrating the ability of our tenants to live safely and well in the community. Many SHIMI tenants were involved with Pathways' programming - one example of our continued efforts to increase the range and coordination of the supports and services we provide.

As we write these comments, we are in the middle of a global pandemic. This has confronted the organization (as well as all of us) with multiple challenges. However, the hard work done by Jenna and her team over the last year solidified relationships with our participants, tenants, funders and the community at large, allowing them to face those challenges and carry on. We owe them our respect and thanks.

We would also like to thank our fellow volunteer board members for their time, expertise and willingness to help shape the future of the organization and make a difference in the lives of individuals living with mental health and substance abuse challenges.

Sabrina Vatcher
Board Chair

Dr. Linda Courey
Board Vice-Chair



A WORD FROM THE EXECUTIVE DIRECTOR

It is with great pride that we release our Annual Report to acknowledge and celebrate a year of triumphs, innovation, and connectivity. Along with our focus on the individuals we serve, this report is a true testament to what is possible when you have a team, board and partners who are all committed to change. Pathways is an organization dedicated to solution-focused innovation and to supporting recovery for all.

When you place value in people, it empowers them to get in touch with their own value. Where do they put that value? Into their work, into their passion, into the development of their purpose.

Our belief in the individuals we work with and their potential is the foundation for the work we do each day. You will see this translated through the many statistics, stories, and updates found throughout this report. We will continue to build on this progress as we move into 2020/2021.



JENNA MACKENZIE

Executive Director



ABOUT PATHWAYS TO EMPLOYMENT

Pathways to Employment began with an initial focus on supported employment in 2010 from the merging of two community organizations “Touch on Wood Society” and “The Missing Lint Co-Operative”.

Pathways is a registered Canadian Charity and is funded through the Department of Community Services, and the Nova Scotia Health Authority.

ABOUT SHARE SUPPORT AND RECOVERY

Share, Support and Recovery was created in 2012 as a partnership between the Sydney Credit Union Charitable Foundation, the Nova Scotia Health Authority and New Dawn Enterprises.

Its initial focus was on supported housing its mission was to provide an integrated and coordinated range of services and supports to address the recovery of individuals with mental illness and social challenges.

We have since expanded to provide an integrated and coordinated range of services and supports to individuals living with mental health and substance use challenges.

Our programming is recovery-based, trauma informed and takes a holistic person-centred approach that empowers individuals on their path through recovery in a safe, dignified, and supportive environment.



OUR MISSION

Empower Individuals To Enhance Their Quality Of Life Through Community Inclusion.



HOUSING

OUR VISION

Together We Can Achieve An Inclusive Community Through Real and Meaningful Employment, Support And Housing.



EMPLOYMENT



OUTREACH



TRAINING



VALUES & BEHAVIOURAL AGREEMENTS

COLLABORATE

Recognize strength in partnership and joint learning.

Build and enhance a sense of community.

Prioritize people first.

CELEBRATE

Acknowledge and commemorate achievement.

Place value into people, and empower their potential.

Embrace accountability to work hard, take initiative and be creative.

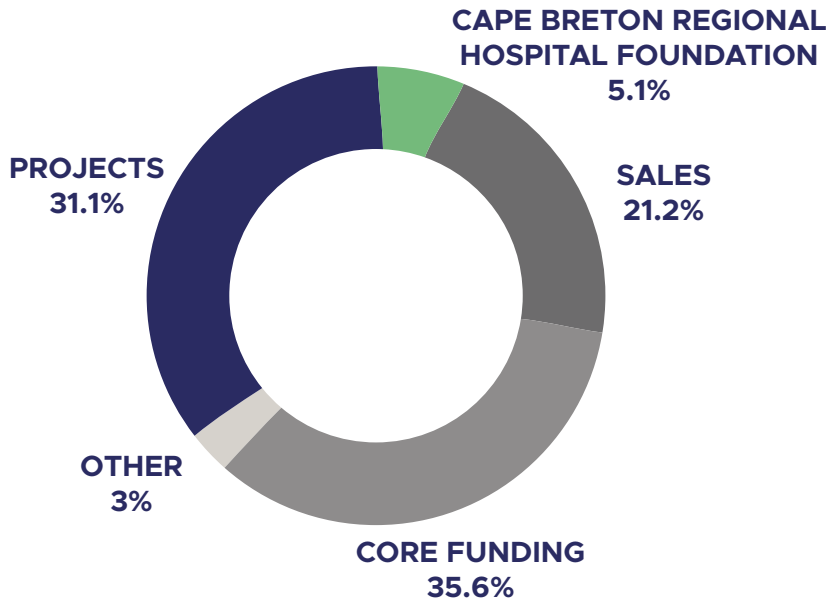
INTEGRATE

Create a safe place for everyone to explore and grow.

Respect others' perspective, time, choice and privacy.

Champion diversity, equity and inclusion.





FUNDING BREAKDOWN

We are pleased to report our strongest financial year to date. Our funding is derived from:

CORE FUNDING: supports the operation of the organization

PROJECTS: funding opportunities that secured through grants, these are time limited and vary from year to year

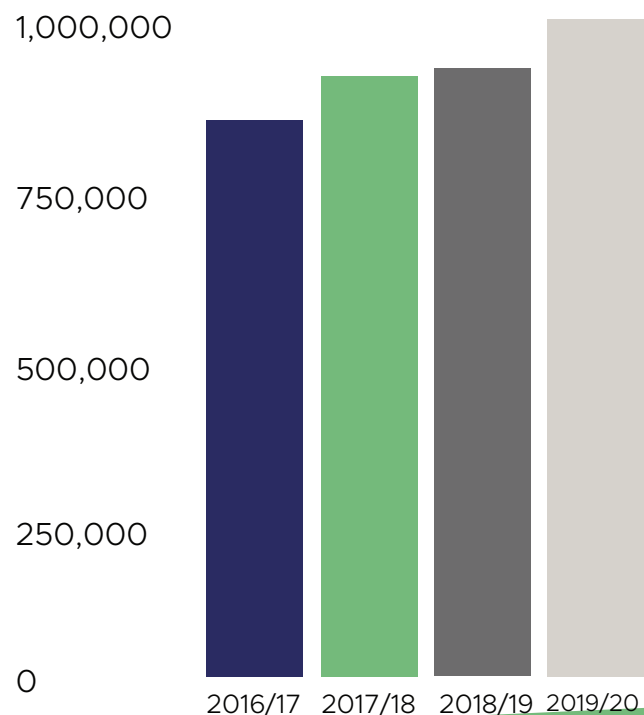
SALES: revenues generated from our social business lines (supported employment)

Projects

Community Services
RBC Foundation
NSHA - Community Health Boards
Reaching Home
Mental Health Foundation NS
The Co-operators

CORE Funding

Community Services
Nova Scotia Health Authority





EMPLOYING PEOPLE

Reducing barriers to employment is vital in supporting an individual's recovery.

Meaningful and competitive employment provides a sense of purpose and dignity further fostering recovery from mental health and substance use challenges.



EMPLOYED

126

AVG WAGE EARNED

\$12.25

HOURS WORKED

23,392.75

WAGES EARNED

\$273,236.87

SOCIAL BUSINESS LINES

Social business lines provide supported employment opportunities in a person-centered and directed approach by assisting individuals prepare for, obtain and maintain integrated competitive employment.

**Property
Maintenance**

21

Employment
Opportunities

**Environmental
Re-purposing**

9

Employment
Opportunities

**Laundry &
Custodial**

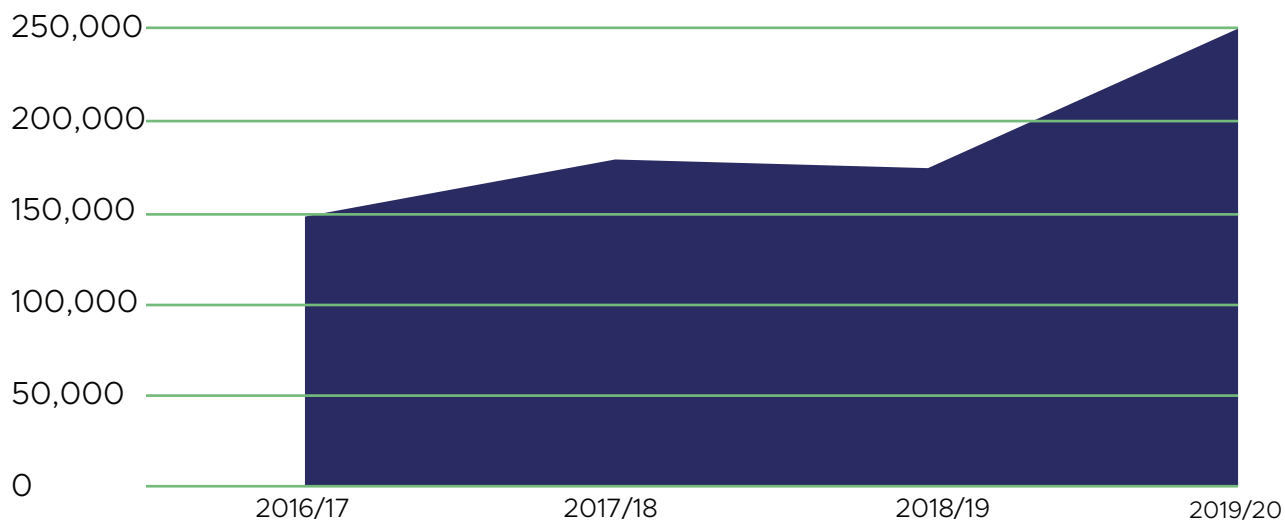
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Employment
Opportunities



SOCIAL BUSINESS LINE SALES

Sales generated through our social business lines are used to pay all participants a competitive wage, and operating costs.



TOTAL SALES INCREASE

59.7%

Property Maintenance
Youth Outreach

9.1%

Environmental
Repurposing

43%

Laundry Service
Custodial



SUPPORTING PEOPLE

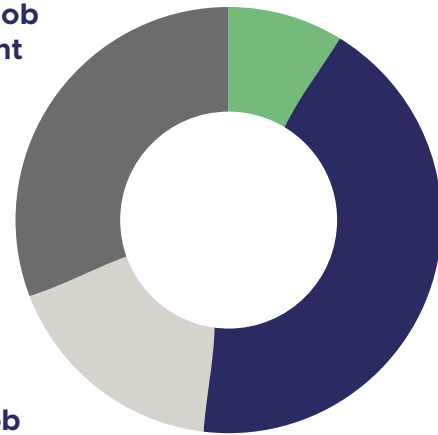
Meeting people where they are helps empower individuals to take control of their physical and mental well-being.

Supporting people's mental wellness is integrated into our programs, practices, and approaches across the organization.

By giving the individuals we serve the opportunities to unlock new talents, invest time in new interests, and broaden their horizons, we are empowering them to become connected to their community and to their own well-being.

**Workshop Job
Development**
30.6%

**Referrals to
Mental Health**
8.7%



**Job
Search**
43.2%

**Job
Maintenance**
17.5%

**INDIVIDUALS
SUPPORTED**

258

**TRANSITIONED TO
COMMUNITY**

40

**SUPPORT
INTERACTIONS**

9,762





SUPPORTING YOUNG PEOPLE

The Youth Outreach Program provides individualized, targeted job experience and skill development for young people with barriers to employment.

The program provides opportunity to develop marketable job skills, strengthen life skills, build capacity on personal wellness and well-being and explore individual goals for the future.



The young adults who participate gain practical experience and receive daily coaching, guidance, support, and feedback.

The program aims to increase the participants' work experience, improve their confidence and skills, and support their transition to working in the community and/or pursuing further education and training.

**Members of
Youth Groups**

15

**Total Youth
Served**

26

**Workshops
Delivered**

31

Life Skills

Staying Safe On-Line
Relationship Building
Communication & Listening
Grocery Shopping
Conflict Resolution
Problem Solving
Meal Prep
Tenants Rights & Responsibilities
Food Handlers
Nutrition

Employment Readiness

Work Ethic Initiative
Customer Service
Time Management
Organization Attire
OHS & WHIMIS
First Aid & CPR
Harassment Disclosure
Team Work
Transferable Skills Interview Skills

Personal Wellness

Physical Health
Mental Health & Wellness
Sexual Health
Sleep
Habits & Routine
Stress Management
Hygiene
Gender & Sexual Minorities



TRAINING OUTCOMES

Pathways to Employment runs two training programs with funding from the Department of Community Services.

Financial literacy: focuses on developing and fostering skills in day-to-day personal financial topics as a method to enhance sustainable independence.

Pre-employment: assists participants in pursuing their own employment goals and in improving their potential to gain permanent, sustainable employment in the community



CBRM

Two Financial Literacy Projects

- Rate of literacy increased - 20.8%
- Individuals still engaged with supports - 39%

Two Pre-Employment Projects

- Individuals hired in the community - 55%
- Individuals employed in Pathways Social Business Lines - 20.5%
- Individuals still engaged with Pathways supports 49.5%

Richmond County

One Pre-Employment Project

- Individuals integrated with community employment - 43%
- Individuals integrated with community education - 29%





HOUSING

Share, Support & Recovery, in partnership with the Nova Scotia Health Authority and New Dawn Enterprises provides Supported Housing for Individuals Living with Mental Illness (SHIMI). SHIMI was initially made possible with funding secured from the federal and provincial governments, the Cape Breton Mental Health Services Charitable Foundation and the Cape Breton Regional Hospital Foundation. The initial partnership involved the Canadian Mental Health Foundation - Cape Breton Branch as well as the former Cape Breton District Health Authority and New Dawn Enterprises. This housing initiative addresses a large need in our community for safe, affordable, dignified, community-inclusive housing in combination with recovery-based supports.

SHARE REPORTS
100% OCCUPANCY
IN 12 SAFE & AFFORDABLE HOMES



Raised garden beds prepared,
planted, tended & harvested:

GARDEN CLUB

The Garden Club is a project developed to connect housing with employment supports, develop more personal wellness opportunities, diversify life skill development opportunities, enhance positive peer connections and address food insecurity.

The aim of this club is to bring tenants together to build on sustainable independence while addressing immediate and recovery-based needs.

20

Communities Engaged

4

Tenants benefit from fresh produce

48

Tenants Employed

12



PATHWAYS TO EMPLOYMENT SHARE, SUPPORT & RECOVERY





TEAM MEMBERS

Jenna MacKenzie -
Executive Director

Justin Vallis -
General Manager

Pat Donovan -
Employment Support Specialist

Shirley Kelly -
Employment Support Specialist

Alison MacCormack -
Program Coordinator

Jenna Curtis -
Financial Administrator

Kristen Jones -
Community Employment Coordinator

Victoria Higgins -
Youth Outreach Coordinator

Pat Carew -
Employment Support Specialist

BOARD OF DIRECTORS

Sabrina Vatcher -
Chair

Dr. Linda Courey -
Vice -Chair

Jim Addicott -
Treasure

Rankin MacSween -
Director

Colleen MacKenzie -
Director

Carla Arsenault -
Director

Jill McPherson -
Director

Lydia MacIsaac -
Director

Brad Jacobs -
Director

THANK YOU TO OUR CORE FUNDING PARTNERS





RECOVERY

I just read the letter you wrote for me. Your kind words made me cry. This is the first time I shed a tear in a long time. This place tends change you fundamentally, at least while you're here. It de-humanizes you and makes you cold. It was nice to feel, and be recognized as a person again.

For the first 6 months I was here I was mad at myself, and ashamed. I felt like everyday I was here I was throwing a shovel full of dirt on my old self, my true self.

Then I started working with the social worker and taking programs, and going to school. I took that same shovel, turned around, and used it to free myself. Before I knew it I was back to myself again.

I was working 3 jobs (in the kitchen, as a cleaner, and as the librarian) taking every program available and taking an NSCC course in communications.

But I'm ~~strong~~ writing this in case I don't get out next week. And there's a good chance I won't. I just want you to know how much I appreciate everything you, and everyone at Pathways, have done for me over these past couple of years.

My position on the team means the world to me and I miss it dearly. It means so much to me to work for such a great organization. I'm so grateful for all the support everyone has offered and continues to offer. And thank you for offering to have me back.

With a lot of support and a little bit of luck I hope to back to work and back to my life pretty soon.

Thank You for everything!

"people often find that they lose their 'selves' inside mental illness. Recovery is in part the process of 'recovering' the self by reconceptualizing illness as only a part of the self, not as a definition of the whole"



**PATHWAYS TO EMPLOYMENT
SHARE, SUPPORT & RECOVERY**

NEED HELP?

Self-refer to
Community Mental Health & Addictions
Clinics, Withdrawal Management
Services or Opioid Replacement

1 855 922 1122

or

Provincial Mental Health and Addictions
Crisis line 24/7

1 888 429 8167



Pathways To Employment &
Share Support Recovery

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&

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