



ANNUAL REPORT

2007 - 2008

STRATEGIC DIRECTION

Our community, clients, families, staff, Board members and volunteers contributed to a new Strategic Plan in September 2006. Our measurable Strategic Vision for 2010 is:

“We are an accredited, proactive leader in the provision of high-quality, family driven services. As a thriving organization, we provide innovative and inclusive services in a fun-spirited, supportive environment in partnership with families and the surrounding community.”

Our Strategic Goals will address:

- Community Partnerships
- Our Need for Additional Space
- A Focus on Outcome Measures for Clinical Services
- A Plan for the Accessibility of Inclusive Services
- A Working Environment to Attract and Maintain our Valued Staff
- Maintenance and Increase of Funding



PROGRESS TO CELEBRATE

- **Community Partnerships**
 - ⇒ Increase in partnership and collaboration at planning and front-line service provider level through Best Start Network and Special Needs Youth Transition Planning
 - ⇒ Sponsorship of our programs is evidence of the corporate responsibility being taken in our community for the programs we offer
- **Our Need for Additional Space**
 - ⇒ The trailers are on site and the planning continues for designs to be presented to our Board and community later this year
- **A Focus on Outcome Measures for Clinical Services**
 - ⇒ Our staff guide the work they do with clients by the research on best and emerging practices in children and youth rehabilitation
 - ⇒ Preschool Speech and Language, provincially and SoundStart, locally will be our trailblazers in outcome measurement
- **A Plan for the Accessibility of Inclusive Services**
 - ⇒ A large number of clinical staff received Autism education and training from the Geneva Centre
 - ⇒ ECE Resource Teachers enable clinical staff to help clients more effectively
 - ⇒ Increasing numbers of clients are being referred now that we serve the community in an outreach model
 - ⇒ Geographic teams serve clients effectively in Lambton County and on First Nations
- **A Working Environment to Attract and Maintain our Valued Staff**
 - ⇒ Caring, top-quality staff apply for positions and are hired
 - ⇒ We are close to being fully staffed at the end of the fiscal year
 - ⇒ Employment Assistance Program successfully introduced
 - ⇒ Our new Staff Development and Health and Wellness Committees respond to staff needs
- **Maintenance and Increase of Funding**
 - ⇒ In the absence of any increase in Ministry of Children and Youth Services funding of our core

Vision

“Partners along the Path to Potential”



**“FRIDAY NIGHT JUNCTION”
TEEN DANCE**

Mission

Pathways Health Centre for Children leads in the provision of a continuum of coordinated family-centred services for children and young adults in Lambton County who have physical, developmental and communication needs.



"Partners along the
Path to Potential"

FACTS

We are family
centred

The relationship
between families, their
children and Pathways
staff is based on trust
and respect

Our clients reach their
potential through
meaningful collaboration
of families, staff and a
community that
supports them

Message from the President & Executive Director

A great deal of good work has gone on this year at Pathways, and once again, we are pleased and proud to present a few of the highlights:

- Our clinical staff are bringing service to clients and families throughout Sarnia-Lambton, fulfilling our accountabilities under the Best Start Plan and our strategic goal to provide access to inclusive services
- We have been selected as a community provider for the Regional Infant Hearing and Blind Low Vision Program for children up to the age of six.
- We have moved further along in our strategic commitment to provide more service to schoolage clients, preparing them and their families better for their transition to adult life
- RBC came on board with a two year commitment as a corporate sponsor of programs for our youth and teens – more than 60 clients participated in the additional programs that were offered, with program development to support youth in transition supported for 181 clients in total
- Individual and group donors have recognized, through significant donations, the value of the programs that Pathways provides to children and youth with autism
- Families are working with us as we begin to explore how we can draw them into the Centre and support them as part of our strategic vision for a family-driven philosophy of service delivery
- Dedicated groups of staff have worked hard to formalize an annual calendar of staff development and health and wellness activities, including the annual May Day event
- Our volunteers once again surpassed a milestone – *237 volunteers supported our programs and services with 5,411 hours of service*

Over the years, Pathways has been able to support clients and their families who are unable because of financial limitations to participate in either the Pathways services or the community programs they require to reach their potential. This year, through the generosity of our donors, Pathways directed \$4300 of donated funds towards helping 44 of our families with transportation to therapy or community program registration fees.

The work done at Pathways is supported by our community with their donations and by volunteers with the time they choose to spend at our centre. We sincerely thank all dedicated staff who go above and beyond to ensure our client successes continue to be achieved. It is our pleasure to serve Pathways as the Board of Directors President and the Executive Director.

Sincerely,

Britt Walling, President

Jenny Greensmith, Executive Director

A DAY IN THE LIFE AT PATHWAYS



“Hand Writing Without Tears” staff and volunteers work with clients in the pool



Enjoying the L'il Splashers Therapy Swim



Developing new skills on the Climbing Wall provided by funds raised through the Festival of Trees



Sarnia Street Machines sponsor the “Fast Forward” Listening Program at Pathways

Those who can, do

Those who can do more, volunteer

Author Unknown



The Barnboard Woodworking Club paid it forward this year, donating funds from their annual sale to Harmony



Thank you to our 237 volunteers

**Assessment
wait time:
2 months**

**Individual
clients seen:
1,954**

***We are what we
repeatedly do.***

***Excellence then,
is not an act,
but a habit.***

Aristotle

CLIENTS SERVED (as of March 31, 2008)

Breakdown of 2007/2008 Clients Served

Clients seen by Pathways staff:	2007/08	2006/07
Birth to 6 years old	1025	829
6 to 19 years old	959	1049
Adults	63	90
Individual clients seen	1954	1968
Number of clients referred to Pathways	1188	781
Average time a client waited for an assessment	2 months	2 months



AUDITORS' REPORT

The Auditors' Report of BDO Dunwoody LLP, Chartered Accountants, dated June 2, 2008, is appended to the comprehensive financial statements from which this financial summary was obtained. A complete set of audited financial statements are available upon request from Pathways Health Centre for Children.

BALANCE SHEET (as of March 31, 2008)

	2008	2007
	(in thousands of dollars)	
Operating Fund \$		
Cash	\$1366	\$1209
Receivables	375	152
Prepaid Expenditures	39	33
Payables	-869	-471
Deferred Contributions	<u>-728</u>	<u>-700</u>
Fund Balance	183	223
Property and Equipment Fund	1632	1738
Capital Fund	<u>761</u>	<u>659</u>
Net Equity	<u>\$2576</u>	<u>\$2620</u>

STATEMENT OF OPERATIONS

for the year ended March 31, 2008

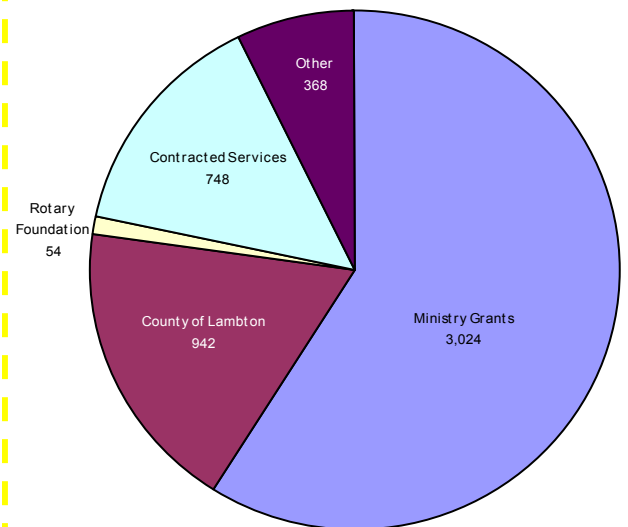
In thousands of dollars
(with comparative amounts for 2007)

Operating Fund	2008	2007
	(in thousands of dollars)	
Income		
Ministry Grants	\$ 3024	\$ 2828
County of Lambton	942	769
Rotary Foundation	54	54
Contracted Services	748	811
Other	<u>368</u>	<u>341</u>
	\$ 5136	\$ 4803
Expenditures		
Health Services Programs	3338	3023
Preschool Programs	1185	1018
Respite Care	33	31
Contracted Services	<u>705</u>	<u>705</u>
	\$ 5261	\$ 4777
Excess of Revenue over Expenditures	-125	26
Transfer from Capital Fund	117	
Transfer to Property and Equipment Fund	<u>-32</u>	<u>-26</u>
Change in Fund Balance	\$ -40	\$ -
Property & Equipment Fund		
Transfers from Operating & Capital Funds for		
Clinical Equipment	\$ 17	\$ 26
Other Equipment	2	67
Furnishings & Fixtures	10	3
Improvements to Property	<u>20</u>	<u>0</u>
	49	96
Amortization	<u>-155</u>	<u>-150</u>
Change in Fund Balance	\$ -106	\$ -54
Capital Fund		
Revenue Fund		
Gifts & Bequests	\$ 205	\$ 82
Interest, Fundraising and Other Income	<u>81</u>	<u>75</u>
	286	157
Expenditures		
Operations	<u>50</u>	<u>18</u>
Excess of Revenue over Expenditures	236	139
Transfer to Operating Fund	-117	0
Transfer to Property & Equipment Fund	<u>-17</u>	<u>-70</u>
Change in Fund Balance	\$ 102	\$ 69

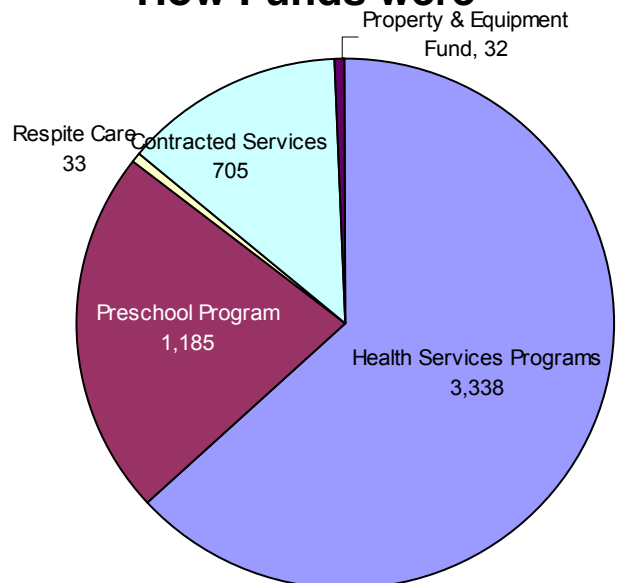
*Our generous donors
make possible what
Pathways is able to
achieve for our
clients and their
families.*

Thank You !

Source of Funding



How Funds were



VALUES

- P**artnering with our clients, their families and our community.
- A**dvocating for our clients.
- R**especting the individuality, diversity and dignity of our clients, their families, our staff and volunteers.
- T**eam work
- N**urturing an inclusive community.
- E**ducating in an open learning environment.
- R**ecognizing the roles and contributions of our clients, their families, our staff and volunteers.
- S**upporting opportunities that encourage health, well-being and self-esteem.

On behalf of our children and families,
thank you to our donors and sponsors

We express sincere appreciation to all of our donors, friends and sponsors who have given so generously of their time and resources in 2007-2008.

Special Recognition Awards

During 2007 – 2008 the following donors' cumulative gifts reached special recognition.
We thank them for their continued support and philanthropy.

Rotary Club of Sarnia • Shell Canada • LanXess • TransAlta
RBC • Sarnia Street Machines • IODE



BOARD OF DIRECTORS

Britt Walling - President
Mary McLeay - Past President
Rod Richmond - Treasurer
Chris Curry - Secretary
* ex-officio member of Board

Paul Beaudet
John McNeill
Diane Sparling
Malcolm Tucker
Michael Stoesser*

John McNeil
Bruce Selman
Godfrey Stevens
Barry Porter
Jenny Greensmith*

Medical Advisory Committee

Dr. T. Butler Dr. T. Lacroix Dr. J. Uppal Dr. I. Campbell Dr. W.P. Southcott