

PATHWAYS TO EMPLOYMENT
SHARE, SUPPORT, RECOVERY

2022-2023 Annual Report



Table Of Contents

About	PG 1
Values, Mission & Vision	PG 2-3
Shirley Kelly: Her Journey, Impact & Dedication	PG 4-5
A year in numbers	PG 6-7
Supporting Social	PG 8-9
Our Team	PG 10-11
Contact Us	



About



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 changes 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 Supports

Community Engagement/ Service Navigation

One-on-one support to navigate the services and supports in our community based on need and to support individuals to understand their barriers into community (work, education, volunteering etc.) and help them identify needs and create a plan.

Job Entry Targeted supports

Flexible employment services which provides tailored one-on-one support to individuals not in education or currently employed with the aim of those who are ready to get back into work.

Housing

We provide supported housing to individuals living with mental illness (SHIMI), in partnership with Nova Scotia Health and New Dawn Enterprises. Pathways and New Dawn function as landlords for 39 apartments while Mental Health and Addictions, through its housing support staff, provide and/or coordinate the provision of necessary support services, including treatment.

Skills Training

Financial Empowerment

Building independence through personal and general financial capacity building

Pre-Employment – Thrive into work program.

Integrated program that uses a combination of contextualized learning, and a work placement to address technical, soft skills and workplace essential skills all at the same time. This approach has proven to be an effective way for job seekers with limited skills to access and maintain sustainable employment, as well as opportunities for career advancement or further education.

Social Enterprise

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

We offer these supports through three social enterprises:

- o Environmental Repurposing
- o Laundry & Linens
- o Property Maintenance



Vision, Mission & Values

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.

Vision

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



Eric, interview ready!

Values & Behavioural Agreements



COLLABORATE

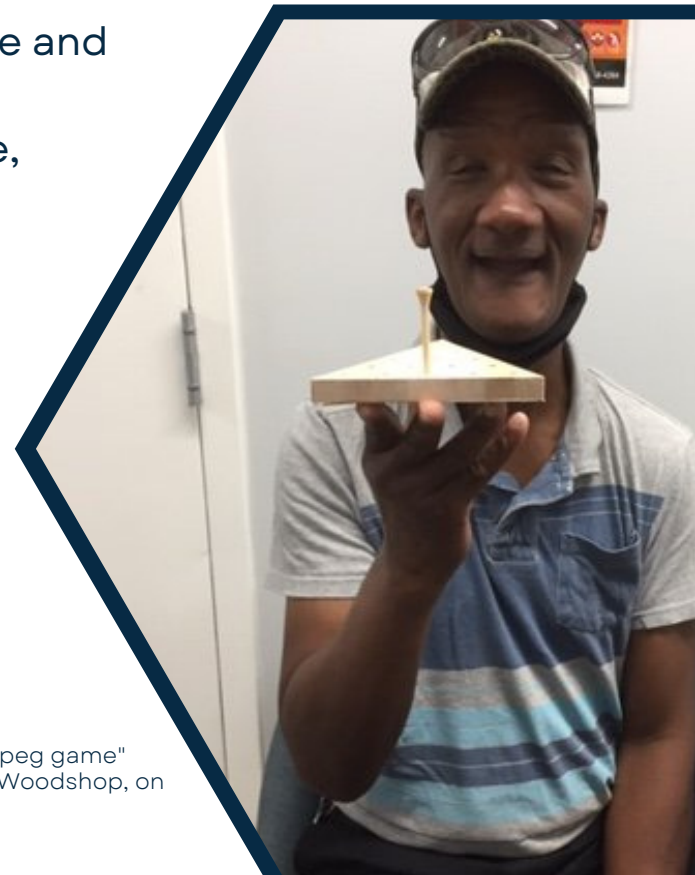
- Recognize strength in partnership and joint learning.
- Build and enhance a sense of community.
- Prioritize people first.

CELEBRATE

- Acknowledge and commemorate achievement.
- 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, choice, and privacy.
- Champion diversity, equity, and inclusion.



Bruce finished "the peg game" made by Pathways Woodshop, on his first try



Journey, Impact & Dedication

On March 31, 2023, Pathways said thank you and farewell to a long-time, and integral team member, Shirley Kelly. We struggle to find the words to capture the gratitude we have for Shirley and her unwavering support to the community over her career.



Shirley Kelly's Journey.

In May of 2005, I found myself in search of steady employment, and a new, not-for-profit organization called The Missing Lint Co-operative advertised for a part-time office assistant/bookkeeper. Having battled depression for many years, I was terrified to attend my first job interview in 30 years.

Imagine my surprise when the very next day I was offered the position! I initially turned it down because doubts had crept in. I still had two teenagers living at home, but I was convinced by family and friends to reconsider the job offer. I started work at The Missing Lint on August 9th, 2005.

The Missing Lint's purpose was to create employment opportunities and provide training and support to individuals living with long-term mental illness like me. It was to be a social enterprise – something that was new and exciting for me. Some of the people I had the privilege of working with and got to know quite well were overwhelmed by their mental illnesses and took their own lives. It's not something you anticipate, and it was very difficult to understand and accept when they appeared happy outwardly. I've lost count of how many lives were lost over the past 17 ½ years due to mental illness – there were many; too many. Watching people struggle is painful and can sometimes make you feel helpless. During those arduous times, we leaned on each other. It strengthened our resolve and determination to provide the support our participants need.



Thank you & Happy Retirement, Shirley Kelly

In 2012, The Missing Lint Co-operative merged with Touch on Wood to become Pathways to Employment. I was assigned a different role, and over the next 11 years, it evolved time and again due to the rapid growth of our remarkable organization. I was happy to help in any way I could.

Since becoming a staff member at Pathways, I have worn many hats working in various social enterprises.

In 2017, I was asked to take over as manager of Pathways Perk, a coffee shop we operated. I had no experience whatsoever, but my organizational skills helped make the challenges easier to navigate. Seeing participants' skills and self-esteem grow and flourish was worth every challenge.

My philosophy has always been, "Don't ask anyone else to do a job you wouldn't do yourself."

With that in mind, you must be willing to leave your comfort zone and toss out any preconceived notions of what your actual job entails.

Secretaries have become a thing of the past. As my original job was phased out, I've embraced new opportunities to contribute to Pathways.

I've trained and supervised cleaning and laundry workers both on- and off-site. I've worked in our laundry, helped clean client apartments, helped with deliveries, providing customer service to our incredible community, provided support services to other staff members as well as participants in almost all our social business lines, organized a women's support project and a wellness gardening initiative, but working with participants is what I came to enjoy most. I could never have envisioned all that in 2005.

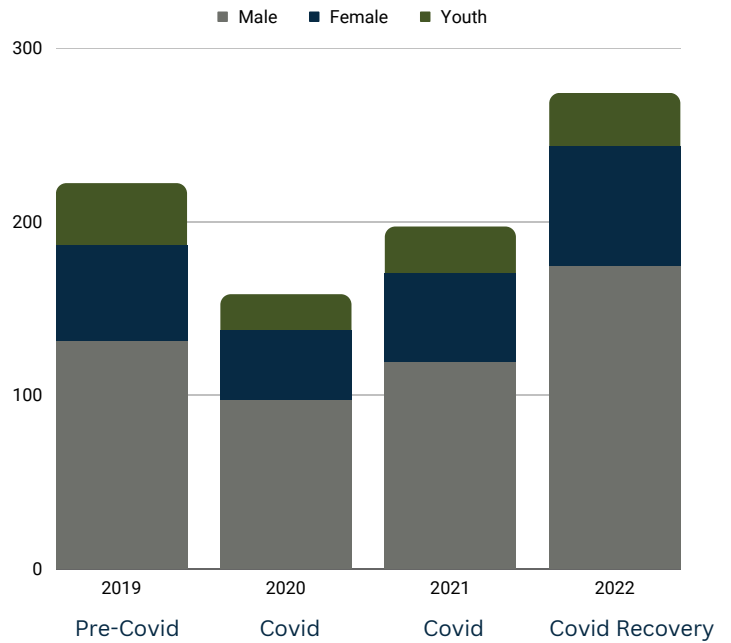
Seeing participants keep their mental illness at bay through meaningful employment, furthering their education and creating careers and purpose for themselves and just becoming happier, healthier individuals - those are the things that inspire me. Through all the ups and downs, the successes achieved by participants are what made it all worthwhile. Their successes enrich the lives of everyone at Pathways.

- Shirley Kelly

A YEAR IN NUMBERS

Total People Supported across all service areas: **243**

Please see the graph to the right that demonstrates the total served, a breakdown & a year-to-year comparison.



Employment Support

164

referrals made to further connect participants with community and government support and services

49

individuals gained permanent community employment

44

participants enrolled in education or certificate based training programs



Housing

12

Individuals supported in affordable safe housing

13

Tenants engaged in a peer run garden club. 4 communities, 15 garden boxes & 25 fruit/veg

98%

Occupancy Rate



Social Enterprise

46

Individuals employed in our three (3) social enterprises

\$262,902

in wages paid through our three social enterprises

6,447

hours of employment created across our three social enterprises



Skills Training

88

employment workshops facilitated

9

projects completed: 1 peer run employment initiative, 3 thrive into work, 4 financial empowerment & 1 youth focused project

21

Community training sessions conducted (Elephant in the workplace & Financial Empowerment)

43

Transitional Employment positions supported (community placement with employment support)



OUR COMMUNITY

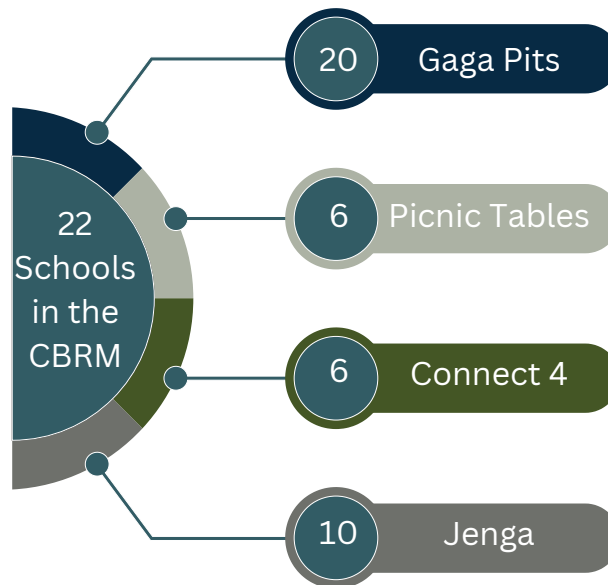
Pathways is a family. It's not just an organization. It is a place where you can feel supported by individuals with lived experience - with peers who understand that stigma can be the ingredient that increases the adverse effects on our mental health. Our team will work endlessly to end stigma in our community - and through partnerships like these, we are achieving just that!

THE WOODSHOP

Pathways has worked with Blossom through Nova Scotia Health and the Cape Breton Victoria Regional Centre for Education in their mission to raise health in schools by enhancing outdoor learning environments. This collaboration has seen our Woodshop busy making various products such as Gaga pits, Connect four games, Picnic Tables, Outdoor chalk & white boards, and outdoor libraries.



Gaga pit installation by two of our participants at a local Jr. High School



Our Woodshop Team

We are so happy to be a part of outdoor learning and physical activity for the schools in our community! With new products come new challenges that bring new team training experiences. This partnership has been fantastic for everyone involved and shows the true power and benefits for the community in a collaborative approach, shopping local and social!

SUPPORTING LOCAL

Property Maintenance

Over the last few years, Pathways has been growing our Property Maintenance social enterprise. With solid relationships thriving with other like-minded organizations, finding a way to grow beyond those partnerships and offer more opportunities has been an essential aspect of our planning strategy. This year, we added eight residential properties to our property maintenance schedule.

"The staff at Pathways have been providing us with lawn care for a few years now, and we can't thank them or recommend them enough. They are efficient and professional and we can feel good about supporting an important organization, vital in our community"

- Valerie Walsh



Laundry & Linens

Social Enterprise continues to provide a unique opportunity for our participants. It also separates Pathways from other organizations. Not only here in the CBRM but across the province. Laundry is starting to become a wheel of possibility for hands-on training opportunities. Our clientele is pleased with our services, and recently, the business has increased greatly at the Flavor restaurants post-pandemic. The frequency of laundry from restaurant clientele and more significant events has risen every other day. This has our strategy for future planning in high gear. We are looking forward to our new facility opening.

"Pathways to Employment handles all of our linens at Flavor restaurants. They are always on time and provide excellent service".

*- Jeff Tickner
Flavor*



OUR



JENNA MACKENZIE
EXECUTIVE DIRECTOR



JENNY BOONE
COMMUNITY ENGAGEMENT
COORDINATOR



JUSTIN VALLIS
GENERAL MANAGER



PAT CAREW
PROPERTY MAINTENANCE
COORDINATOR



SHIRLEY KELLY
THE MISSING LINT
COORDINATOR



JAMIE GRAY
PROPERTY MAINTENANCE
COORDINATOR



PAT DONOVAN
THE WOODSHOP
COORDINATOR



SHAUNA MACMULLIN
PROGRAMS
ADMINISTRATOR



JENNA CURTIS
FINANCIAL
ADMINISTRATOR



MELISSA SHAND
PROJECT COORDINATOR



**ALISON
MACCORMACK**
PARTICIPANT
DEVELOPMENT
COORDINATOR



RACHAEL VASSALLO
PROJECT COORDINATOR

Team



BOARD MEMBERS

Dr. Linda Courey
Chair

Bob Munroe
Treasurer

Colleen MacKenzie
Director

Linda Parris
Director

Helen Ludee
Director

Alex Paul
Vice-Chair

Natalie Paris
Director

Mike Target
Director

Paige Westbury
Director

Rebecca MacDonald
Director

FUNDING PARTNERS

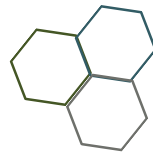


CORE OPERATIONS



PROJECTS





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

Need Support from MHA?

Self-refer:

Community Mental Health and Additions clinics,
Withdrawal Management services or Opioid
Replacement 1 855 922 1122

24/7 Crisis:

Provincial Mental Health and Addition Crisis line
1 888 429 8167

Contact Us



902 539 6480



info@pathwayscb.com



www.pathwayscapebreton.com