

# PATHWAYS ABILITIES SOCIETY

## 1953 - 2020

**June 10, 1953:** A group of parents, teachers, doctors and concerned citizens met because children with mental handicaps were not being educated in their community. On June 18, 1953 the founding members named the organization the Kelowna and District Society for the Mentally Handicapped. The "centre" opened December 7, 1953.

**1954:** The society name changed to the Kelowna and District Society for Mentally Retarded Children and the centre was officially called Sunnyvale.

**1958:** The Sunnyvale Centre had an enrollment of thirteen students and a staff of two teachers. They taught classes of seven to thirteen year olds and fifteen to thirty year olds.

**1968:** The Sunnyvale Workshop was developed and served 27 adults supported by 6 staff. The school enrollment was 18 students supported by 3 teachers.

**1970:** The name changed to the Kelowna and District Society for the Mentally Retarded. There were four main departments operating: Commercial, Special Services (Wedding car decorations and crafts), Woodworking and Ceramics. Recreational activities such as bowling, skating, parent sponsored picnics and field trips were offered. Towards the end of the year, the pre-school program started and soon moved to the Baptist Church on Bernard Avenue.

**1971:** September, an extension was built onto Sunnyvale, which added two more classrooms.

**1973:** The Bertram Street Residence opened with 12 residents living there. The children's education programs were given to School District #23.

**1975:** July, the expansion of Sunnyvale Workshop was completed and those on a waiting list finally received services.

**1976:** The Infant Development Program started.

**1977:** A Recreation and Field Counselor was hired to expand activities within the community.

**1981:** The society changed names back to the Kelowna and District Society for the Mentally Handicapped and the Sunnyvale Workshop became Kelowna Diversified Industries (KDI) Wood Shop.

**1983:** The society transferred the Infant Development program to the Child Development Centre. Bertram Street Residence closed with some residents moving home and others went into the Independent Apartment Living Program.

**1984:** Early in the year, the Bach Road group home opened and 4 people moved in. The Bertram Street Residence opened as a pre-vocational activity centre. Discussion groups, personal grooming, work preparation, arts and crafts and access to community-based programs were offered.

**1985:** Two homes were purchased, Solly Court and Lakeland and former residents of institutions in BC moved into the community-based homes. Bertram Street expanded its services to provide day programming for these individuals. The society assisted in setting up the Special Olympics program in Kelowna.

**1986:** The Bach Road residents moved to a newly purchased home on Richter Street.

**1988:** The 35<sup>th</sup> anniversary of the society was held. The society was now running four levels of programming ranging from personal skills to vocational training. The day program served 68 people supported by 16 staff. The residential program served 24 individuals supported by 19 staff.

**1989:** Lakeland residence was sold and a duplex on Elm Street purchased. Wedding Belles and Baskets moved to a storefront operation on Sutherland Avenue with 11 individuals and two staff. The society's offices moved out of the McWilliams Centre and into Bertram Street Vocational Centre (KDI).

**1990:** The society name changed again to the Kelowna and District Society for Community Living. Integrated Career Opportunities (ICO), a supported employment service was formed. The society started an integrated daycare.

**1991:** Solly Court was sold and the contracts transferred to the new owner.

**1992:** The Self-Advocacy group started to grow and expand. The arts program was converted to a production contract. The newly formed Travel Club made its second trip, a cruise down the Mexican coast.

**1993:** Elm Street was in the process of closing which left the society with one group home, Richter Street. ICO opened a second office in Winfield.

**1994:** The society purchased a new recycling truck for ICO to assist the recycling program to expand. They secured a contract with the Kelowna General Hospital. Plans for a bicycle shop were initiated and involved handling the city's lost and stolen bikes.

**1995:** The society established another 'storefront' operation when contract services moved to Bay Avenue and became First Choice. 12-18 individuals worked there with two staff. Contracts included packaging and labeling for Sun-Rype and Calona Wines as well as bulk mail-outs, newsletters and collating projects for their regular customers. The Bike Shop opened at KDI and a showroom for sales and repairs started. The Bike Shop was named Larry's in memory of a former service recipient. The Daycare was closed due to the decline in children enrolled. The Bertram Street building was purchased by the society from the city so that it could be sold. The Winfield office closed due to the decline in participation.

**1998:** The Bike Shop signed a contract with Zellers to assemble their new bikes and was working on signing deals with Wal-Mart and Canadian Tire.

**1999:** The administration offices moved to KDI and the Bike Shop was in the process of opening a store on Doyle Avenue. October was designated Community Living Month. At the end of the year, the Legion purchased the Bertram Street building.

**2000:** A shredding machine was purchased and the search for more work started. The Wedding Shop moved to Spall Road and ICO moved to Kent Road. In the fall, a new 14-foot cube van was purchased for Econoshred.

**2001:** The Wood Shop received a forklift, which helped a great deal with their lift lots of wood. First Choice gave up the storefront on Bay Avenue and moved back to KDI in December.

**2002:** The Wood Shop started making cedar sheds. March 1, the Bike Shop moved to a new location on Lawrence Avenue. The Bike Shop name was changed to Larry's Cycle and Sports. The Minister for Children and Family Development appointed a provincial Transition Steering Committee to make recommendations on transferring community living services from government to a new community based governance authority.

**2003:** KDSCL celebrated 50 years of community service. Celebrations occurred throughout the year beginning in April. The society donated a tree, which was planted in City Park to thank the community for their support and KDSCL hosted a Chamber of Commerce new member's breakfast. In June, a "50th Anniversary Party in the Park" occurred at Mission Creek Park. The entire community was invited to come and participate in the celebration. In October, in recognition of community living month, a reunion dance was held at the Performance Centre on Ellis Street. ICO's offices relocated to KDI. Individualized funding became an option for individuals and families. Government was moving away from traditional global funded contracts. Wedding Belles

and Baskets moved to a new location on Lawrence Avenue, next to Larry's Cycle and Sports. The society underwent a major service review. The three supervisor positions were consolidated into 2. Action plans were established to clearly define the service areas and establish clear goals for each service. The society offered 4 types of services; business services, day service, residential and ICO. Ricky Barton, a service recipient, passed away.

**2004:** KDSCL began preparing for accreditation. ICO focused solely on employment and the Day Service assumed responsibility for assisting individuals with life skills. Community Placement Developer positions were established to create more opportunities for community participation in employment and volunteer work. An agency shuffle occurred and staff were reassigned to their preferred areas of work. Incentive pay was clarified and a new system implemented. Another truck was purchased. The society secured an individualized funding contract and assisted a family to support their two adult children in their home. The Interim Authority for Community Living BC was established, to assume provincial responsibility for services to people with disabilities from the Ministry for Children and Family Development. The building continued to be utilized by outside not-for-profit groups including Parent-to-Parent, the Cool Arts Group, the Okanagan Deaf Association and self Advocate Caucus. The Board of Directors and executive director continued to work on replacing the building located at 555 Fuller Avenue.

**2005:** KDSCL had their first Commission on Accreditation of Rehabilitation Facilities (CARF) accreditation site survey November 2 to 4, 2005. Three surveyors came from the United States and evaluated KDSCL's services against industry standards. On December 15, 2005 we received notification that we had been assigned a three-year designation. Community Living BC took over the provincial responsibility for services to people with disabilities from the Ministry for Children and Family Development July 1. Community participation at various recreation and leisure activities and events increased in all areas. Service recipients planted and harvested a community garden plot, hiked trails, participated in signing classes, went tubing, attended hockey games, etc. Community volunteerism increased and service recipients volunteered over 2900 hours at Pine Acres Rest Home on the West Side, Windsor Manor in Rutland, Ki-low-na Friendship Center downtown and Compassion Canada. KDSCL assisted with Kelowna Centennial celebrations and Regatta. After 14 years of association with the Kelowna General Hospital and Cottonwoods, 5 individuals from ICO were laid off. Many employees at the hospital were upset and tried to have the individuals reinstated, unfortunately to no avail. Richard Bernard and Patrick Smart passed away.

**2006:** Service contracts with CLBC were renewed for an additional year and a half. CLBC hired a provincial self advocate advisor who worked at establishing better communications with people with disabilities. A new provincially bargained 4-year collective agreement was ratified, to create labour stability. Due to a decline in sales and the lack of activity for the attendees, Wedding Belles and Baskets officially closed the doors July 14, 2006. KDSCL purchased a house at 925 Sutherland Avenue which became an extension of the KDSCL day service. The women from the Wedding store moved to this location. At the same time Larry's Cycle and Sports moved to a new location at 123-1511 Sutherland Avenue. Larry's expanded their retail operations and began selling Waldies shoes, Life is Good and Horsefeathers clothing lines. The residents at Richter Street celebrated 20 years together. They also vacationed in Mexico while the interior of the house was being painted. The KDI Wood Shop was extremely busy with stakes sales increasing due to increased construction in Kelowna. The day service expanded and the services offered were based on individual's needs

and pre-scheduling activities. Community volunteerism continued to increase. ICO expanded their contracts and had record sales. A 30 year lease on the 555 Fuller Avenue property was finally reached with the City of Kelowna and the society continued to pursue replacing the building. The unofficial KDSCL travel club spent a week at the West Edmonton Mall. A group of KDSCL service recipients went camping the 2<sup>nd</sup> weekend in September to Camp Owaissi across the lake. KDSCL purchased the ShareVision program designed to eliminate paper work through the use of online websites and make the services more effective and efficient. KDSCL held very successful community living month events including BBQs each Friday in October. Many of our community partners, including the mayor, came to KDSCL for a free lunch and received bouquets of flowers. KDSCL was also showcased on CHBC by Mike Roberts. Joan MacGregor, who was the KDSCL executive director from 1989 to 1999 and Anne-Louise Woite, a long term wedding store participant, passed away.

**2007:** KDSCL continued to pursue replacing the building at 555 Fuller Avenue. The City of Kelowna requirements were actively being addressed with 2 outstanding items at year end. KDSCL secured four new individualized funding contracts with staff specifically working under the direction of the individual and/or their family. Recruiting and maintaining qualified staff was a huge issue due to the labour market in the Okanagan. Much time was spent trying to hire and orientate new staff. The Day Service continued to expand with increases in referrals. The activity schedule that was established in the prior year was operating in full mode with a variety of recreation and leisure opportunities being offered. Individuals continued to volunteer with other community non-profits and attended several appreciation events through out the year. The evening/weekend social and recreation group participated in many community events including attending hockey, baseball and football games, playing billiards, Parks Alive activities, dinner and a movie, arts classes, etc. The Richter residents went on an Alaskan cruise which they thoroughly enjoyed. ICO continued to provide employment services. Group contract work declined with more emphasis on independent employment. ICO hosted a very successful employer's breakfast in September with many community partners attending. Larry's Cycle and Sports sales increased at the new location. They expanded their clothing line. The KDI Wood Shop had record sales, with individuals continuing to participate in community activities. The officially resurrected Travel Club went to Disneyland, Niagara Falls and hosted a September one week camp at Camp Owaissi. Community Living month celebrations occurred in October with a free BBQ lunch and an evening open house. Sadly, this was also the year that Desmond Hill, Maria Sulzer and Janet Asselstine, long term KDSCL participants, passed away. Chris Jiyobu and Stewart Ritchie both retired. The Kelowna Self advocates attended the BCACL conference in June in Prince George. They produced a video and presented it at a workshop on Rights and Responsibilities. The group continued to meet monthly and worked on issues at both a community and provincial level.

**2008:** KDSCL celebrated 55 years of service to the community. Unfortunately this proved to be a difficult year with the unexpected death of Leigh Edwards, a 25 year employee, on April 18. He made many contributions to the society including coordinating KDSCL's first successful 3 year accreditation designation. He was a very kind man and his death affected many. The ICO bottle sorting group moved from sorting bottles at KDSCL locations to Columbia Bottle. The contract expanded to include KDSCL collecting donated recyclables at the locations with the proceeds going directly to the society. ICO continued to develop the discovery process focusing on individual specific employment. The Activity Service continued to expand. Individuals participated

in various activities including scrap booking, bird watching, CURVES and volunteerism. Some activities that were held at 555 Fuller Avenue began relocating to community venues. Many additional opportunities were offered through the evening and weekend service. The travel club went to Tofino, Disney World and on a Caribbean cruise. KDSCL also coordinated another fun filled week at Camp Owaissi where a 55th celebratory barbeque was held. KDSCL set up their first successful home share living arrangement for one individual. Larry's Cycle and Sports sales were similar to previous years while the wood shop's decreased slightly due to the decline in building. KDSCL staff hosted a second very successful Craft and Bake Sale fundraiser. The building project remained live and active. All city requirements were satisfied and the board and executive director worked actively to find a fund raising chair. Eight self advocates attended the BCACL AGM and Conference in Surrey. In November KDSCL had their second accreditation survey and in January of 2009 we received confirmation that we again received a three year designation.

**2009:** Staffing which had been a significant issue for the last few years stabilized. We were very fortunate to suspend casual hiring and were able to accommodate staffing replacement needs as required. Many staff had the opportunity to attend various conferences and training throughout the year. In June three staff and two people KDSCL supported attended the BCACL Conference in Vancouver. In March, the union allowed the executive director to participate on a travel club trip to Mexico. The travel club also went to Tofino and Ucluelet, Big White, Disneyland, Vancouver twice, once sightseeing the other for a hockey game, Southbeach Washington for the Christmas light-up, Camp Owaissi and Las Vegas. In addition, the Richter residents holidayed for a week at Jewel Lake. A board strategic plan was completed in April (follow-up to the one completed in November the previous year) that was comprehensive and focused on the organization as whole. The activity service took over publishing the KDSCL Newsletter. The revamped format and enhanced content received much praise. Sadly, this year long term employee Mike Johnson passed away and individuals Chris Jiyobu, Laurie Yuros, Madeline Church and Verona Harding who all received service from KDSCL. The activity service continued to assist individuals to participate in community recreation and leisure activities and volunteerism. Many activities from the previous year continued and a selection of new ones offered. ICO continued to support individuals to work and was actively implementing the Discovery process. Due to economic slump, sales were down at both Larry's Cycle and Sports and the KDI Wood Shop. Individuals at both locations continued with activities in house and in community. KDSCL staff and Larry's Cycle and Sports (had a booth set up) participated in the City of Kelowna's Bike to Work Week. KDSCL staff hosted a third very successful Craft and Bake Sale fundraiser. The Community Living Awareness Committee was very active in the community and KDSCL participated in Canada Day celebrations via Apple Bin Painting and setting up a booth that distributed balloons and paper glider airplanes, Parks Alive, Safeway Arts and Music Festival, distributed posters for Viva Musica and decorated and put a Scarecrow in the Uptown Rutland Scarecrow Convention. Likely the most exciting accomplishment of the year was winning the Juicy Give. Fifty-three not-for-profit organizations participated in a contest sponsored by our local radio station, the Juice. Organizations submitted projects that needed funding and the community voted via the internet for the project they felt was most in need. The organization that won, the Juice committed to raising a minimum of \$100,000 for and provide \$50,000 worth of free advertising. Everyone worked so hard campaigning and we had so much support both internally and from the community at large.

**2010:** The Community Living Awareness Committee (CLAC) was very active and participated in and/or supported participation in a community living month barbeque, Seedy Saturday at Okanagan College, a Staff Craft and Bake Sale and a 57<sup>th</sup> anniversary tea at KDSCL. All the events were successful and served as opportunities to showcase our society and promote welcoming communities. Collectively we worked on addressing the organization's strategic plan goals including replacing our building at 555 Fuller Avenue. Our only barrier continued to be securing the dollars to build. We developed various funding strategies including contracting with a fundraiser, recruiting additional committee members and developing and hosting our own events. The new committee worked very hard with limited resources to host or participate in a dunk tank through the Boyd Autobody Show and Shine, a Kayaking Race, a Lawn Bowling tournament, the Skookum Barn Dance and sold Christmas swags. In addition Jazel Homes held another very successful fundraiser with KDSCL the recipient of the proceeds. In anticipation of rebuilding, KDSCL administration and ICO relocated to 925 Sutherland Avenue and the individuals attending the activity service relocated to Fuller Avenue. Staffing continued to be relatively stable though we did hire a few casual employees mid-year. Our provincially bargained collective agreement expired March 31, 2010. Bargaining commenced, however by year end no agreement had been reached. KDSCL secured funds to complete a feasibility study for Larry's Cycle and Sports and the City of Kelowna Lost and Stolen Bike program. A contract to manage the lost and stolen bikes for the city of Kelowna was signed and the wood shop continued to support this service. KDSCL supported 7 individualized funding contracts at the beginning of the year; one family opted to take over managing the services on their own in the fall. KDSCL participated in the CLBC initiative "Start with Hi" by distributing newspapers and bracelets hoping to educate the community on inclusive practices. The activity service continued to rotate their schedule as the season changed to offer a variety of different activities while continuing to volunteer in the community. Included was Geo-cashing which not only enabled staff and individuals to explore community but brought people to us. Sadly, this year Karen Pringle passed away. ICO secured additional funding through CLBC for an employment first initiative. This initiative had us develop an employment first approach to individuals wanting to become involved in services at KDSCL. The grant enabled KDSCL to employ two individuals for a 7 week period to develop the Discovery process and complete Discoveries with 18 people. KDSCL continued to provide and offer numerous professional development opportunities. Staff attended employment specialist courses, Mandt training, assertiveness training, conflict resolution training, computer classes, customized employment training, epilepsy and dementia seminars just to name a few. A speaker bureau was developed which included helping people with disabilities to hone their public speaking skills. KDSCL also jumped on the technology train and created a Facebook page.

**2011:** The year started out with 11 women travelling to Cuba for a fun filled week of fun and sun. The travel club also went to Halcyon Hot Springs, Seattle and to the Silver Reef Hotel, Casino and Spa. KDSCL purchased a new property on 647 Old Meadows Road which became an extension of the activity service. Nine individuals commenced service at the location April 13<sup>th</sup>. Community Living BC was under significant scrutiny regarding their initiative to close all group homes across the province. The CEO resigned. Service providers across the province engaged in new contract negotiations with local CLBC representatives. KDSCL staff participated in a fun-filled in-service at Silver Star resort. Fundraising for the new building continued. KDSCL was the recipient of funds raised by the Global Arts Music Festival and participated by selling cookies for "Alex" and the SOS Village. Jayne Stolz coordinated a very successful plant sale.

KDSCL staff, led by Johanna Cameron, hosted another successful KDSCL Craft and Bake Sale. Teena Gowdy organized and held a benefit concert. The Community Living Action Committee, led by Cyndy Omand, continued to be active and coordinated KDSCL's participation in Seedy Saturday, the Rutland May Days, Westside Daze parade, the 4th Annual Scarecrow festival, hosted the annual KDSCL Community Living Month BBQ at 555 Fuller Avenue and a swag sale. The CLAC committee also coordinated a very successful 58<sup>th</sup> anniversary celebration June 10<sup>th</sup>. The United Way, through their Days of Caring program, provided volunteers to paint the outside of our house at 925 Sutherland Avenue. Through a Fortis sponsored program, all the light bulbs were replaced at 555 Fuller. The Board of Directors completed a strategic plan, identifying actions and agency direction. Larry's Cycle and Sports closed after serving the community for 16 years. Individuals and staff were relocated to various service areas. The activity service solidified their commitment to community inclusion and aggressively pursued volunteer placements for individuals attending and embarked on creating customized employment opportunities. Jean Hadgraft continued to volunteer doing the KDSCL Craft Classes. Integrated Career Opportunities changed their structure in order to maximize the amount of time spent obtaining employment for people. The structure at ICO changed from having one staff looking for employment to having all staff carry a caseload and being responsible for securing employment. The Foundations for Employment project completed its first year with 6 youths obtaining some form of community employment. Vancouver Foundation and Ministry of Children and Families funded the second year of the project, and Central Okanagan Foundation granted funding as well. Social venture creation was pursued resulting in a plan to transition the Kelowna Diversified Industries wood shop into a viable business. The 1976 Richter Street mortgage was finally paid in full and KDSCL secured title to the property. Sadly, this year Jason Cline and Holly Wilson passed away. 925 Sutherland Avenue underwent a major renovation after a pipe burst and flooded the entire house. The bathroom was modified to make it accessible. Two months later a lightning strike hit the electrical system at the house and fried much of the electrical equipment including computers and the fax machine. KDSCL had our third CARF accreditation survey. Three surveyors evaluated KDSCL on industry standards and KDSCL received a three year designation. The year ended with the annual KDSCL Christmas party being held at the Ramada.

**2012:** Integrated Career Opportunities (ICO) contracts were transferred to the newly formed social ventures/social enterprise department. The new department included the wood shop. Individuals attending the wood shop for activity based service were transferred to other service areas and social ventures/social enterprise participants were employed by the society to carry-out the terms of the recycling and yard maintenance contracts. In February, four staff and thirteen individuals travelled to Mazatlan, Mexico for a fun filled week of sun. The travel club took additional trips to Warm Beach, Washington, an Alaskan Cruise and spent another week at Camp Owaissi. The society continued to work on the building replacement project and contracted with Elton Media to rebrand the organization. The agency leadership team and board of directors engaged in facilitated discussions resulting in a rebranding strategy which included changing the society's name. KDSCL officially became Pathways Abilities Society on November 2, 2012. Myrtle Wilson, on behalf of the Wilson family, made a very significant donation to the building replacement fund. We were grateful for her thoughtfulness and generosity. The Community Living Action Committee (CLAC), co-led by Cyndy Omand and Ellen Voth continued to be active and coordinated the society's participation in Seedy Saturday, the Rutland May Day parade and the

Westside Daze parade. The CLAC committee, to celebrate community living month, coordinated 2 separate groups, to march holding signs with various community living slogans, along the Bennett Bridge and on the overpass on Highway 97. We hosted another successful community barbeque to celebrate 59 years of service in June. 172 burgers were served. Staff, led by Johanna Cameron, hosted another successful Craft and Bake Sale. Ellen Voth spearheaded the second annual Swag sale. Jayne Stolz coordinated another very successful plant sale. Sadly, this year Frank Caruso, Pam Gerl and James Ornst passed away. The activity service continued to increase their volunteer presences in the community and increased the number of volunteer sites and opportunities available to individuals. ICO, with a clearly defined focus on community employment, assisted individuals to work in the community. Nick Pisio, Charisse Daley and Mark Wengrowich began researching options to replace the Richter Street property with a home that would be more conducive to the needs of the residents. The employee's collective agreement expired March 31 and because no agreement was reached by October, a provincial strike vote was taken with employees voting in favour of strike action. Throughout the year ongoing contract and funding negotiations occurred with society management and Community Living BC representatives. One year contracts were completed by the end of October. The society secured two additional individualized funding contracts. The society purchased 2 new used vehicles with proceeds from the Vipond golf tournament. The year ended with the annual Christmas party being held at the Ramada.

**2013: 60 Years of Service!** We officially announced the society's new name at a media event attended by the Capital News, CHBC/Global, Vista Radio, the Courier and Castanet. A new one year collective agreement was ratified averting a strike. The provincial government agreed to fund the new agreement however rescinded the offer and engaged in a cooperative gains mandate. Eighteen people travelled to Disneyland, six people to Rincón de Guayabitos, Mexico and a group went to Camp Owaissi. The society hosted a Compassion Fatigue Workshop for parents and family members of people who have disabilities. Twenty-nine people attended. The CLAC committee continued to support the society's participation in the community. Lloyd Horton, Shelley Purdon, Cyndy Omand, D'Arcy Bell, Ellen Voth and Shelley Decoste hosted the Pathways booth at the annual Seed Swap at Okanagan College. Leslie Munro, Shelley Decoste and Adam Less facilitated Pathways participation in an all candidates forum at the Streaming Café, with Premier Christy Clark in attendance. Pathways purchased a replacement property for the Richter home members, 2835 and 2837 Bouvette Street, and renovated the property to meet the needs of the individuals. The anniversary committee consisting of Cyndy Omand, Ellen Voth and Charisse Daley coordinated a 60th Anniversary Dinner and Dance at the Kelowna Banquet and Conference Centre with 200 people attending; a turkey dinner was served by the Kelowna Hostesses. Myrtle Wilson blessed the meal. Jim Champion, Susan Harney and David Paynter read our history followed by a wonderful power point created by Marc Houde and a dance. On June 10<sup>th</sup> a cake was cut and served to individuals attending Fuller Avenue to officially celebrate our "birthday". Mayor Walter Gray declared October 7<sup>th</sup> to 13<sup>th</sup> Pathways' week. The week kicked off with our first Pathways Inclusion Chain. Approximately 100 people came to Kelowna City Hall, held hands to celebrate the diverse-abilities of our community. An employers' appreciation was held at the Tree Brewing Company and our annual Community Living BBQ. Staff, led by Sharon Simms, hosted another successful Craft and Bake Sale. Susan Harney retired after 30 years of service. In 2014 the Activity Service will move to the new building and ICO will relocate

with Social Ventures to 555 Fuller Avenue. The year ended with the annual Christmas party being held at the Rutland Centennial Hall.

**2014:** January and February were spent planning, preparing and relocating services. On February 24<sup>th</sup> the activity service and administration started operating out of the new 123 Franklyn Road location. 555 Fuller Avenue became the official site of our employment services with ICO relocating and sharing space with Social Ventures. We were very fortunate to have community and community groups donate services and goods painting, cleaning and refurbishing our new building. Paula Fiander, Belinda Finney and the Son of Valley fellowship donated a tremendous amount of time and Nick Pisis countless hours overseeing the Bouvette renovation and the upgrades and maintenance of 123 Franklyn. The individuals that resided at 1976 Richter Street moved to their renovated side-by-side duplex on January 23, 2014. The Community Living Awareness Committee (CLAC) continued to facilitate Pathways' involvement in our community. The CLAC committee planned and implemented an open house BBQ, participation in the Rutland Scarecrow Festival, an Inclusion Chain, "An Evening with Mike Harcourt" and Dine for Diverse-abilities. Mayor Walter Gray declared October "Community Inclusion Month." Project 26 continued to move forward. A feasibility study was completed to determine if it was viable for Pathways, the Legion, and School District 23 to collectively re-develop our adjoining properties with recommendations for moving forward. Sadly, this year Jackie Miller, Tina Caruso, Mr. Hadgraft (fondly known as Mr. H) and Stewart Ritchie passed away. The Okanagan Valley Association of the Deaf, Cool Arts, Overeaters Anonymous, Co-Dependents Anonymous and the Okanagan Chinese Canadian Association continued to utilize our building. The Okanagan Korean Culture and Knowledge Society became a new room user. Richter Street, Old Meadows and Sutherland Avenue were rented. In September our fourth accreditation survey was conducted and we received another three year designation. We received news of a grant approval from the federal government to pour a ramped sidewalk at 123 Franklyn Rd at the end of the year. The year ended with the annual holiday party format and venue changing with a luncheon at our new 123 Franklyn Road location.

**2015:** Pathways had their first unofficial snow day closure January 5th. Pathways and the Kelowna Community Development Society merged under Pathways effective April 20<sup>th</sup>. Pathways went from serving 150 individuals and their families to serving over 200! As part of the merger the activity service expanded, including adding a new service location Branch 55 and renovating our Franklyn building to accommodate a seniors program. Sidewalks and railings were added to the front, back and sides of 123 Franklyn Road. A new home, Highland Drive was added to our residential service and subsequently added a new resident in July and became licensed. Fifteen new home shares were added to the home share service. Pathways was selected as one of the 3 finalists for the City of Kelowna Volunteer Organization of the year. Unfortunately we did not win. The Community Living Awareness Committee (CLAC) continued to facilitate Pathways' involvement in our community. The CLAC committee planned and implemented an open house BBQ, participation in Rutland May Days parade, the Rutland Scarecrow Festival, hosted the Uptown Rutland Business Association After Hours and held our third annual Inclusion Chain at City Hall where Mayor Colin Basran declared October "Community Inclusion Month." The Project 26 Committee was unfortunately dismantled due to lack of commitment from other committee members. Sadly, this year Mrs. Anne Ford, Sandra Ford's mother and self-advocate Pearl Beaulieu passed away. At year end the wood shop (fondly known as KDI) ceased producing and selling wood products. The shop will be used to expand used bike sales

and shredding. The Okanagan Valley Association of the Deaf, Cool Arts, Overeaters Anonymous, Co-Dependents Anonymous, Okanagan Chinese Canadian Association, Okanagan Korean Culture and Knowledge Society continued to utilize our building. The Exception Music program became a new room user. The year ended with the annual holiday party format and venue changing with a luncheon at Rutland Centennial Hall.

**2016:** In February, Pathways was one of three not-for-profit organizations invited to pitch a cause to the Kelowna Chapter of “100 Men who Give a Damn.” The ‘non-organization,’ as they describe themselves, meets quarterly and is comprised of a random group of local men committed to giving back to their community. Each man shows up to the meeting with \$100, listens to five-minute appeals from the local not-for-profits, then votes on one of the three organizations to which to donate. It’s a winner-take-all vote where one not-for-profit walks away with all the cash collected. Pathways won! Shelley Decoste did an amazing job pitching the need for more employment options for people with diverse-abilities in our community. BikeWays flourished with record sales. 647 Old Meadows Road was renovated to accommodate the three men residing at 1341 Highland Drive. The men moved into their new home in August. CLBC began devolving home share providers to local agencies. Through this initiative and new home share contracts, Pathways contracted with an additional nine home share providers and by the year’s end we were providing home share services to 34 individuals. We were informed that eight of our BC Housing subsidies would be cancelled once the current recipients no longer required the subsidy due to the provincial/ federal agreement expiring. In the past, if a recipient was no longer in need, it could be transferred to a person or a family who was. We contacted BC Housing strongly encouraging them to reverse their decision to no avail. We contacted and met with our local MLAs, Norm Letnick and Steve Thompson, and MP Stephen Fuhr, requesting they advocate for the decision to be reversed to no avail. This is being applied to all subsidies as they expire across the province. It was very disheartening. We submitted a proposal to BC Housing to redevelop the Fuller site into an affordable apartment building. We were very excited to learn in October our proposal was accepted and in 2017 we will be constructing new affordable housing units at that location. Current services operated at that location will be relocated. The Community Living Action Committee (CLAC) continued to facilitate Pathways’ involvement in our community. The City of Kelowna proclaimed October 2016 “Community Inclusion Month.” The group coordinated another “Inclusion Chain” in front of Kelowna City Hall where mayor, Colin Basran, presented the proclamation. Additional events included open house barbeques, participation in the Rutland May Day Parade, the Rutland Scarecrow Festival and Dine for Diverse Abilities Week. Pathways held our first annual “Heroes Gala” at the Capri Hotel recognizing the current employers of the people we support, volunteers and contributors. Over 100 people attended. Sadly this year, Cathy Gramlich, Johanna Cameron and Lindsey Mogan passed away. Cathy spent many weekends doing respite at the old Richter home. Lindsey and Johanna worked for Pathways and both were very committed to providing the best support possible to people with diverse-abilities. The Okanagan Valley Association of the Deaf, Cool Arts, Overeaters Anonymous, Co-Dependents Anonymous, Okanagan Chinese Canadian Association, Okanagan Korean Culture and Knowledge Society continued to utilize our building. The year ended with the annual holiday party with a luncheon at Rutland Centennial Hall.

**2017:** We worked with BC Housing to evolve the Fuller Avenue re-build project. There were delays due to exploring potential partnerships however by year end it was confirmed that we will be constructing 66 units. We needed to secure space to relocate

our existing services in order to ensure a seamless transition. Pathways purchased a new building at 1216 St. Paul Street with the proceeds from the sale of 2 properties, 925 Sutherland Avenue and 1976 Richter Street. We took possession of the new building May 1, 2017. The building was renovated to accommodate BikeWays and Social Ventures on the main floor and Integrated Career Opportunities (ICO) on the second floor. The Grand Opening Celebration was held in November. Special recognition to one of our dedicated BikeWays volunteers, Don Lehman, for his dedication during September setting up and organizing the new bike shop! We had our fifth accreditation survey and received another 3 year certification! We purchased a new location 2476 Main Street in West Kelowna, taking possession October 15, 2017. The new location is a satellite activity service and was purchased to accommodate the needs of individuals residing on the west side of the lake. The bathroom was renovated to accommodate those with mobility issues. Active volunteers went from 6 in January 2017 to 20 in December 2017. Individuals served through Home Share contracts went from 35 in January 2017 to 43 in December 2017. The number of Home Share contractors went from 25 in January 2017, to 32 in December 2017. In August Pathways was very fortunate to be a recipient of the Fortis BC sponsored REnEW (Residential Energy Efficiency Works) program, which provides energy efficiency, employment and life skills training to participants who face barriers to gaining employment. This program is in conjunction with the John Howard Society of Central and South Okanagan, with support from local businesses and contractors; in our case, it was Ray Nagy of Bronag Contracting, Jason from DuoTeck Electrical Ltd., and Lawrence Nagy of Nagy Bros' Window and Door. The REnEW group spent over a week replacing the windows, doors and lights at our home on Bouvette Street. The Community Living Action Committee (CLAC) continued to facilitate Pathways' involvement in our community. The City of Kelowna proclaimed October 2017 "Community Inclusion Month." The group coordinated another successful "Inclusion Chain" in front of Kelowna City Hall where mayor, Colin Basran, presented the proclamation. Additional events included open house barbeques, participation in the Rutland May Day Parade, and the second annual "Heroes of Diversability Event" held at the Kelowna Golf and Country Club. Sadly this year, Regg Bourne, Cynthia Forbes, Ingrid Freeman, Bob Ford, Ben Decock and Karen Erickson passed away. The Okanagan Valley Association of the Deaf, Cool Arts, Overeaters Anonymous, Co-Dependents Anonymous, the Okanagan Chinese Canadian Association, the Okanagan and the Korean Culture and Knowledge Society continued to utilize our 555 Fuller Avenue building outside of regular service hours until we relocated to St. Paul. The Okanagan Chinese Canadian Association and the Okanagan Korean Culture and Knowledge Society took over complete usage with the Men's Shed joining them in November. Don Penty and Nick Pisio won the Valley First simple award and donated their \$1,500 award to Pathways. Don won for making applesauce and donating it to Inn from the Cold and Nick for volunteering thousands of hours at Pathways including serving on the board, completing repairs and maintenance of our facilities, and overseeing renovation projects. The year ended with the annual holiday party with a luncheon at Rutland Centennial Hall, with a record number of attendees, 265!

**2018:** Pathways celebrated 65 years of service this year! In partnership with M'Akola Housing, we continued to work with BC Housing to evolve the Fuller Avenue re-build project. We finally confirmed we will be constructing 68 below market rental units in downtown Kelowna. We hope to break ground in the Spring of 2019. The new West Kelowna satellite activity service opened January 17, 2018 and held a very well attended open house February 6, 2018. Pathways was the co-host agency of the

provincial Inclusion BC Conference in May of 2018. Over 450 delegates attended the conference. We were very fortunate to recruit many local volunteers to help with registration, room monitoring, decorating and supporting the Inclusion BC team. The dinner and dance was definitely one of the highlights and the centerpieces constructed by Bonnie Fraser and her team reflected the conference intent to “Rise-Up from Grassroots to Global.” The annual Vipond Golf Tournament was held with the proceeds again being donated to our society. We were able to purchase a gently used, new cube van for the social ventures service. Active volunteers went from 20 in January 2018 to 21 in December 2018. Individuals served through Home Share contracts went from 43 in January 2018 to 50 in December 2018. The number of Home Share contractors went from 32 in January 2018 to 37 in December 2018. The Community Living Action Committee (CLAC) continued to facilitate Pathways’ involvement in our community. The City of Kelowna proclaimed October 2018 “Community Inclusion Month.” The group coordinated another successful “Inclusion Chain” in front of Kelowna City Hall where mayor, Colin Basran, presented the proclamation. Additional events included open house barbeques, participation in the Scarecrow Festival, and the third annual “Heroes of Diversability Event” was held at Century 21. Sadly this year, Jim Champion (was involved with pathways for at least 40 years), Karen Erickson, Shirley Redding and June Vandengrampel passed away. Pathways was nominated for the Chamber of Commerce non-profit organization of the year award and was one of the three finalists. Unfortunately we came in second or third. The activity service was restructured and a new part-time supervisor position created. The Okanagan Chinese Canadian Association and the Okanagan Korean Culture and Knowledge Society continued to utilize our 555 Fuller Avenue building outside of regular service hours until we relocated to St. Paul. The Okanagan Chinese Canadian Association, the Okanagan Korean Culture and Knowledge Society and the Men’s Shed continued to use the 555 Fuller Avenue building. The year ended with the annual holiday party with a luncheon at Rutland Centennial Hall, with 235 attendees!

**2019:** In partnership with M’Akola Housing, we continued to work with BC Housing to evolve the Fuller Avenue re-build project. The demolition of Fuller was delayed due to unforeseen circumstances out of our control and is scheduled to be demolished in the Spring of 2020. We held our first annual “Social Ventures and Volunteer Recognition” event barbeque at 123 Franklyn Road. A second part-time Activity Service supervisor was hired. BikeWays sponsored a satellite location for Bike-to-Work Week and hosted 136 cyclist’s that were treated to morning snacks. In the middle of June the various association that were using the Fuller location (Okanagan Chinese Canadian Association, the Okanagan Korean Culture and Knowledge Society and the Men’s Shed) vacated the property. Active volunteers went from 24 in January 2019 to 22 in December 2019. Individuals served through Home Share contracts went from 49 in January 2019 to 46 in December 2019. The number of Home Share contractors went from 37 in January 2019 to 37 and 6 approved contractors who have a vacancies in December 2019. The annual Vipond Golf Tournament was held with the proceeds again being donated to our society. We were able to purchase a gently used van for the activity service. We received a donation from Rotary towards purchasing a second van. The new elevator installed at 1216 St. Paul Street officially became operational in June. Pathway’s participated and supported the 55+ Seniors Games and 36 volunteers and staff supported the many game sites around the city. In September a new person moved in to the home on Old Meadows and staffing doubled during awake hours. The City of Kelowna proclaimed October 2019 “Community Inclusion Month.” The group coordinated another successful “Inclusion Chain” in front of Kelowna City Hall where

mayor, Colin Basran, presented the proclamation. Additional events included music and pizza at the Black Box Theatre, an open house barbeque and hosting the documentary "Us and Them". We held our first "Staff Razzie Award" and fun was had by all who attended. A new gazebo was constructed for enjoyment by the people living at Bouvette Street. Sadly this year, Jeannie Wilson passed away. She had been involved with Pathways for many, many years. The year ended with the annual holiday party with a luncheon at Rutland Centennial Hall.

**2020:** COVID 19 took over the world! March 16, 2020, was a significant day. The travel club group who returned from Mexico, March 15, 2020, were forced to self-isolate for 14 days. Due to restrictions and preventive measures, many people opted to self-isolate or were required to stay home due to underlying health issues. All Pathway's departments remained open, though attendance the first few months was minimal. Sanitizing, masks and social distancing became paramount. Most volunteer placements "closed" and people with diverse-abilities working in community employment were laid off. Two new washrooms were constructed at 123 Franklyn Road. The annual Vipond Golf tournament and Camp were cancelled. We were fortunate to secure a grant to develop online service programs which will be implemented in 2021. Two-weeks before the COVID outbreak we had our 6<sup>th</sup> CARF Accreditation survey and we successfully achieved another 3-year designation. In partnership with M'Akola Housing, we continued to work with BC Housing to evolve the Fuller Avenue rebuild project to construct sixty-eight units, nine studio apartments, forty, one-bedroom units and nineteen, two-bedroom units. The demolition of Fuller was delayed due to BC Housing and the City of Kelowna appropriating the current building for their specific usage from October 2019 to October 2020. The building was finally demolished the first week of December. Pathways was one of three not-for-profit organizations invited to present to 100 Women Who Care. Shelley DeCoste presented on our behalf and we were fortunate enough to tie for first place with the Central Okanagan Bursary and Scholarship Society. We received \$2,250.00. We hosted our second annual social ventures and volunteer recognition event in May. Due to COVID 19, the event was small. Long term employee Mark Wengrowich retired from the residential supervisor position after 30 years of employment with Pathways. Significant financial donations were received from Jean Hadgraft, Columbia Bottle Depot, Jim Hadgraft, Randy Christian, Terry and Richard Trager, Chuck and Beryl Hopkin, Shawn Talbot, Leslie Munro, Charisse Daley, Don Brown and Doug Brown. Sadly, this year Annaliis Autio, Mary Brown, Kenney Fontaine, Genovieve Purcell and Cindy Lutz passed away. Annaliis attended Pathway's services for over 12 years, loved people and always wanted to know how you were. Mary was a past board member, and both she and her husband, Walter who predeceased her, contributed and volunteered many hours with the society. Kenny attended both Pathways and KCDS. He worked in the woodshop, attended activity services and was a happy-go-lucky joker. Genovieve attended KCDS senior's service for many years. Genovieve always appeared very nicely dressed, was very social and loved being around people. Cindy attended services through KCDS for many years. She loved music, dancing and bingo. Pathways purchased a new home, 1250 Guisachan Road and it was renovated. The 4 men residing at Old Meadows are moving to the new home in 2021. Sadly, the year did not end with an annual holiday celebration, staff and individuals received personalized gift mugs.

## Travel Club and Travel Trips

- 1991:** The newly formed Travel Club made its first trip to Hawaii!
- 1992:** Cruise down the Mexican Coast.
- 1993:** Mexico.
- 1994:** Disneyland.
- 1995:** Mexico and Mara Lake Camping.
- 1996:** Alaskan Cruise and Mara Lake Camping.
- 1997:** Mexico, Hawaii and Osoyoos Camping.
- 1998:** Mexico, Disneyland and Osoyoos Camping.
- 1999:** Mexico and Camp Owaissi.
- 2000:** Mexico and Camp Owaissi.
- 2001:** Disneyland and a Cruise back to Vancouver and Camp Owaissi.
- \*2002:** Mexico and Camp Owaissi.
- \*2003:** Mexico, Disneyland, and Camp Owaissi.
- \*2004:** Mexico and Camp Owaissi.
- \*2005:** Disneyland, Victoria, Camp Owaissi and the Kootenays.
- \*2006:** Mexico, West Edmonton Mall and Camp Owaissi.
- 2007:** Disneyland, Niagara Falls and Camp Owaissi.
- 2008:** Tofino, Disney World, Caribbean Cruise, Camp Owaissi and Leavenworth.
- 2009:** Jewel Lake, Ferndale-Washington, Mexico, Las Vegas, Tofino, Vancouver-Whistler and Vancouver a second time for a hockey game.
- 2010:** Barkerville, Camp Owaissi, Ferndale and Christina Lake.
- 2011:** Cuba, Halcyon Hot Springs, Seattle, Camp Owaissi and the Silver Reef Hotel Casino and Spa.
- 2012:** Mazatlan, Warm Beach Washington, Alaska Cruise and Camp Owaissi.
- 2013:** Disneyland, Rincón de Guayabitos, Mexico and Camp Owaissi.
- 2014:** Mexico, Hawaii, Vancouver and Camp Owaissi.
- 2015:** Mexico, Seattle, Disneyworld and Camp Owaissi.
- 2016:** Mexico, Vancouver twice and Camp Owaissi.
- 2017:** Mexico, Vancouver, Las Vegas and Camp Owaissi.
- 2018:** Mexico, Disneyland and Camp Owaissi.
- 2019:** Mexico, West Edmonton Mall and Camp Owaissi.
- 2020:** Mexico

\*Trips were not coordinated by Pathways

<b>President</b>	<b>Year</b>
Mrs. H. B. Simpson	1953
Mr. R. C. Gore	1953 - 1955
C. J. Knowles	1955
Ivor Jackson	1956 -1957
Freeda Woodhouse	1957 - 1958
Mrs. H. Burbank	1958 - 1959
Mr. R. C. Gore	1960 - 1961
Mrs.T.C. Williams	1961 - 1962
Ivor Jackson	1963
Mr. R. P. McLennan	1964
Mr. E. H. Cotton	1965 - 1968
Audrey Perley	1968 - 1970
Mrs.G. Ritchie	1970
W. S. Leggat	1970 - 1974
Elise Clark	1974 -1977
Jim Grindley	1977 - 1980
Walter Brown	1981 - 1982
Gerry Bleiler	1982 - 1983
Frances Nutz	1983 - 1986
Elise Clark	1986 - 1988
Dan Porayko	1988 - 1989
Joanne English/ Calkins	1989 -1991
Jim Greenlay	1991 - 1993
Nick Pizio	1993 - 1997
David Paynter	1997 - 1999
Dennis Gates	1999 - 2004
Gail Meier	2004 - 2018
Mark Reinelt	2018-Current