



PATHWAYS CAPE BRETON

ANNUAL REPORT



**2024-
2025**

NEW NAME, NEW LOGO

SAME PATHWAYS TO EMPLOYMENT SOCIETY & SHARE SUPPORT RECOVERY INC.



A new space deserves a new name that reflects our community and the services we provide!

Pathways Cape Breton is a non-profit organization that believes in second chances and the incredible potential within every person. Our small but mighty team provides so much more than employment services, operating three social enterprises, providing programming, and services that are trauma-informed and recovery-focused for individuals living with mental health and substance use challenges.

Every day, Pathways supports individuals who are ready to move forward, not just with jobs, but with purpose, dignity, and hope, as they overcome employment barriers within the recovery process. Many of our participants face more than unemployment. They face stigma, isolation, homelessness, hunger, and a world that often overlooks them. Pathways offers a different path and aims to create a safe and welcoming space where people can heal, grow, and find their place in the workforce and the community.

Whether it's through our three social enterprises;

- Woodworking
- Gardening & Property Maintenance
- Laundry and Linens

Or other services we provide;

- Job Entry Targeted Support
- Community Navigation & Referral Services
- Pre-Employment & Financial Empowerment Programming
- Mental Health in The Workplace Training
- Employment exploration through volunteering and skill development workshops
- Individualized Goal Development with one-on-one support
- Paid Supported Employment Opportunities in-house and in the community
- Supported Housing for Individuals with Mental Illness (SHIMI) & Peer Support Programming
- Free year-round Income Tax Services & GEO NS Referrals,

Pathways believes in second chances, human potential, and a Cape Breton where everyone can contribute and feel a sense of belonging. Behind every product we make and every service we offer, there's a person who refused to give up, and a community that chose to believe in them.

WELCOME!

Come explore what we have been up to

WHO WE ARE 4

HOW WE WORK 5

MENTAL HEALTH
AWARENESS 6

PARTICIPANT
SUCCESS STORIES 7

TEAM SPOTLIGHT
MEET THE TEAM 9

CUSTOMER
HIGHLIGHT 12

FINANCIALS 13

SOCIAL
RESPONSIBILITY 14

FUTURE
OUTLOOK 16

APPRECIATION 17

CONTACT
INFORMATION 20





WHO WE ARE

VISION

An inclusive community where people with mental health and addiction challenges have the opportunity to recover and thrive.

MISSION

To create opportunities that increase the independence of people living with and recovering from mental health and addiction through education, employment, housing, and social engagement.

VALUES

COLLABORATE

- Recognize strength in partnership and joint learning
- Build and enhance a sense of community
- Prioritize people first

CELEBRATE

- Acknowledge and commemorate achievement
- Instill value in 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' perspectives, time, choices, and privacy
- Champion diversity, equity, and inclusion



HOW WE WORK

At Pathways, we provide an integrated and coordinated range of services and supports to address the recovery of individuals with mental illness, substance use disorder, and social challenges, in efforts to support greater overall community mental wellness. Our recovery-oriented and participant-directed practice promotes inclusivity, collaboration, and peer-to-peer experiences to build feelings of empowerment, wellness, and community attachment.

Our goal is to effect change in our community through increasing opportunities for collective impact, generating innovative ways to engage and provide service, and engaging our target audience in planning and delivery in the following ways:



EMPLOYMENT
SUPPORT &
COMMUNITY
ENGAGEMENT



SUPPORTED &
AFFORDABLE
HOUSING



SKILL
DEVELOPMENT



EMPLOYMENT
SUPPORT
THROUGH SOCIAL
ENTERPRISE

MENTAL HEALTH AWARENESS



**In memory of those
we've had the
privilege to know
and the honour to
work with, whose
lives were taken
much too soon**

In any given year, 1 in 5 Canadians experiences a mental illness.

**By the time Canadians reach 40 years of age, 1 in 2 have – or
have had – a mental illness**

- * People with a mental illness are twice as likely to have a substance use disorder compared to the general population. At least 20% of people with a mental illness have a co-occurring substance use disorder.
For people with schizophrenia, the number may be as high as 50%**
- * Canadians in the lowest income group are 3 to 4 times more likely than those in the highest income group to report poor to fair mental health**
- * Similarly, people with substance use disorders are up to 3 times more likely to have a mental illness. More than 15% of people with a substance use disorder have a co-occurring mental illness**



- 120 NOVA SCOTIANS DIE BY SUICIDE EACH YEAR**
- IN CANADA, AROUND 47,000 DEATHS A YEAR ARE DUE TO SUBSTANCE USE CHALLENGES**

PARTICIPANT SUCCESS STORIES

SHARE SUPPORT RECOVERY & PEER SUPPORT:



Sue has been a participant at Pathways since 2016, and she has overcome many challenges. During her recovery, Sue pursued an education in Horticulture. Her skills and ability to bring plants to life inspire people every day.

Sue's journey with Pathways began in supported employment, where she excelled in maintaining a clean and sanitary work environment throughout the COVID-19 pandemic and beyond. Sue has enjoyed training new participants in cleaning and has passed on the torch to pursue her real interests and passions.

Sue began her peer support role this year, excelling within her area of expertise by teaching her gardening knowledge to others and enhancing the beauty of outdoor spaces. Sue is a go-getter, leading community garden projects and planting workshops that include supporting the growth of fresh fruit and vegetables with SHIMI participants. She provides others with the knowledge and skills to grow their gardens successfully. Sue has incredible talent and continues to make a positive impact every day!

PARTICIPANT SUCCESS STORIES

COMMUNITY ENGAGEMENT & GOAL DEVELOPMENT:



Devon attended Pathways outreach workshops in his community and showed an interest in other programs and services offered at Pathways. He took the initiative to learn the local transit system to facilitate meetings with Community Engagement and foster connections. He quickly discovered his barriers by working closely with the Participant Development Coordinator and with Employment Supports in Social Enterprise Property Maintenance.

Devon began to develop and work on goals with support and accountability in place. His self-confidence increased; he learned teamwork, time management, and how to challenge his barriers. At the end of the property maintenance season, Devon worked closely with Pathways services to support his transition to community employment. He later attended a job training program opportunity with the Nova Scotia Construction Sector Council.

Devon's newfound courage and self-commitment enabled him to succeed with support, and he gained valuable training and community employment with the International Union of Painters and Allied Trades. Devon's story highlights the significance of support systems, community inclusion, and community partnerships in facilitating employment opportunities for individuals in recovery. He has formed meaningful relationships and learned to work diligently, paying attention to detail and prioritizing safety. He has been working steadily and continues to thrive!

"This job saved my life; it fixed most everything."

"You are all wonderful, and now people at my new work are as well."

"It is tiring, but it keeps me in great shape."

Devon is the second Pathways participant to secure meaningful employment in the community, in collaboration with the Nova Scotia Construction Sector Council, following a transition from Pathways Supported Employment opportunities.

(Pictured left is Devon's work crew, above that is a picture taken from the Cape Breton Post, with previous participant Lawrence who was featured in last years annual report).

TEAM SPOTLIGHT

JENNA CURTIS,
FINANCIAL
ADMINISTRATOR



* Jenna Curtis has been a valued member of the Pathways team since 2018, overseeing the various aspects of Pathways' financial operations with excellence.

Jenna is a fierce advocate for Pathways and its participants. She has an eye for detail, keeps us within budgets, and provides professionalism and patience to all customers. She has a knack for office decorating when it comes to celebrating and acknowledging others, is a problem solver, both financially and maintenance-related, while maintaining her valued sense of humour and enthusiasm.

We are all very proud of the hard work, dedication, and care Jenna puts into her job, as well as her communication, both as Pathways' Financial Administrator and as a mother of two, and as a student.

This year, we celebrated Jenna as she received her degree, as a graduate of Mount Saint Vincent University, with a Bachelor of Business Administration, majoring in accounting. The team cheered her on live and virtually. We are all very proud of her and her accomplishments!

Jenna is currently working on her CPA certification. Best of luck in your studies this year, Jenna!



TEAM SPOTLIGHT

JAMIE GRAY,
PEER SUPPORT
COORDINATOR



Jamie Gray connected to Pathways while supporting his brother in 2021. Jamie found a place where he quickly realized he could also find purpose, support and employment opportunities in his recovery, working in Pathways Social Enterprise-Property Maintenance.

Jamie quickly demonstrated a commitment to team values and leadership through his support and encouragement toward others he worked with. His passion and dedication to helping others were evident early on, and he went on to take the lead as Pathways' Property Maintenance Coordinator in 2022.

Jamie's initiative, creative approaches, and safety mindset have proven him to be a true team player, and he has maintained his dedication to supporting others, especially in his new role as Peer Support Coordinator, which he assumed in the Fall of 2024. This role is pivotal in developing relationships of trust through encouragement and understanding, and Jamie does just that, with such patience.

Jamie brings passion and innovative practices to the peer initiative. He organizes many additional events for Pathways participants, encouraging fun, hard work, continuous learning and social involvement.

Jamie is everyone's biggest supporter!

OUR TEAM



JEN THOMSON
PROGRAM COORINDATOR



JENNA MACKENZIE
EXECUTIVE DIRECTOR



JENNY BOONE
COMMUNITY ENGAGEMENT
COORDINATOR/
ACTING EXECUTIVE DIRECTOR



JUSTIN VALLIS
GENERAL MANAGER



JONATHON PETRIE
PROPERTY MAINTENANCE
COORDINATOR



PAT DONOVAN
WOODSHOP
COORDINATOR



JAMIE GRAY
PEER SUPPORT
COORDINATOR



JENNA CURTIS
FINANCIAL
ADMINISTRATOR



SHAUNA MACMULLIN
PROGRAMS
ADMINISTRATOR



**ALISON
MACCORMACK**
PARTICIPANT DEVELOPMENT
COORDINATOR



MELISSA SHAND
PROGRAM COORDINATOR/
COMMUNITY ENGAGEMENT
COORDINATOR

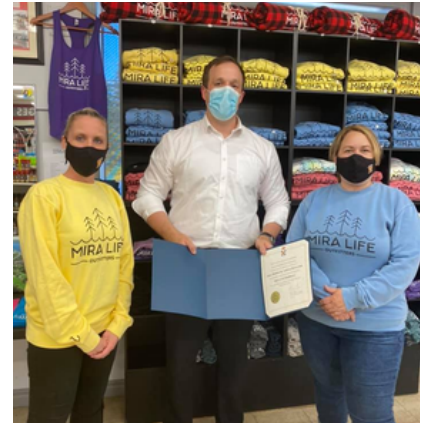


STEVIE BURROWS
PEER SUPPORT



SUE HAWES
PEER SUPPORT

CUSTOMER HIGHLIGHT



Mullins Rite Stop has been a well-known and respected name in business for over 90 years. It is in the heart of the Albert Bridge community, and plays a massive role in supporting local businesses, sports teams and community groups in the CBRM. Mullins Rite Stop has been a valued customer of Pathways for over 25 years, before Pathways merged from Touch on Wood and the Missing Lint to become Pathways to Employment Society. Mullins Rite Stop directly supports Pathways' Woodshop Social Enterprise by purchasing kindling and other repurposed items, which promotes supported employment initiatives, creates opportunities for meaningful employment and supports the recovery of individuals, with a social purpose.

DIVERSE, EQUITABLE, & INCLUDING HIRING

- Mullins Rite Stop partners with organizations that serve diverse communities, expanding the talent pool and reaching underrepresented groups through work placements, including the Opportunities Fund and Works for You.
- Mullins Rite Stops' hiring practices continuously monitor outcomes to identify areas for improvement. They also provide ongoing support, development, and workplace accommodations to local youth entering the workforce for the first time, as well as to individuals with learning challenges and disabilities.
- Mullins Rite Stop aims to create a welcoming workplace that reflects the community it serves. It ensures everyone has an equal opportunity to succeed by providing proper training, peer-to-peer leadership opportunities, and a supportive environment that promotes community engagement.
- Creating and maintaining a culture where all employees feel valued, respected and supported regardless of their background.

Thank you to Mullins Rite Stop for your ongoing support of Pathways and your commitment to supporting local within our community!

FINANCIALS

* INCOME STATEMENTS PATHWAYS CAPE BRETON

SOCIAL
ENTERPRISE
SALES

\$188, 625

SOCIAL
ENTERPRISE
WAGES PAID

\$181,000

ADDITIONAL
PROGRAMMING

\$173,000

SOCIAL
ENTERPRISE
HOURS
WORKED

12,000+

TOTAL
CONTRIBUTIONS
FROM FUNDERS
/DONATIONS

1 MILLION +

SOCIAL
ENTERPRISE
AVERAGE WAGE
EARNED

\$15.70

* INCOME STATEMENTS SHARE, SUPPORT RECOVERY

Our Shared Supportive Recovery Housing Initiative (SHIMI) provides safe, dignified, and affordable housing units annually for individuals living with mental illness.

This housing model effectively supports recovery, stability, normalcy, and social integration.

TOTAL UNITS

12

TOTAL REVENUE

\$131,690

OCCUPANCY RATE

100 %

MONTHLY RENT

\$535.00

SOCIAL RESPONSIBILITY

BY THE NUMBERS

SOCIAL ENTERPRISE & OTHER SUPPORTED EMPLOYMENT OPPORTUNITIES

110

Individuals Employed Overall

Over 7200

Support Interactions

Over 50%

involved in the justice system

100 %

of participants identify as
having a Disability- Mental
Health, Substance use &/or
social challenges and have
experienced barriers to
employment



COMMUNITY & SKILL DEVELOPMENT PROJECTS

- **CBRM Incinerator:**
10 Employed
- **Port of Sydney:**
8 Employed
- **Cleaning & Janitorial
Opportunities:**
7 Employed

SOCIAL ENTERPRISES:

- **Woodshop:**
31 Employed
- **Property Maintenance:**
47 Employed
- **Laundry & Linens:**
7 Employed

Employment Skills training through Social Enterprise:

Assists unemployed individuals who have had difficulty successfully participating in the labour force by offering a unique, holistic approach focusing on employability skills, occupation-specific training, and the essential skills required for the job market.

Pathways operates three social enterprises to further a social purpose in an environmentally and financially sustainable manner, providing income-generating and paid employment opportunities through:

- o WOODSHOP SERVICES
- o LAUNDRY & LINEN SERVICES
- o PROPERTY MAINTENANCE & GARDENING SERVICES

SOCIAL RESPONSIBILITY

BY THE NUMBERS

Case Management, encompasses all pillars of support and services, and altogether have a community reach of over 2,100 individuals annually.

These supports are vital to Pathways' mission and provide the necessary guidance to challenge and break down barriers, ensuring opportunities are provided to support appropriate and meaningful transitions within the lives of those in our community.

PROGRAMMING & COMMUNITY OUTREACH

- **Elephant in the Workplace:**
12 Workshops
- **Financial Empowerment:**
17 Bootcamps
- **Thrive Into Work:**
22 Outreach Participants Engaged
- **Free Income Tax:**
250 Returns completed
- **GEO NS Connections:**
120 Participants received devices & connections
- **Peer Support Initiatives:**
55 Participants Engaged

CASE MANAGEMENT

- **Goal Development:**
70 Participants Engaged
½ Transitioned to community
- **Community Navigation:**
On average, over 600 individuals are supported across all services
410 inbound Referrals
314 Case Managed
225 Outbound Referrals
272 Waitlisted
- **Job Entry Targeted Supports:**
85 Transitioned to Employment/Education
160 Transferred to Programs & other community supports



WHAT'S NEXT



PATHWAYS
CAPE BRETON

COMMITMENT TO SUSTAINABILITY AND GROWTH



Sustainability is guided by a comprehensive strategic plan that prioritizes long-term viability and continuous improvement.

Our goals focus on our commitment to the community:

Increasing effectiveness and impact by stabilizing, sharing and sustaining core programming and service delivery,

Expanding and diversifying the capacity of programs and supports to meet community needs,

and investing in a healthy, respectful and engaged environment

Pathways has been undertaking significant capital projects,

Aspiring to create space for our team, participants, and community to explore, develop skills, connect, and thrive by

Creating dignified and fully functioning, accessible, eco-friendly and efficient workspaces for our three (3) social enterprises, Programs and Services

Stay Tuned!

THANK YOU

Thank you for being so committed, in addition to the many other obligations you have in your lives. Thank you for communicating, taking calls, answering emails, and being available to provide your expertise and brainstorm solutions.

Thank you for taking the time to govern our organization appropriately. You are the most incredible supporters of our mission, the driving force toward positive change, and are all incredibly valued for your continued support and guidance.



BOARD MEMBERS

Rebecca MacDonald
Chair

Alex Paul
Vice-Chair

Mike Target
Director

Bob Munroe
Treasurer

Natalie Paris
Director

Paige Westbury
Director

Erin Arsenault
Director

Linda Parris
Director

Dr. Linda Courey
Advisory Member

Thank you to the outgoing board members
for all of their contributions.

As they move on, we would like to express our
sincere gratitude for their time and dedication,
which has left a lasting impact for which we are
deeply grateful.

We look forward to continuing the great work
we've started
And wish you all the best!

THANK YOU



To our fantastic community and business partners, thank you for supporting social enterprises!

PROPERTY MAINTENANCE

- Cape Breton Community Housing Association
- New Dawn Enterprises
- Supportive Living
- Protocase
- Old Sydney Society
- Island Folk Cidery
- The Ally Center of Cape Breton
- Transition House
- Membertou Properties

WOODSHOP

- Mullins Rite Stop
- Sydney Home Hardware
- East Bay Market
- Membertou Market
- Cape Breton Victoria Regional Centre for Education
- Cletus' Corner
- Martin's Convenience
- Breton Brewing
- Island Folk Cidery
- Boys and Girls Club
- Cairdeil Place
- Sobeys Prince Street

LAUNDRY

- Flavor Restaurants
- Georgie's Hair Design
- Boardwalk Hair Design
- Ashby Laundromat

SPECIAL THANKS TO ALL OF OUR VALUED CONTRIBUTORS, INCLUDING;

- Scotia Bank
- Learn Corp International
- Keltic Group
- Nova Scotia Power
- Crossroads Cape Breton
- Community Members
- & All Walk-in Customers



THANK YOU

To our core funders, for your continued support, collaboration, and dedication in sustaining our operations, and to those supporting special project initiatives that help grow and expand our services and support within the community.

We thank you!

You make our mission possible!





902 539 6480



info@pathwayscb.com



www.pathwayscapebreton.com



Need Support from MHA?

SELF-REFER:

**COMMUNITY MENTAL HEALTH AND ADDICTION CLINICS, WITHDRAWAL
MANAGEMENT SERVICES OR OPIOID REPLACEMENT 1 855 922 1122**

**If you or someone you know is struggling,
Here's where to get help:**

The provincial mental health crisis line can be reached at
1-888-429-8167 or by dialling 911.

Talk Suicide Canada: 1-833-456-4566 (phone) | 45645 (text
between 4 p.m. and midnight ET).

Kids Help Phone: 1-800-668-6868 (phone), live chat
counselling at <https://kidshelpphone.ca>