

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.

Sue Gillespie

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".

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

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.



IGHTS

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

**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

a FAIRFAX company



“

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)

”

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

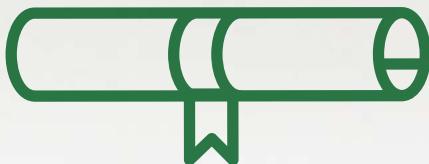
76%

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

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.

THANK
YOU!



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

Maison Jeunes-Est
(Sherbrooke, Quebec)



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



Saskatoon Tribal Council
(Saskatoon, Saskatchewan)



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



Pacific Community
Resources Society

Pacific Community
Resources Society
(Vancouver, British Columbia)



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



Teen Resource Centre
(Saint John, New Brunswick)



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



Centre de santé communautaire
Pinecrest-Queensway
Community Health Centre

Pinecrest-Queensway
Community Health Centre
(Ottawa, Ontario)



Rexdale Community
Health Centre
(Rexdale, Toronto, Ontario)



Toujours ensemble
(Verdun, Montreal, Quebec)



YouthLink
(Scarborough Village,
Toronto, Ontario)



SPOTLIGHT ON FOOD PROGRAMMING

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 as 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.





“

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.

GOVERNMENT PARTNERS





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 Slaight 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 Sobe

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	Jim Brown & Joan Lee	Audrey Loeb-Ross & David Ross
PwC LLP	Cat fore! Kids Golf Tournament	Magna International Inc.
Richardson GMP	Valerie Christie and the late David Christie	Mawer Investment Management Ltd.
Derek Russell	Community Fund at the Kitchener Waterloo Community Foundation	Nancy & John McFadyen
Thomas Sill Foundation	Compass Community Health	Elias Mulamoottil
Souchay Gossen Family Foundation	Bob & Gayle Cronin	Oxford Properties
Stephenson's Rental Services	The Davies Foundation	Pratt & Whitney Canada
The Spinnaker Fund at the Kitchener Waterloo Community Foundation	Vikram Dhaddha	Stephen & Cookie Sandler
Warren's Waterless Printing	Dym Family Fund at Jewish Community Foundation of Montreal	Shum-Vourkoutiotis Fund at the Toronto Foundation
Whitehorse Liquidity Partners	Seymour & Gloria Epstein	Paul Spafford & Jean Davidson
	Fred & Elizabeth Fountain	Speakers' Spotlight
	Robert & Pinky Franklin	Susan Streeter
Anonymous (2)	David & Kim Garland	Estate of William Guy Walton
Accenture Inc	Kirby Gavelin & Louise Tymocko	Weiland Family Foundation Fund at the Kitchener Waterloo Community Foundation
The Aubainerie Foundation	Grant Thornton Foundation	R. Howard Webster Foundation
B+H Architects	Intact Foundation	Andrew & Silvy Wright
The Boiler Inspection & Insurance Company of Canada	Brian & Johannah Lawson	Zenith System Solutions Inc.
The Brophy Family Foundation	The Jacqueline Rosevear Fund at The Fiera Capital Foundation	
	Jane Lesslie	

\$5,000 – \$9,999

Anonymous (2)
 Accenture Inc
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 B+H Architects
 The Boiler Inspection & Insurance Company of Canada
 The Brophy Family Foundation

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 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.



[†] 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.

P A T H W A Y S

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



Northbridge
a FAIRFAX company



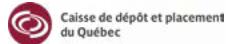
Shaw)



\$25,000-\$99,999



Brookfield



KINROSS

LoyaltyOne

TD Securities Underwriting Hope

Teck



SPOTLIGHT ON

SUPPORTING MORE YOUTH IN QUEBEC

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

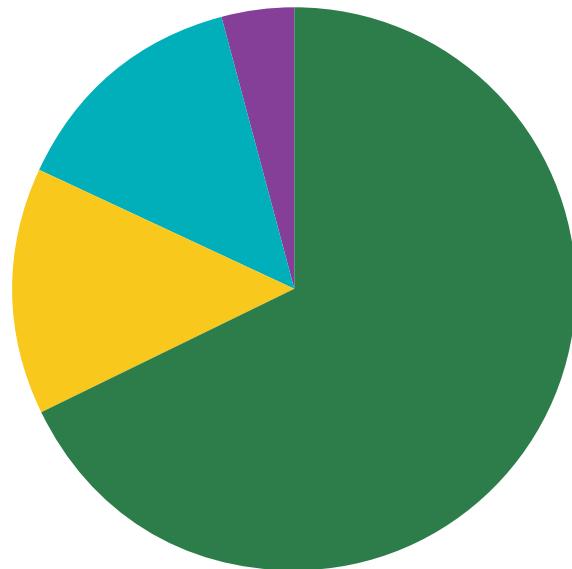
Jad Shimaly

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
ASSETS		
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
	14,327,928	14,439,548
LIABILITIES AND NET ASSETS		
Current Liabilities	594,835	504,192
Deferred Contributions	6,064,587	6,266,850
Net Assets	7,668,506	7,668,506
	14,327,928	14,439,548
STATEMENT OF REVENUES AND EXPENSES	2019	2018
REVENUE		
Government Funding	20,279,074	19,035,154
Donations and Grants	9,544,760	11,832,129
Investment Income	201,562	147,216
	30,025,396	31,014,499
EXPENSES		
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
	25,529,693	24,854,189
Fundraising and Awareness	3,014,516	2,940,907
Operations and Administration	1,481,187	1,444,000
	30,025,396	29,239,096
Excess of Revenue over Expenses	-	1,775,403

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.



PATHWAYS PROGRAM SPENDING BREAKDOWN

82%

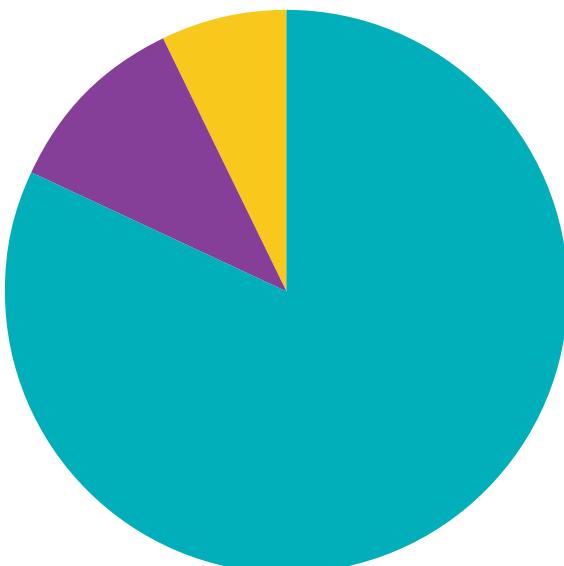
Academic, Social, and
One-on-One Supports

11%

Short-Term
Financial Supports

7%

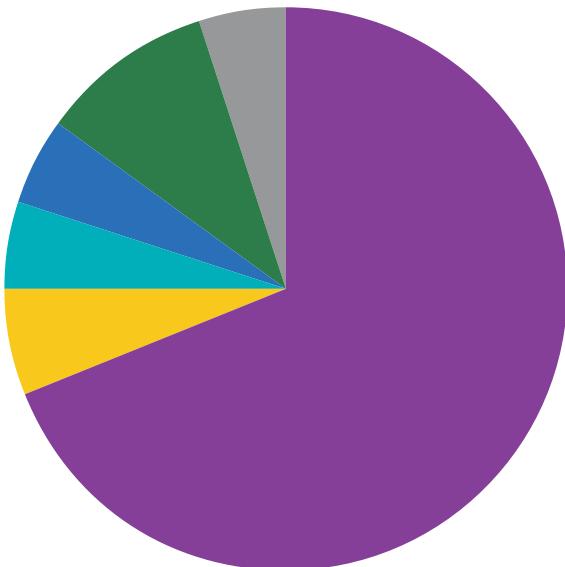
Scholarships and
Post-Secondary Support



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 Philips & Vineberg LLP

Lori Pearson, Vice-Chair

Managing Partner & COO

Brookfield Asset Management

Jad Shimaly, Treasurer

Chairman & CEO

EY

David Ain

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