

# Pathways to Education



## STAKEHOLDER IMPACT REPORT 2019





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## MESSAGE FROM THE PRESIDENT & CEO

It's been another phenomenal year of impact for Pathways to Education. Thanks to your support, our reach continues to scale—we are serving more youth than ever before and continue to witness the profound difference our work is making to the lives of students, communities, and our country.

We strengthened our commitment to research and measurement by evaluating the wider benefit of the Pathways Program to society. The results of our most recent research show that our program is not only helping young people to graduate from high school, but is also fostering the development of core competencies to help them succeed in an increasingly knowledge-based and competitive economy.

Third-party evaluation of our model backs these findings—a 2019 study released by the National Bureau of Economic Research found meaningful, long-term benefits to employment outcomes for young people enrolled in the Pathways Program.

We also continued to work closely with corporate partners to create access to critical employment opportunities for Pathways youth to support their transition into the workforce. With a stronger Canadian labour market leading to increased tax revenue and lower reliance on social assistance, these valuable partnerships have a far-reaching impact with the potential to effect real social change.

This year, we are delighted to announce the appointment of our new Board Chair, Vincent Mercier, who brings a wealth of leadership experience in the private and charitable sectors. Under his strategic guidance, we will continue to explore innovative ways to help

more students realize their full potential. As we celebrate this new beginning, we also extend a sincere thank you to our outgoing Founding Chair, Samuel L. Duboc, whose long-standing commitment to youth helped shape our organization and propel our mission.

We remain incredibly grateful for the continued support of our Program Partners, who deliver programming to students every day in our 20 locations across Canada, as well as our growing network of dedicated volunteers who provide tutoring and mentoring to Pathways youth. This collective effort allows us to leverage community resources to maximize our impact. Together, we're raising a nation of active, engaged citizens and laying the foundation for long-term success.

This progress is only made possible through the generous ongoing support of our private and public funders—including you. We are thrilled to demonstrate the impact of your commitment by sharing another year of positive results in this report, including Pathways Program highlights from across the country and inspiring stories from Pathways alumni whose lives you have changed.

Thank you for believing in our vision of breaking the cycle of poverty through education. Your support has been instrumental in transforming communities across Canada, and we look forward to continuing this journey of positive social change with you by our side.

A handwritten signature in black ink that reads "Sue Gillespie". The signature is written in a cursive, flowing style.

**Sue Gillespie**  
President and CEO  
Pathways to Education Canada



## MESSAGE FROM THE NEW CHAIR OF THE BOARD OF DIRECTORS

It is my pleasure to be appointed Chair of Pathways to Education Canada's Board of Directors, and I look forward to building on the incredible success achieved by my predecessor, Samuel L. Duboc. As Founding Board Chair, Sam set a tremendous example of value-based leadership over the last 15 years, and his contributions have been integral to expanding the Pathways Program across Canada.

As the new Board Chair, I am excited to continue this legacy by exploring innovative ways to reach more youth in existing Program locations as well as new communities—including expanding our work in Quebec.

By being on the ground, embedded in the fabric of the communities we serve, we are uniquely positioned to meet students' evolving cultural, social, and educational needs, and will continue to leverage community and corporate resources to create new opportunities for growth.

Each year, we hear new stories of more lives changed through access to education, and we witness the transformational impact the Pathways Program has on these young people as they graduate from high school prepared for their future. Pathways sets youth up for long-term success, and our society will continue to reap the benefits of these successes for generations to come.

On behalf of the entire Board of Directors, thank you for your continued support in making this lasting impact possible.

A handwritten signature in black ink, appearing to read "Vincent Mercier". The signature is fluid and cursive, with a large, stylized initial "V" and "M".

**Vincent Mercier**  
Chair, Board of Directors  
Pathways to Education Canada



## GREETINGS FROM THE GOVERNMENT OF CANADA

On behalf of the Government of Canada, I would like to thank Pathways to Education for their unwavering commitment to young people.

Education is one of the most valuable investments we can make in Canada's future. Pathways' proven record of helping youth reach their full potential is an important step in helping families break cycles of poverty. Over the past year, graduation rates have improved across all Pathways sites. That's real progress!

By looking beyond graduation and focusing on building competencies aligned with workforce readiness, Pathways to Education is preparing young people for both academic and employment success. Through this important work, youth enrolled in the program today have the potential to become our leaders of tomorrow. Through our government's continued support to this organization, we are able to make sure that young people have every chance to succeed.

**The Honourable Patty Hajdu**  
Minister of Employment,  
Workforce Development and Labour







MY PATH TO SUCCESS

# Momina

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Momina is a Pathways alum from Regent Park, Toronto. With the support of Pathways, Momina graduated from high school in 2015 and is currently in her fourth year of Medical Physics studies at Ryerson University.



I first heard about Pathways just before I started Grade 9. Coming from an immigrant family, navigating through the school system was confusing. The fact that Pathways offers so much guidance on how to network and how to apply to university is what made me decide to join the program.

I attended tutoring at Pathways regularly to help improve my grades, and the program also helped me become a more active volunteer. This gave me a lot of practical experience, and allowed me to meet other like-minded people and improve my networking skills.

Today, I'm about to enter my fourth year of study in Medical Physics, and my goal once I graduate is to gain work experience in the medical field. I'm so thankful for the help I received through Pathways to get me to where I am today. As an immigrant, it's quite difficult to network and gain exposure to opportunities, but Pathways really helps to bridge that gap. I feel like I'm able to achieve greater things because of Pathways.





## PATHWAYS PROGRAM

# HIGHL



### Future Ready

Young people from low-income communities often face significant challenges that can make it difficult for them to get the proper knowledge, training, and skills they need to succeed in an increasingly competitive economy. Pathways hosts regular career workshops in locations across Canada designed to address these challenges and encourage students to think about their future career goals.

In 2018, youth at Pathways Vancouver participated in monthly speed mentoring sessions with professionals from a range of fields spanning technology, health, trades, social services, and finance. Youth were given the opportunity to spend 15 minutes with each professional, asking questions and making valuable connections. This career-focused event helped to create a dialogue between students and professionals, and allowed students to explore their post-secondary options in a comfortable and accessible setting.



# Learning Life Skills

Through the Pathways Program, students build supportive relationships by engaging with their peers in group settings and working one-on-one with staff and volunteers. These activities help youth develop social competencies that lead to personal and professional success.

In partnership with Community Living Kingston, Pathways Kingston developed the Life Skills Program, an initiative to provide a formal setting for students to develop important life skills including time management, budgeting, and healthy nutrition. During weekly activities, students had the opportunity to join in meaningful discussions with facilitators, which helped to teach basic social skills and give students experience in successfully navigating interactions with their community and peers.



# RIGHTS

## Beating the Odds

Equity and inclusion continue to be key priorities for Pathways, and we remain committed to working with racialized youth to help identify and navigate the systemic barriers they face.

In partnership with Wilfrid Laurier University's Association of Black Students, Pathways Kitchener hosted Beating the Odds—an event for Black students designed to help reduce stigma and overcome barriers of accessing post-secondary education. Black artists and performers were featured throughout the day, and inspirational speakers took to the stage to share their experiences dealing with racism and advice for overcoming obstacles. Afterwards, students in attendance teamed up in small groups to discuss their own experiences, and left with practical tips to help defy stereotypes and achieve success.





## First Steps to Success

Getting a foot on the employment ladder is an important first step towards a successful future, and Pathways locations across the country are working with youth to prepare them for the workforce.

Students at Pathways Saint John attended a job-readiness workshop where they learned tips on what to include in a cover letter and how to build their resume, with a focus on incorporating the transferrable skills they learn through the Pathways Program. Students also received practical job-seeking advice, including interview training and guidance on how to impress potential employers. The event helped students understand the importance of highlighting their skills in order to best position themselves within the job market.

## Full STEAM Ahead

Last year, a new partnership between SHAD and Pathways was formed as part of a shared commitment to closing the opportunity gap for students in low-income communities.

SHAD supports the next generation of leaders in Canada through its life-changing, pan-Canadian enrichment platform for high school students. Every year, SHAD helps young Canadians tap into their full potential through an innovative month-long program at one of 16 partner university campuses.

Participating Pathways students received a full bursary, including travel to attend the program. Through SHAD's immersive-learning program, students got the unique opportunity to experience campus life while taking part in an ambitious schedule of STEAM-oriented labs, seminars, and hands-on workshops.





## Achieving Excellence Through Evidence

Pathways employs a continuous cycle of learning, evaluation, and improvement which allows for effective measurement of the impact that the program has on wider society. Pathways is proud of the positive results that have been highlighted and attributed to the program through both internal and external research.

In 2019, an independent study released by the National Bureau of Economic Research found that the Pathways Program can lead to meaningful, long-term labour market benefits for young people more than a decade after they participate in the program.

The report also found that youth in the Pathways Program experienced more success in post-secondary education and the workplace compared to their peers. Specifically, the report suggests that eligibility for the Pathways Program increased adult annual earnings by 19 per cent, increased the likelihood of being employed by 14 per cent, and reduced social assistance receipt by more than a third.\*

\* Lavecchia, A., Oreopoulos, P., & Brown, R. (2019). Long-run effects from comprehensive student support: Evidence from Pathways to Education. National Bureau of Economic Research. NBER Working Paper No. 25630.

## SPOTLIGHT ON **INTERNSHIPS**

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# CREATING OPPORTUNITIES FOR A BRIGHTER FUTURE

This year, Northbridge and Pathways are celebrating six years of impact together. During this time, Northbridge has been instrumental in helping Pathways alumni access critical social support through meaningful work experience.

Northbridge has developed a unique program that provides paid internship opportunities exclusively to Pathways alumni. In 2018, Northbridge provided internship positions in areas such as IT, finance, human resources, and project management. Paid internships give Pathways youth the opportunity to cultivate valuable skills in a career setting and establish a network of professional contacts across the organization.

Northbridge continues to bring their commitment to youth and education to life through this program, allowing young people who face significant barriers to broaden their career potential and possibilities.

## Northbridge

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a FAIRFAX company





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“

During my internship at Northbridge, I developed communication skills and gained experience working in a professional office. That was something I hadn't been part of before, and it's an experience I'm proud of. I think it's important that Pathways alumni have access to these types of opportunities—they help us reach our professional and academic goals, and we really rely on them to get our foot in the door.

**Ramez**

Pathways alum and Northbridge Project Delivery Intern (2018)

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# PATHWAYS BY THE NUMBERS

DATA FROM THE 2017-2018 SCHOOL YEAR

**20**

PATHWAYS PROGRAM  
LOCATIONS



**1,116**  
VOLUNTEERS

**41,789**  
VOLUNTEER HOURS



**6,206**

PATHWAYS STUDENTS

**6,749**

PATHWAYS ALUMNI

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**76%**

PATHWAYS  
AVERAGE  
GRADUATION  
RATE \*



**71%**

of all Pathways students  
who graduated from high  
school while registered in  
the Pathways Program have  
transitioned to post-secondary  
education or training



\*This figure represents the on-time+1 year graduation rate.



MY PATH TO SUCCESS

# Riely

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Riely is an alum of the Pathways Program in Winnipeg, Manitoba. With the support of Pathways, Riely graduated from high school in 2015 and currently works in both construction and youth care.



One of the hardest things about attending high school is feeling like you don't fit in. For the most part, all of junior high was like that for me. Then my mom found a Pathways flyer in our mailbox one day. She encouraged me to check it out, and I really enjoyed it—it got me out of my slump.

The program was important to me because it helped me to connect with my Aboriginal culture. They actually brought me to a sweat lodge where I received my spirit name, and from there I participated in more traditional cultural activities. It kept me busy, and having a transit pass allowed me to just hop on the bus and not have to worry about walking past any of the gangs or drug houses in the community.

The support from Pathways didn't end when I graduated from high school. I wanted to pursue a career in the trades, but I wasn't able to afford any of the work gear that I needed for the job. Pathways helped pay for a lot of the basics I needed for construction work, like ski pants and winter boots. They also helped me find one of my first housing units. They really helped me get on my feet, and now I give back to my community by volunteering with youth who experience the same struggles I did.



# PATHWAYS PROGRAM PARTNERS

Pathways relies on a network of dedicated partners across the country who work together to make Canada a Graduation Nation. Pathways Program Partners deliver programming directly to students within a framework that is flexible and resonates with local needs. Our exceptional Program Partners leverage their expertise and inherent knowledge of their community to support local youth to graduate from high school and realize their full potential.



Canadian Native  
Friendship Centre  
(Edmonton, Alberta)



Carizon Family and  
Community Services  
(Kitchener, Ontario)



Carrefour jeunesse-emploi  
Marquette  
(Lachine, Montreal, Quebec)



Carrefour jeunesse-emploi  
Shawinigan  
(Shawinigan, Quebec)



Chebucto Connections  
(Halifax, Nova Scotia)



Community Education  
Development Association  
(Winnipeg, Manitoba)



Compass Community Health  
(Hamilton, Ontario)



Kingston Community  
Health Centres  
(Kingston, Ontario)





**Maison Jeunes-Est**

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Maison Jeunes-Est  
(Sherbrooke, Quebec)



**Pacific Community Resources Society**

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Pacific Community Resources Society  
(Vancouver, British Columbia)



Pinecrest-Queensway  
Community Health Centre  
(Ottawa, Ontario)



Puakuteu-Comité de femmes de Mashteuiatsh  
(Mashteuiatsh, Quebec)



Regent Park  
Community Health Centre  
(Regent Park, Toronto, Ontario)



Rexdale Community Health Centre  
(Rexdale, Toronto, Ontario)



Saskatoon Tribal Council  
(Saskatoon, Saskatchewan)



Teen Resource Centre  
(Saint John, New Brunswick)



Toujours ensemble  
(Verdun, Montreal, Quebec)



Unison Health and Community Services  
(Lawrence Heights, Toronto, Ontario)



Les YMCA du Québec  
(Pointe-Saint-Charles, Montreal, Quebec)



YouthLink  
(Scarborough Village, Toronto, Ontario)



SPOTLIGHT ON  
**FOOD PROGRAMMING**

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FUELING  
STUDENT SUCCESS

With the support of President's Choice Children's Charity, Pathways offers a diverse range of nutrition-related activities that meet the specific needs and interests of students and their communities. The provision of lunch and healthy snacks for students facing food insecurity ensures their nutritional needs are met and acts an incentive to attend programming. By integrating food into key programmatic activities, students also learn valuable social and leadership skills to help them prepare for graduation and beyond.



feeding hungry minds





At Pathways Hamilton, some youth don't have enough food at home, so access to lunch and healthy snacks really helps to fuel their brains to achieve results. The cooking workshops also help to provide knowledge on a balanced diet and nutrition. Students can volunteer for cooking classes where they prepare meals for other youth in the program. This helps them learn valuable skills in the kitchen and helps build community. Some students have even gone on to careers in the food industry.

**Tyler**

Pathways alum and Program Support Worker at Pathways Hamilton





PATHWAYS

# SUPPORTERS

Pathways' national impact is made possible thanks to the generous support of public and private funders across the country. Their financial investments have provided us with the resources required to support thousands of Canadian youth to overcome barriers to education and graduate from high school. We are proud to acknowledge the following individuals, organizations, and partners whose generous contributions to Pathways are equal to \$5,000 or more, from April 1, 2018 to March 31, 2019.

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## GOVERNMENT PARTNERS

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Canada 

Ontario 

Québec 

  
NOVA SCOTIA

Manitoba 



## ANNUAL GIVING

### \$1,000,000+

The Azrieli Foundation†  
*National Innovation Partner*

Rio Tinto†  
*Quebec Program Champion*

### \$500,000 – \$999,999

HSBC Bank Canada†

RBC Foundation†

### \$100,000 – \$499,999

Anonymous

Canada Life†  
*Lead Innovation Sponsor*

Centraide of Greater Montreal\*†

Citi Foundation†

Credit Suisse

EY†

Peter Gilgan Foundation

Goldcorp Canada Ltd†

Ethel Harris†

Johnson Scholarship Foundation†

The Kiessling/Isaak Family†

Nancy Love & Jon Love, C.M.†

Manulife†

Jim Meekison & Carolyn Keystone†

T.R. Meighen Family Foundation†

The Catherine and  
Maxwell Meighen Foundation†

Bruce & Vladka Mitchell

The Morrison Foundation†

J & W Murphy Foundation†

Northbridge Financial Corporation†

The Ontario Trillium Foundation†

President's Choice Children's Charity†  
*A National Food Partner*

The Rossy Family Foundation†

Shaw Communications Inc. †  
*Vancouver Founding Funder*

The Slight Family Foundation†  
*National Post-Secondary Success Partner*

Symcor†

TD Bank Group†

The Windsor Foundation†

### \$25,000 – \$99,999

Anonymous (2)

Air Canada Foundation

Astley Family Foundation

The Bennett Family Foundation

Brookfield†

Hugh & Linda Brown  
Educational Foundation

Caisse de dépôt et placement du Québec

CCL Industries

CIBC†

Clearwater Seafoods Ltd.

Stephen Dent & Janet MacLaren

Empire Life

Gordon and Ruth Gooder  
Charitable Foundation†

Gore Mutual Foundation

The Patrick Hodgson Family Foundation

Peter Jeewan & Christine Johnston

Kinross Gold Corporation

KPMG



Donald R. Lindsay

LoyaltyOne

Daniel McCarthy

Vanessa Morgan

The Newlands Family Foundation

Lori & Hugh Pearson

Régie de transport en commun  
de Shawinigan

J & L Rogers Charitable Foundation

Frank & Debbi Sobey

TD Securities Underwriting Hope Fund

Teck Resources Limited

Unifor†

United Way of Kingston, Frontenac,  
Lennox and Addington†

United Way of Prescott-Russell, Ottawa,  
Lanark and Renfrew Counties

Whitmer Trudel Charitable Foundation

The Winnipeg Foundation

Robert Wright, C.M. & Joan Wright†

## \$10,000 – \$24,999

Airlie Foundation

Robert & Mary Pat Armstrong

Boston Consulting Group

Sherry & Sean Bourne Family  
Charitable Foundation

John and Judy Bragg Family Foundation

James A. Burton and Family Foundation

Celestica

CIBC Mellon Global Securities  
Services Company

Coady Nyman Family Fund  
at the Toronto Foundation

Cogeco Connexion

Aubrey and Marla Dan Foundation

Rod Davidge

Davies

The Duboc Family†

Enbridge Consumers Gas Company Ltd.

FCA Canada Inc.

G.A. Paper International Inc.

Google Inc.

Halifax Youth Foundation

Susan Harrison & William Kanko

Trent & Lisa Henry

Donald Hogarth

Richard M. Hogarth

IAMGOLD Corporation

Grant D. Kernaghan

LFT

Tony & Sally Mann

Martinrea International Inc.

Sue & Biff Matthews

Kathryn McCain & James Pyper

Linda McCain & Dan Walshe

Karl & Celia Meade

Vincent Mercier & Kirsten Halpin

The Minto Foundation

Onex Corporation

Lou & Jennifer Pagnutti

Peace Hills Insurance



Polivy-Herman Foundation

PwC LLP

Richardson GMP

Derek Russell

Thomas Sill Foundation

Souchay Gossen Family Foundation

Stephenson's Rental Services

The Spinnaker Fund at the Kitchener  
Waterloo Community Foundation

Warren's Waterless Printing

Whitehorse Liquidity Partners

Jim Brown & Joan Lee

Cat fore! Kids Golf Tournament

Valerie Christie  
and the late David Christie

Community Fund at the Kitchener  
Waterloo Community Foundation

Compass Community Health

Bob & Gayle Cronin

The Davies Foundation

Vikram Dhaddha

Dym Family Fund at Jewish  
Community Foundation of Montreal

Seymour & Gloria Epstein

Fred & Elizabeth Fountain

Robert & Pinky Franklin

David & Kim Garland

Kirby Gavelin & Louise Tymocko

Grant Thornton Foundation

Intact Foundation

Brian & Johannah Lawson

The Jacqueline Rosevear Fund at  
The Fiera Capital Foundation

Jane Lesslie

Audrey Loeb-Ross & David Ross

Magna International Inc.

Mawer Investment Management Ltd.

Nancy & John McFadyen

Elias Mulamoottil

Oxford Properties

Pratt & Whitney Canada

Stephen & Cookie Sandler

Shum-Vourkoutiotis Fund at the Toronto  
Foundation

Paul Spafford & Jean Davidson

Speakers' Spotlight

Susan Streeter

Estate of William Guy Walton

Weiland Family Foundation Fund  
at the Kitchener Waterloo  
Community Foundation

R. Howard Webster Foundation

Andrew & Silvy Wright

Zenith System Solutions Inc.

## \$5,000 – \$9,999

Anonymous (2)

Accenture Inc

The Aubainerie Foundation

B+H Architects

The Boiler Inspection & Insurance  
Company of Canada

The Brophy Family Foundation



† We are pleased to recognize members of our Graduation Nation Council, whose cumulative financial commitment to Pathways to Education totals \$500,000 or more.

\* Centraide of Greater Montreal directly supports the Pathways Program Partner in Verdun, Montreal.

PATHWAYS

# CORPORATE CHAMPIONS

The generosity of our Corporate Champions provides life-changing opportunities for youth across Canada. Their support is instrumental in helping us build a Graduation Nation where all youth have the opportunity to reach their full potential. We are pleased to recognize our Corporate Champions whose annual giving equals \$25,000 or more, from April 1, 2018 to March 31, 2019.

**\$1,000,000+**

# RioTinto

**\$500,000-\$999,999**



Foundation  
Fondation

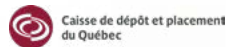
\$100,000-\$499,999



Citi Foundation



\$25,000-\$99,999





SPOTLIGHT ON

## SUPPORTING MORE YOUTH IN QUEBEC

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The high school dropout rate in some of Quebec's lowest income neighbourhoods can reach 50 per cent higher than the provincial average. The Pathways Program is currently delivered in six communities across the province, but there are many more that need support.

In 2017, the Quebec government announced their five-year plan for economic inclusion and social participation. With a goal to lift more than 100,000 people out of poverty by 2023, the plan includes the expansion of the Pathways Program in the province.

This commitment from the Quebec government will see Pathways double the number of young people served, and expand impact by opening new Pathways Program locations across the province. This support will also allow Pathways to continue tailoring programming to address the specific barriers Quebec youth face and provide students with the resources they need to succeed.





As we look ahead to the exciting Quebec expansion made possible through the generous support of the Quebec government, Pathways would like to say a special thank you to Rio Tinto, whose ongoing support paved the way for growth of the Pathways Program in the province. For the last 10 years, Rio Tinto has generously provided funding that has allowed Pathways students in Quebec to graduate from high school and succeed in their chosen post-secondary paths.

Rio Tinto's substantial long-term commitment allowed Pathways to launch programming in Mashteuiatsh, the only First Nations community in the Saguenay-Lac-Saint-Jean area. This support helped Pathways work alongside community organizations and institutions to adapt programming to better reflect the experiences of youth in Mashteuiatsh. Thanks to the ongoing support of Rio Tinto, Pathways will continue to strengthen community partnerships and focus on the development of culturally-relevant programming to support the personal and academic well-being of Indigenous youth in Quebec.

## RioTinto



# FINANCIAL SUMMARY

## MESSAGE FROM THE **TREASURER AND VICE-PRESIDENT,** FINANCE & OPERATIONS

The 2018-2019 fiscal year was one of financial growth for Pathways to Education. We achieved a second consecutive year of more than \$30 million of investment from our generous donors and government funders, and we continue to effectively balance being a lean organization while maintaining a strong level of financial stability.

Our financial position is solid and has allowed for strategic investment in select priority areas that are necessary for future growth and sustainability. We continue to fund Pathways Program Partners in amounts of more than \$20 million per year to allow for efficient and effective delivery of programming to students in local communities across the country. In response to the need for growth to support more young people, we increased investments in innovation and program development to \$2.9 million in total.

Even after increasing our investment in these key priority areas, we continue to operate at an exceedingly low administration rate, distributing more than 85 per cent of funds to areas directly impacting students and their families.

We look forward to continuing this momentum through careful and strategic fiscal planning over the next 12 months. We recognize that maintaining and growing the financial health of Pathways is key to fulfilling our mission of helping more young people build the foundation for a brighter future.



**Noreen Corcoran**  
Vice President, Finance and Operations  
Pathways to Education Canada



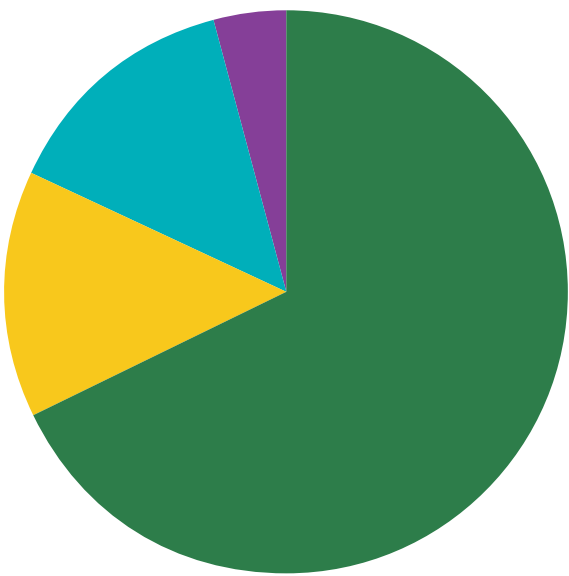
**Jad Shimaly**  
Treasurer, Board of Directors  
Pathways to Education Canada

## Summarized Financial Statements for the Fiscal Year Ending March 31, 2019

STATEMENT OF FINANCIAL POSITION	2019	2018
<b>ASSETS</b>		
Unrestricted Cash and Investments	1,554,392	2,689,198
Restricted Cash and Investments	10,864,587	11,416,850
Other Assets	1,908,949	333,500
	<b>14,327,928</b>	<b>14,439,548</b>
<b>LIABILITIES AND NET ASSETS</b>		
Current Liabilities	594,835	504,192
Deferred Contributions	6,064,587	6,266,850
Net Assets	7,668,506	7,668,506
	<b>14,327,928</b>	<b>14,439,548</b>
<b>STATEMENT OF REVENUES AND EXPENSES</b>		
<b>REVENUE</b>		
Government Funding	20,279,074	19,035,154
Donations and Grants	9,544,760	11,832,129
Investment Income	201,562	147,216
	<b>30,025,396</b>	<b>31,014,499</b>
<b>EXPENSES</b>		
Pathways to Education Program™ Delivery	20,796,000	20,595,575
Student Scholarships and Post-Secondary Support	1,804,410	1,874,484
Program Growth, Expansion, and Innovation	1,504,651	1,241,462
Program Development, Research, and Evaluation	1,424,632	1,142,668
	<b>25,529,693</b>	<b>24,854,189</b>
Fundraising and Awareness	3,014,516	2,940,907
Operations and Administration	1,481,187	1,444,000
	<b>30,025,396</b>	<b>29,239,096</b>
<b>Excess of Revenue over Expenses</b>	<b>-</b>	<b>1,775,403</b>

The financial information in this summary is drawn from Pathways to Education Canada's audited financial statements. Copies of detailed financial statements are available upon request or at [pathwaystoeducation.ca/accountability](http://pathwaystoeducation.ca/accountability).

## SOURCE OF FUNDS



**68%**

Government

**14%**

Corporations

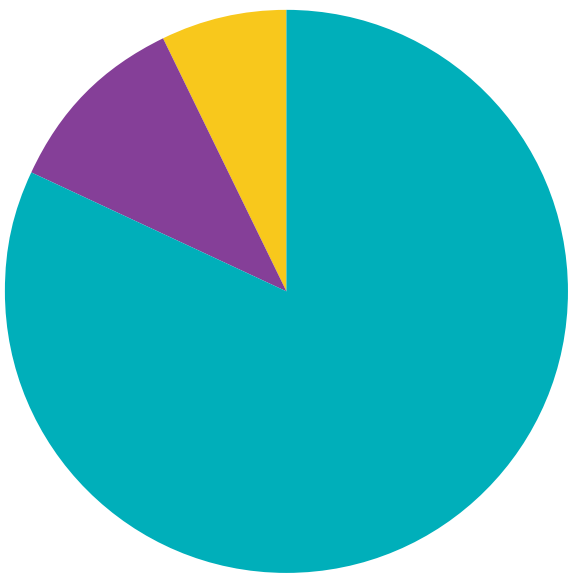
**14%**

Foundations and Agencies

**4%**

Individuals

## PATHWAYS PROGRAM SPENDING BREAKDOWN



**82%**

Academic, Social, and One-on-One Supports

**11%**

Short-Term Financial Supports

**7%**

Scholarships and Post-Secondary Support

# EXPENSE BY ACTIVITY

**69%**

Pathways to Education Program™ Delivery

**6%**

Student Scholarships and Post-Secondary Support

**5%**

Program Growth, Expansion, and Innovation

**5%**

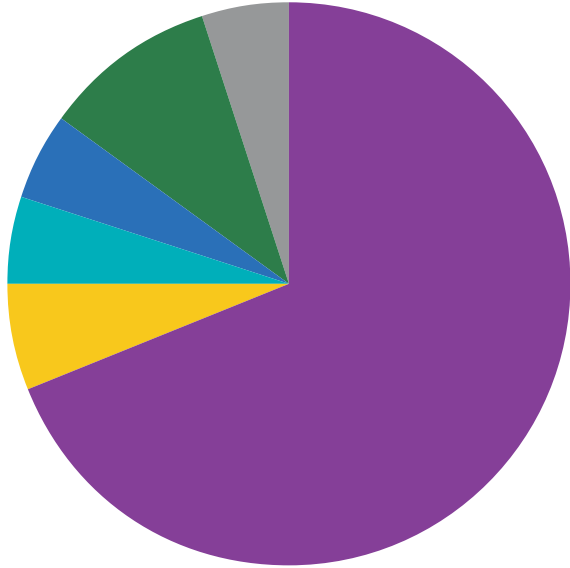
Program Development, Research, and Evaluation

**10%**

Fundraising and Awareness

**5%**

Operations and Administration



# RETURN ON INVESTMENT



Every \$1 invested generates a \$24 return to society through an increased tax base and decreased social costs.\*

\*Based on a report from the Boston Consulting Group





# TRUSTED LEADERSHIP

## BOARD OF DIRECTORS

**Vincent Mercier, Chair**

*Partner*  
Davies Ward Phillips & Vineberg LLP

**Lori Pearson, Vice-Chair**

*Managing Partner & COO*  
Brookfield Asset Management

**Jad Shimaly, Treasurer**

*Chairman & CEO*  
EY

**David Ain**

*Partner*  
Egon Zehnder

**The Honourable Gloria J. Epstein**

*Reviewer*  
Independent Civilian Review  
into Missing Person Investigations

**Katherine Gibson**

*SVP Finance & Controller*  
RBC

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*President & CEO*  
Pathways to Education Canada





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**Carolyn Acker**

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