










SPRING 2015

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MESSAGE FROM THE CEO

MY SMALL PIECE IN THE MAGIC WE CALL PATHWAYS



Since joining Pathways as President and CEO in 2013, we've grown our number of sites, won several awards – including, most recently, the Intercultural Dialogue Institute's Excellence in Community Service Award – developed a revitalized strategic plan, and, most importantly, expanded our reach to help more youth

graduate from high school and transition into post-secondary education or training.

It has been my honour to visit Pathways sites across the country, where I've had the opportunity to watch our remarkable students and alumni grow, learn from generous supporters and community partners, and work with staff and volunteers who passionately commit themselves to helping others.

I love this organization and its people – our amazing students, alumni, volunteers, supporters, and staff. I love our commitment to results and constant improvement. I love the connections we have made, and will continue to make, with partners across the country. I love the way we empower youth. And, most of all, I love that we change lives.

My love for this organization is what makes it so hard for me to announce that, as of April 30, 2015, I will be stepping down as President and CEO of Pathways to Education due to my upcoming marriage in May, followed by a permanent relocation overseas with my husband in June 2015.

This is absolutely the happiest time of my life personally, so it is bittersweet to be departing from both the country I love and an organization that has such incredible impact. There is never the perfect time for this type of transition; however, I am confident in the knowledge that Pathways has a strong team supported by a passionate network, as well as a refreshed strategic plan in place to guide our next steps.

Together we have accomplished a great deal and I am grateful for the privilege of serving Pathways to Education. While I may be 15,000 kilometres away, I will always be a fervent advocate of the Pathways mission, a believer in the potential of our youth, and forever proud of my small piece of the journey in the magic we call "Pathways."

Sincerely,

VIVIAN PROKOP
President & CEO

@VivianProkop

ABOUT PATHWAYS

Pathways to Education Canada is a charitable organization that helps youth in low-income communities graduate from high school and successfully transition into post-secondary education or training. The Pathways program addresses systemic barriers to education by providing academic, social, and financial supports proven to lower dropout rates. Founded in 2001, Pathways operates in 17 communities across Canada, with programs in Ontario, Quebec, Nova Scotia, Manitoba, and British Columbia.

The first Canadian organization to be recognized with a World Innovation Summit for Education Award (WISE) for its innovative and effective work in education, Pathways plans to expand nationally and leverage its knowledge to serve more students across the country.

pathwaystoeducation.ca

TAKE ACTION

Every day, there are great conversations happening online about the work we are doing. Join the conversation to stay updated on our latest news or just send us a message to say hello!



www.facebook.com/PathwaysToEducationCanada



www.twitter.com/PathwaysCanada



www.linkedin.com/company/pathways-to-education-canada

KINGSTON RISES TO THE CHALLENGE

First year of Pathways to Education Kingston Community Challenge exceeds fundraising and engagement targets

What's better than making a donation to an important cause? Having that donation matched, making the gift go twice as far. Pathways Kingston and community partner Kingston Community Health Centres were delighted when longstanding supporters, Empire Life and Kimco Steel, announced they would match gifts in the first year of the Pathways Kingston Community Challenge up to \$100,000 to kick start engagement with Pathways.

With year one of the five-year Challenge completed, and tremendously encouraging results, there is a great deal to be proud of.

"Empire Life was very pleased to be able to partner with Kimco to reach out to current and new donors with the Community Challenge. The results show that the Kingston community is seeing and appreciating the impact of the Pathways to Education program," said Julie Tompkins, Vice-President, Human Resources & Communication Services at Empire Life.

The first year Challenge goal was ambitious, but the Kingston community rallied to exceed the financial target, raising more than \$125,000 in support of Pathways Kingston programming. Not only this, the Challenge has introduced Pathways to Education to dozens of new donors, in part thanks to a three-year partnership with the Kingston Whig Standard that is expected to bring Pathways' story to even more Kingston residents through donated advertising space.

The Kingston community rose to the challenge in year one of the Pathways Kingston Community Challenge contributing more than \$125,000. With a match from Empire Life and Kimco Steel, \$225,000 will support Pathways Kingston programming.



"Whenever we can participate in helping young people in Kingston succeed, we're ready to rise to the challenge," said Gregg Rosen, President of Kimco Steel, adding, *"When young people succeed, we all benefit."*

Kingston Campaign Cabinet member and President and CEO of Stantive Technologies, Les Herr, was quick to applaud the entire community. *"The young people of Kingston have come to rely on Pathways to Education to achieve their full potential. No kid gets left behind, because Pathways makes sure that all young people, regardless of their circumstance, have the same opportunities to fulfill their dreams. But it's the entire community – and all Pathways supporters – that ensures that Pathways is there for our youth. We just can't do it alone."*

As the Pathways Kingston Community Challenge enters its second year, organizers look forward to many more opportunities to engage the community and share Pathways' success.

You can make a donation to support Pathways Kingston at pathwaystoeducation.ca/Kingston.



Pathways Kingston students work through a math problem at tutoring.



A golfer works his long game at the 10th Annual Charity Golf Classic.



FOR THE LOVE OF GRADUATION

Pathways enters second decade of Charity Golf Classic

Friday, June 19, 2015 will mark tee-off for the 11th Annual Charity Golf Classic at the award-winning golf courses of Lionhead Golf & Country Club. Presented by Unifor and FCA Canada, the annual golfing event has generated more than \$550,000 for Pathways to Education programming in the past 10 years.

Feel like swinging for Pathways? Information about the 11th Annual Charity Golf Classic can be found at pathwaystoeducation.ca/golf, or email golf@pathwayscanada.ca.



Golfers await the shotgun start at the 10th Annual Charity Golf Classic.

PATHWAYS QUEBEC CELEBRATES ANNUAL HOOKED ON SCHOOL DAYS

This past February 16 – 20, individuals, organizations and youth in the province of Quebec joined together to celebrate young people and the importance of education. Hooked on School Days, known as a key time when students lose interest in school, was made extra special thanks to Pathways' corporate partners.

While all of Quebec had education on their minds, our partners shared Pathways' good work through



A student and tutor at a Pathways Verdun tutoring session wear their "school perseverance" ribbons proudly. Pathways Quebec celebrated the province's annual Hooked on School Days between February 16 – 20, 2015.

RioTinto Alcan



various promotions. One such promotion was the creation of a quiz by National Bank called, "Le défi de la persévérance - Perseverance challenge."

"All of us at National Bank believe in the importance of nurturing potential, particularly in youth. Supporting Pathways during Hooked on School Days was a perfect fit with our values," says Jonathan Prunier, Manager of Donations & Scholarships, National Bank.

Hooked on School Days celebrates the vital work of supporting young people. Since 2011, the green and white "school perseverance" ribbon has come to symbolize support of young people in their efforts to achieve success in school and in life. Organizations from nearly every sector have added their voices to the movement and mobilized to promote academic success. Pathways programming in Quebec is made possible thanks in part to the important financial support of Quebec's Program Champion, Rio Tinto Alcan.

PATHWAYS STUDENTS DEBUNK COMPUTER CODING THROUGH WORLDWIDE EVENT, HOUR OF CODE

Before December 9, 2014, Chris, a Pathways Hamilton Grade 9 student, wouldn't have known where to start to de-bug a computer game. But after participating in the worldwide event, Hour of Code, Chris along with 11 Pathways Hamilton students now know their way around adjusting speed, controls, difficulty, and look of a game. "It gave [us] a little perspective in the coding sort of job," says Pathways Hamilton Grade 11 student, Andy.

During the week of December 8, 2014, Pathways students from seven sites joined forces with



Microsoft Canada and millions worldwide for Hour of Code. This international event encourages people from all walks of life to take an interest in computer science and try their hand at computer coding.

Microsoft partner and Computer Programmer, David Lloyd led the workshop at Pathways Hamilton. *Continued on page 7...*

Students were introduced to coding for mobile technology and what it takes to develop a mobile app. Students learned to fix bugs and customize a video game, an activity that Chris thought was, "pretty cool." It was a sentiment shared by all participants.

Will one of these Pathways Hamilton students be inspired to continue along the path of a computer scientist, engineer, or programmer changing the world around us? Only time will tell.

The collaboration between Pathways and Microsoft Canada is part of a broader initiative, YouthSpark, Microsoft's global commitment to empowering young people with opportunities for education, employment, and entrepreneurship.

Our thanks to Microsoft Canada on behalf of the following Pathways sites who took part in Hour of Code: Hamilton, Kingston, Ottawa, Toronto – Lawrence Heights, Toronto – Regent Park, Toronto – Rexdale, and Toronto – Scarborough Village.



Students at Pathways Regent Park participate in Hour of Code in December 2014. Seven Pathways sites took part in the worldwide event.

RIO TINTO ALCAN PRESENTS THE SECOND ANNUAL BAL DES FINISSANTS IN MONTREAL

Every Pathways student has the potential to graduate high school, break down barriers that seem unbreakable, achieve what seems unachievable, to make their future brighter, stronger, bigger.

On June 4, 2015 at the beautiful Hyatt Regency Montreal, Rio Tinto Alcan presents Bal des finissants 2015 – the night we unlock the potential of tomorrow.

To learn more about this remarkable gala event, visit baldesfinissants.ca.



PRÉSENTÉ PAR **RioTintoAlcan**



The second annual Bal des finissants gala event presented by Quebec Program Champion, Rio Tinto Alcan takes place in Montreal on June 4, 2015. Net proceeds will go toward supporting Pathways Quebec sites.

HALIFAX MARATHON RUNNER BRINGS COMPETITIVE SPIRIT TO FUNDRAISING

When asked what's harder, running a marathon or fundraising, Victoria Jollimore carefully weighs the question. *"Fundraising is pretty hard. But it's as rewarding in the end as finishing the run itself."*



For the second time in as many years, Victoria, an employee of Manulife Financial in Halifax, ran in the Boston Marathon, and fundraised for Pathways. Last year, 55 Manulife employees ran in the Boston Marathon on behalf of Pathways,

raising more than \$90,000 toward programming. The Boston Marathon holds the record as the world's oldest annual marathon. *Continued on page 9 ...*



Pathways supporter, Victoria Jollimore leads the pack. Victoria ran in the Boston Marathon in support of Pathways to Education on April 20, 2015.

EVERYTHING IS AN OPPORTUNITY. TAKE ADVANTAGE OF ANYTHING BEING OFFERED UP. YOU CAN TAKE ANY PASSION AND TURN IT INTO SOMETHING SO FOLLOW YOUR PASSIONS, BECAUSE THEN IT WILL NEVER FEEL LIKE WORK.

Victoria Jollimore,
Boston Marathon participant and
Pathways supporter



FINDING THE FUN IN FUNDRAISING

"Last year, I raised more than \$2,200. I want to top that with \$2,500. I'm about to kick 'er into high gear here!" Victoria has seen runners who pull out of races just because fundraising can be intimidating. She thinks, *"... it's because you feel like you're going to the same well every time."* That feeling inspired Victoria to get creative.

Using a multi-pronged approach, Victoria's fundraising strategy has been to, *"first, see what I can pull in through email. This creates the foundation. But then there's a stall."* And that's when, according to Victoria, you have to get creative. Last year, a colleague at work who runs a self-serve candy canteen agreed to donate all of the proceeds to Pathways. *"We did it for two or three months. It raised \$400. I was flabbergasted."*

EVERYTHING IS AN OPPORTUNITY

Victoria has great advice for Pathways students as they start on a new chapter in their lives. *"Everything is an opportunity. Take advantage of anything being offered up. You can take any passion and turn it into something so follow your passions, because then it will never feel like work."*

IGNITING HER COMPETITIVE SPIRIT

During her high school years, Victoria was a competitive kayaker, an activity that made her feel like an outsider in school. *"I was an outcast in high school. I managed to get through because I committed and said, 'I'm not going to fail!' and pulled out all the stops."*

For Victoria, there was one teacher that made the difference. *"I didn't know a lot about school, and then I hit Mrs. Quinlan's biology class. She just built so much confidence in me! She pumped me up and made me feel like I could do anything. I went from being a mediocre student to saying, 'I can do this. I can do anything.'"*

TEN MARATHONS AND COUNTING

Victoria is no stranger to the Boston Marathon having run it four times. This year's race marks her 10th marathon. But training in winter in Halifax can be a challenge. *"I run with a group of people four days a week. I love the camaraderie."*

On the weekend, I do long runs in the country. I run out to Peggy's Cove and try to take in all the small things. Sometimes the barrens or the moss on the rocks smell really pretty and spicy. I'm so grateful and blessed to be out there moving."

Victoria knows the feeling of injury all too well. At last year's Boston Marathon, after tearing her calf, Victoria almost threw in the towel. *"I decided I wasn't going to be able to do this. I dropped my gear and went for a walk with my husband around Boston. When we passed by the bus-loading area for the marathon, I saw a pregnant woman get on a bus. Then somebody hobbled onto a bus. And I said, 'I don't care. I'm doing this.'"*

Last year, 55 Manulife employees ran in the Boston Marathon on behalf of Pathways, raising more than \$90,000 toward programming.

PATHWAYS SUPPORTER GIVES FOR THE LOVE OF EDUCATION

"I remember the sense of accomplishment. It really felt like a key time in our lives." That's how Lorraine Floody, a human resources director in Toronto's financial sector, remembers her own high school graduation in Fredericton, New Brunswick.

Education has always been an important part of Lorraine's life. *"I was a very good student. I just loved school."* After finishing a science degree at Mount Saint Vincent University, Lorraine landed her first job as a dietitian.

Over the years, she took on a number of different roles in health care, and then naturally gravitated toward human resources.

I WANTED TO DEMONSTRATE MY COMMITMENT

Lorraine has lived in – and loved – Toronto for the last 30 years.

It was 10 years ago that Lorraine found herself in a Regent Park-area community centre. She saw a newsletter that caught her eye, picked it up and started reading.

"I'm a real believer in education. I know that some people have barriers to continuing their education. That's one of the reasons Pathways really spoke to me."

"I'm really proud to be a donor. I think Pathways is a great organization and I'm really glad I've been a committed donor as long as I have," says Lorraine. After two years of donating annually, Lorraine made the switch to monthly giving. *Continued on page 11 ...*



Monthly donor, Lorraine Floody says, "I'm a real believer in education. I know that some people have barriers to continuing their education. That's one of the reasons Pathways really spoke to me."

"Pathways was a charity I wanted to sponsor. There are advantages to Pathways by me giving monthly and I wanted Pathways to have those advantages. I don't want Pathways to have to spend money reaching out to me every year. I'm so committed and I wanted to demonstrate that level of commitment."

Donating through monthly giving has a number of benefits. You're in control, able to change, pause or cancel donations, and have the convenience of one annual receipt. Monthly giving helps Pathways plan better, knowing that we have reliable, stable funding that helps us commit to new and existing activities benefitting students. It also ensures that more of every dollar goes toward the Pathways program.

LIFELONG LEARNING

Even after university, Lorraine never stopped learning. *"After almost 20 years out of university, I went back and did my MBA. I remember how I would get excited each time I went on campus."*

And it wasn't easy. With the support of her husband and her employer, Lorraine would come into work at 4:30 a.m. and spend her first 2.5 hours on school work before launching into her day job. She admits that, with a young family at home, she had to balance a number of competing priorities.

When asked how being successful in school has changed since she was in high school, Lorraine

doesn't think twice. *"When I graduated there were more jobs, and those jobs were easier to get."*

She explains that young people today need to understand the importance of transferable skills. *"I've had three distinct careers. I think I'm unusual for somebody of my generation who more commonly has the same career their whole life, but I think my experience will be more common for future generations,"* she says. *"Unless you're trained for a very specific profession, it's the transferable skills that will help you get your next job. Communications skills, organization skills, computer skills, the ability to work with others ... these are all transferable and young people need to realize and be confident about that."*

Lorraine has an abundance of good advice for Pathways students. *"Pathways students experience barriers and the support that they get builds confidence and removes those barriers. The support lets them see a path to how they can achieve their goals."*

Lorraine implores Pathways students to do one thing consistently: *"Speak up! Make sure you're getting the support you need. That's the best and only way you'll get it."*

To learn more about monthly giving to Pathways, visit pathwaystoeducation.ca/monthly-giving.

THERE ARE ADVANTAGES TO PATHWAYS BY ME GIVING MONTHLY AND I WANTED PATHWAYS TO HAVE THOSE ADVANTAGES. I DON'T WANT PATHWAYS TO HAVE TO SPEND MONEY REACHING OUT TO ME EVERY YEAR. I'M SO COMMITTED AND I WANTED TO DEMONSTRATE THAT LEVEL OF COMMITMENT.

Lorraine Floody,
Pathways monthly donor





“It’s great to be able to help people ... to work with an individual and have them say, ‘hey, maybe I am somebody,’” says Barry, math tutor at Pathways Winnipeg. Barry has been volunteering with Pathways for five years.

BARRY IS ONE OF PATHWAYS WINNIPEG’S LONGEST-STANDING VOLUNTEERS

“I have always been interested in education,” says Barry, one of Pathways Winnipeg’s longest-standing volunteers.

Barry joined the Pathways team in 2010 and has volunteered as a tutor since.

Prior to volunteering at Pathways, Barry served on the board of directors for Pathways Winnipeg’s community partner, Community Education Development Association, for many years. He has extensive history teaching math and science to teachers, has worked for the University of Manitoba, has more than a decade of experience working alongside the Manitoba Ministry of Education, and even helped start the University of Guyana. “I see education as being one of the ways we can influence society,” says Barry. “I believe that here, even in Manitoba, education is one of the ways we’re going to get out of poverty.”

Pathways Winnipeg is located in one of the most economically disadvantaged communities in Canada, with approximately half of the population living below the poverty line.

Barry has witnessed first-hand the effect poverty can have on students. “Students bring in the calculators that they’ve probably found in a dollar store,” says Barry. “I can detect when their calculators are giving the wrong answers.”

Students, “can’t detect [the wrong answers] because they always have great faith in the calculators that they can get a hold of, and this is kind of sad ... I remember one student

saying to me that, ‘Oh, goodness. I hope all my previous answers aren’t wrong.’”

It’s important to Barry to be able to help youth overcome their problems, whether small – like not having an adequate calculator – or large – like working with a student to help build their self-esteem. “It’s great to be able to help people ... to work with an individual and have them say, ‘hey, maybe I am somebody.’”

Barry’s enthusiasm for education and commitment to helping youth across Canada is shared by close to 1,500 volunteers at Pathways sites across the country. We cannot thank them enough for all that they do.

Pathways’ volunteer program is made possible by our National Volunteer Partner, Manulife Financial. Interested in volunteering with Pathways as a tutor or group mentor? Visit pathwaystoeducation.ca/volunteer to learn more.

THE STORY OF BENNET

Bennet is an alumna from Pathways Scarborough Village. She shares her story below.

The relationships that I’ve made with a lot of the staff at Pathways Scarborough Village were really important to me because I needed a role model in my life.

I felt really lost in high school. I didn’t know what I wanted to do, didn’t think I was going to graduate, and had no hope for myself. I was getting low grades and tried to hide them. If I didn’t have anyone to check in on me and my low marks, I probably wouldn’t have tried to change it. My Student/Parent Support Worker genuinely cared to help figure out how I could improve my grades.

They gave me the motivation I needed to succeed and eventually my grades started to improve.

When I went to the Pathways office after school for mentoring, I felt really safe. They created a friendly environment where I could feel comfortable being myself – a kind of place needed in the community that I live in. It was like my second home.

When high school graduation was approaching, there was a lot of pressure to decide on attending college or university. It was in the mentoring program where I learned more about access to post-secondary and decided to pursue my education in Child and Youth Care at George Brown College. Seeing my mentors at Pathways be there for youth like me got me to realize that this is the type of work I want to do.

The Pathways staff were there to help with my college and OSAP student loan application. I didn’t know anything about OSAP, and I didn’t have anyone outside of Pathways to teach me about it. If they weren’t there to help me, I wouldn’t have known what to do.

Having been accepted into my program brought me one step closer to realizing my dream of working with youth in communities like Toronto’s Scarborough Village. After I complete my diploma, I want to work for an organization like Pathways and be a mentor to many youth who need it most.



Pathways Scarborough Village alumna, Bennet, discovered her passion while at Pathways and is excited to begin her career in Child and Youth Care.

PATHWAYS OTTAWA STUDENT, KHALID, WAS ALWAYS EXCITED TO JOIN PATHWAYS

"I always looked forward to going [to Pathways]," says Khalid, Pathways Ottawa student, when remembering how he felt before joining Pathways. "My brother and sister were both enrolled in it and so I knew it was a really good program."

There was never any doubt in Khalid's mind that he would follow in his siblings' footsteps. He had seen the positive effect Pathways had on their lives and was excited for his chance to join.

What Khalid never would have guessed, however, was how much Pathways would truly impact his life.

In the summer before Grade 9, Khalid visited his sick grandmother in Somalia. While there, he also became very ill. *"I was vomiting for 30 days straight, like five or six times a day,"* he says. It did not stop there. *"After that, my body just gave out and I went into a coma, and was in a coma for a month."*

When Khalid awoke from the coma, he had *"lost a lot of my understanding of a bunch of things, like math and English and getting back into school was very, very, very tough."*

Khalid turned to the staff at Pathways for support. *"Pathways helped me in so many different ways - academically, mentally, physically, and emotionally. They gave me the extra push that I needed to get back into routine, just to continue working hard,"* he says.

Khalid would visit Pathways as often as possible, and attended as many of the tutoring sessions as he could. He also took advantage of networking opportunities that allowed him to meet new people. *"Meeting new people, talking to them, and learning what motivates them drove me to work hard,"* remembers Khalid. *"I don't think I would have had those opportunities without Pathways."*

"Pathways had a huge part in getting me back," he says. *"They were a huge, huge part of my success in high school; a really, really big part of it."*

Khalid is now in his final year of high school and is hoping to pursue a career in engineering.

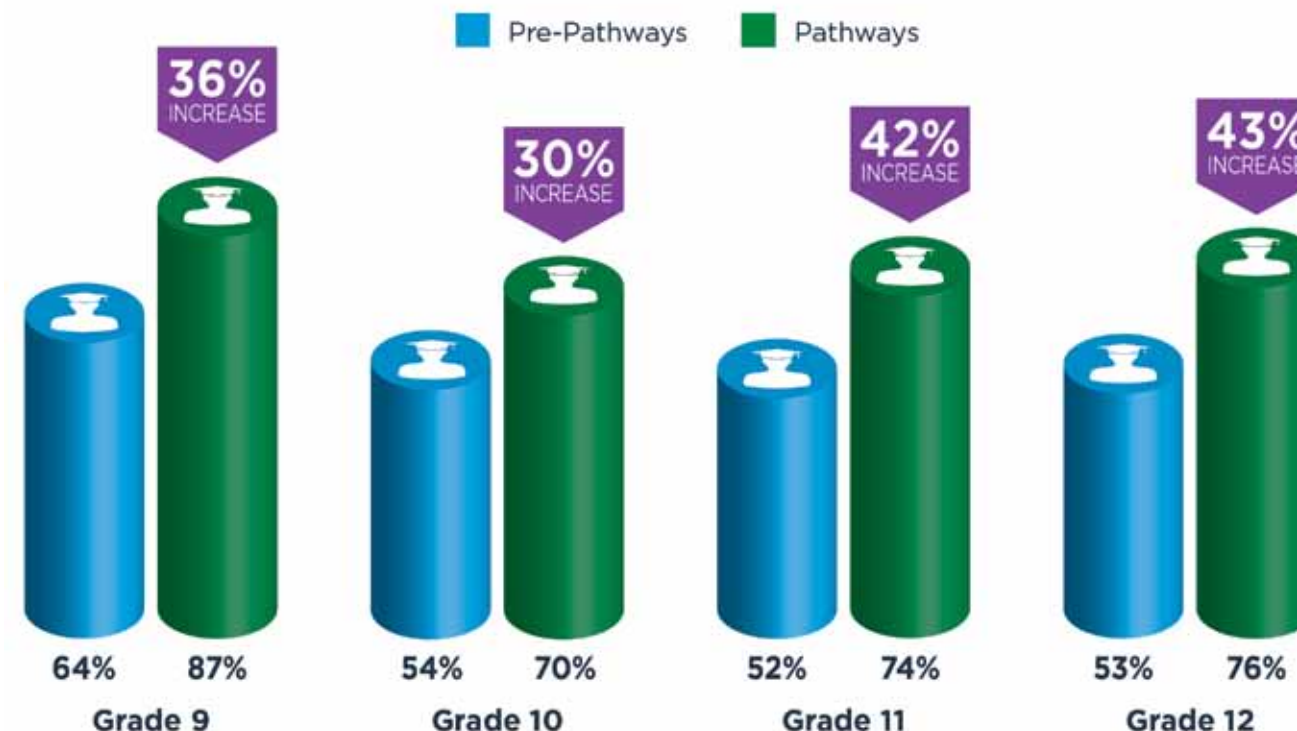
"Pathways helped me be the best person I can be, and helped me figure out my identity. I don't know where I would be without them."



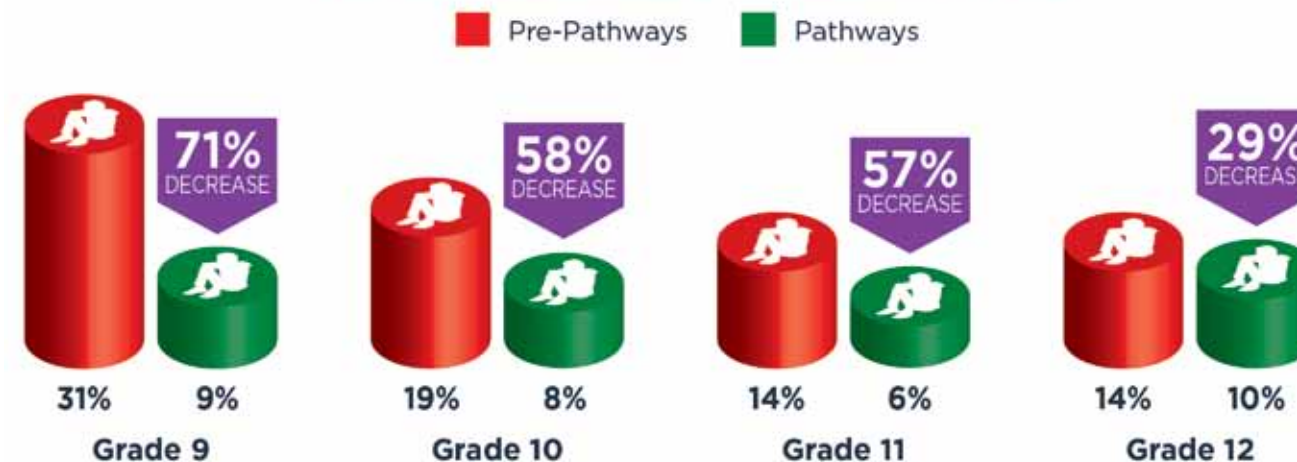
Pathways Ottawa student, Khalid, had heard a lot about the Pathways program from his siblings and was excited to join the program himself. Now in Grade 12, he is looking forward to graduating from high school and starting the next chapter of his life.

PATHWAYS OTTAWA PROGRAM RESULTS FOR THE 2012 - 2013 SCHOOL YEAR

MORE STUDENTS ON TRACK TO GRADUATE



FEWER ACADEMICALLY "AT-RISK" STUDENTS



We strive to communicate with you in your language of preference wherever possible. To update language preferences, please contact cstpierre-brinkmann@passeportquebec.ca.

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