

Annual Report

Resilience and Recovery



Pathways
to Education

Welcome to Pathways to Education's 2021 Annual Report — a celebration of our accomplishments, milestones, and highlights from a year of challenges and opportunities.

This document is a summary of key highlights from the full report, focusing on trends from Pathways Canada, Pathways Program locations, and alumni success stories.

To read the full 2021 Annual Report and learn more about the work we are doing to help students stay connected to their education, please visit www.pathwaystoeducation.ca/annualreport2021.

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Greetings

from our Senior Leadership

Dear Pathways supporters,

I hope this message finds you all in good health as we continue to navigate what has been a difficult year for many of us across the country — a year that brought about many new and unprecedented challenges to overcome.

As we look back on the last year of supporting students living in low-income communities across Canada, we remember the amplified barriers many of them faced and continue to face as a result of being disproportionately impacted by the global pandemic. Throughout this time, we stayed true to our mission to ensure youth remain connected to their education and continue their journey to high school graduation.

As you will read in this report, our focus this past year was adapting our program to meet the evolving needs of students. We accelerated our innovation agenda, leveraging technology and partnerships to design creative solutions to new challenges. We were able to quickly identify and deploy online tools to maintain the ongoing trusted relationships that are core to the success of the Pathways Program and provide students with uninterrupted access to the resources they need to succeed.



Sue Gillespie
President and CEO
Pathways to Education Canada

Vincent Mercier
Chair, Board of Directors
Pathways to Education Canada

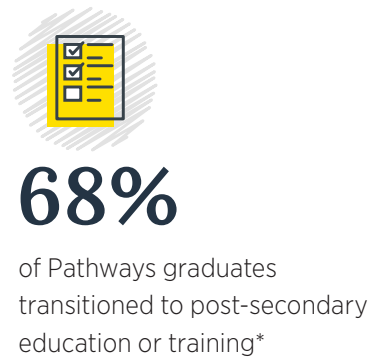
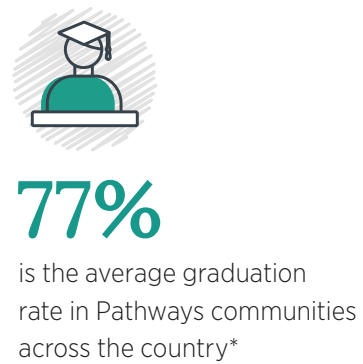
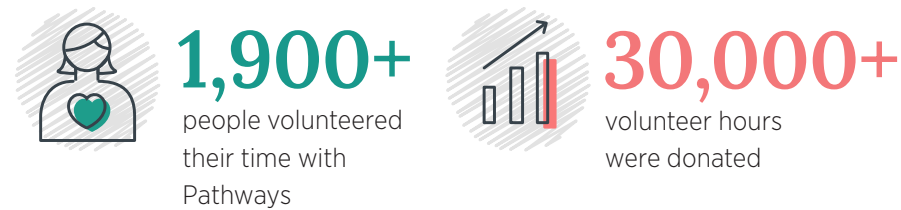
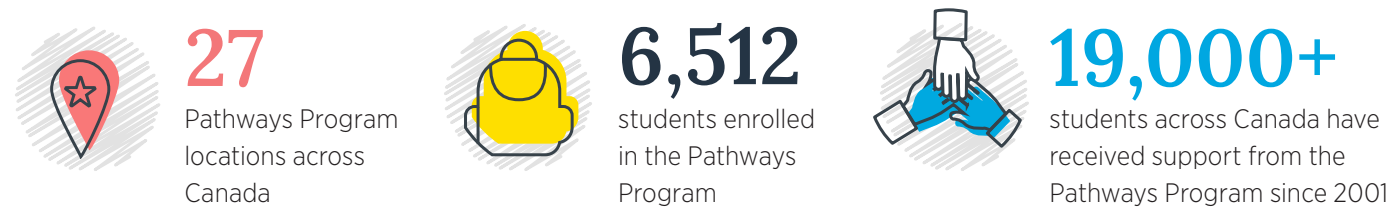
We know that this work is more important now than ever, and we are incredibly proud of the impact we have been able to make this year. This progress is only made possible thanks to you — our generous supporters — who continue to see the vital role the Pathways Program plays in creating positive social change in communities across the country.

Through your support of Pathways, you are contributing to a stronger and more inclusive recovery for Canada. With you by our side, we remain focused on implementing innovative solutions to empower youth to overcome barriers to success and equip them with the skills and competencies needed to thrive in a post-pandemic world. Thank you for making this possible.

Spotlight on Impact & Results

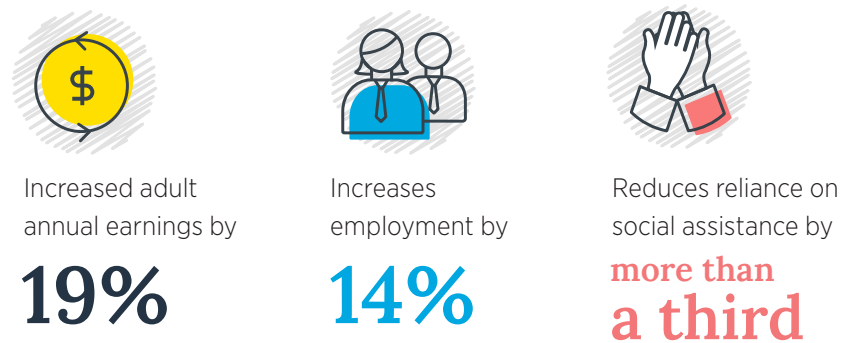
National Impact from the 2019-20 School Year

By the Numbers



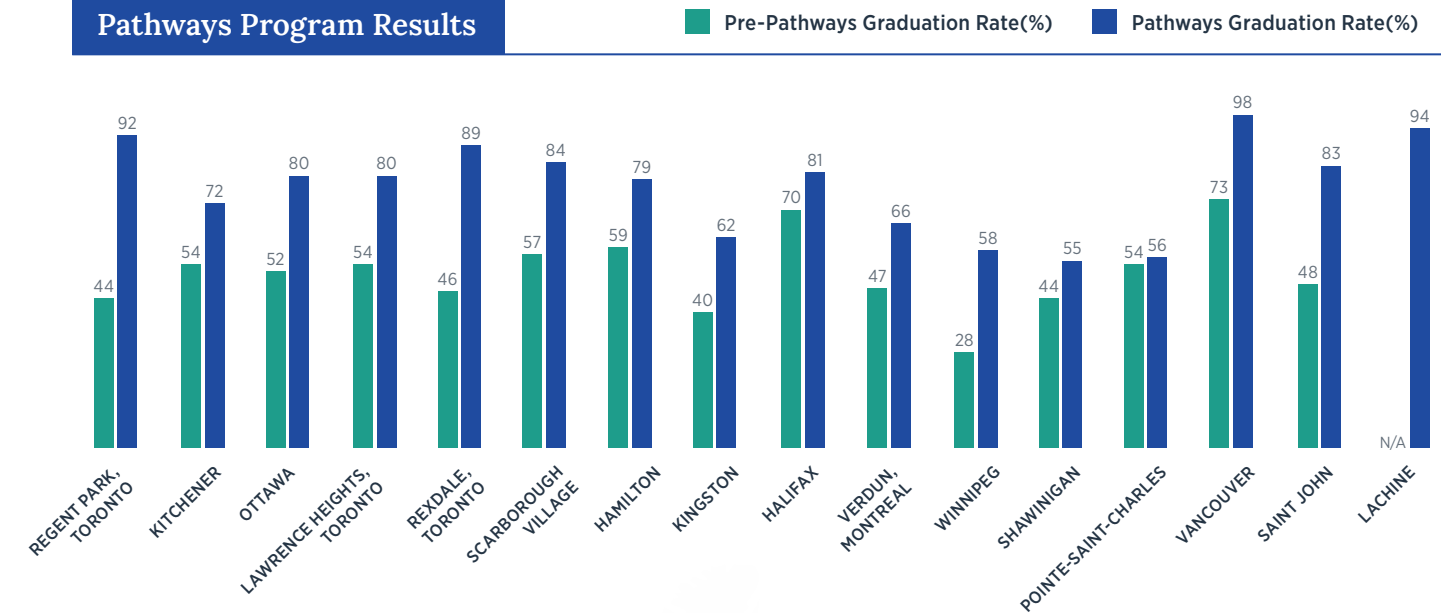
* These figures represent the on-time+1 year graduation rate.

According to a third-party evaluation, eligibility for the Pathways Program:



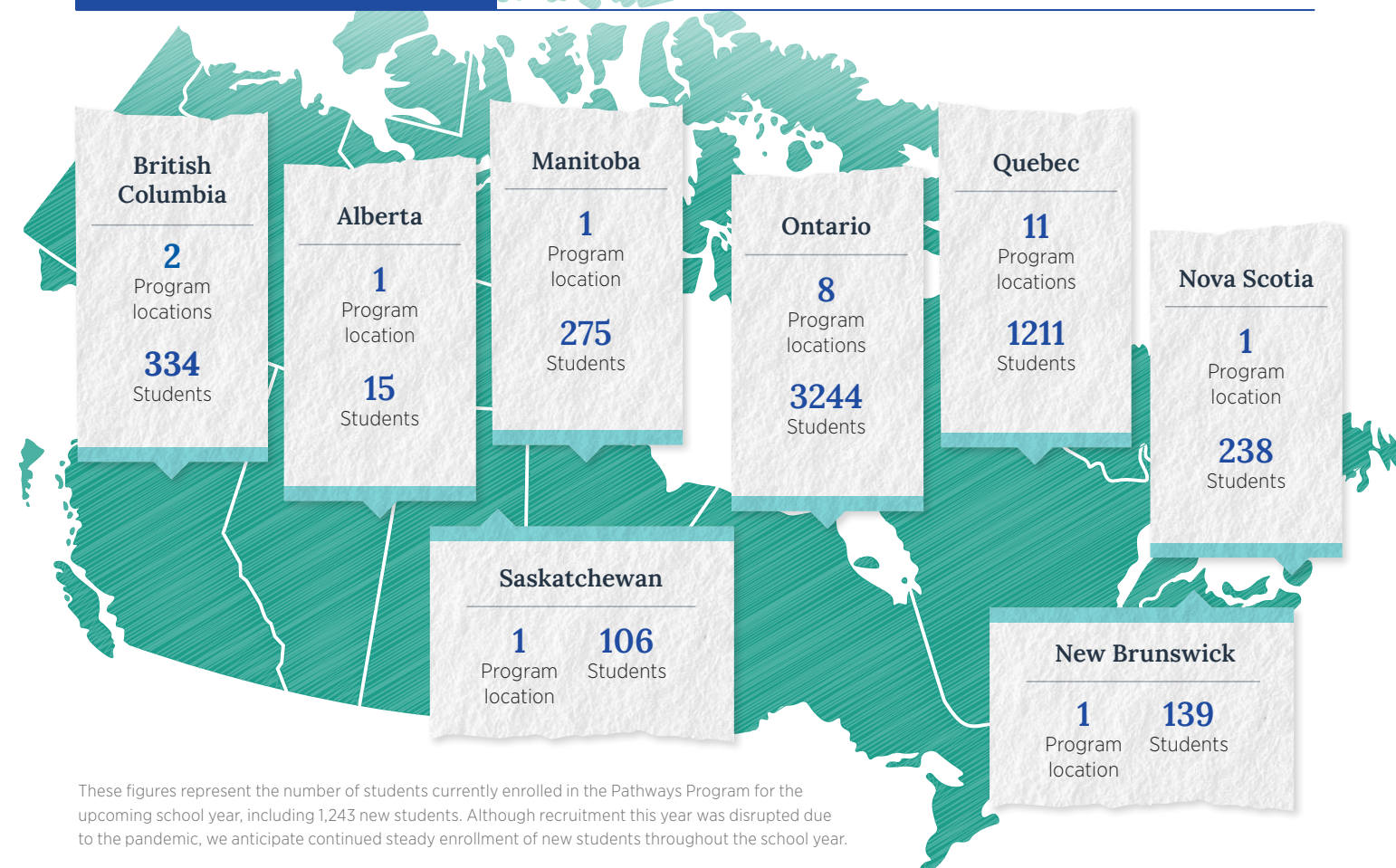
Lavecchia, Adam M., Philip Oreopoulos, and Robert S. Brown. 2020. Long-Run Effects from Comprehensive Student Support: Evidence from Pathways to Education. American Economic Review: Insights, 2 (2): 209-24.

Pathways Program Results



These figures represent the on-time+1 year graduation rates for pre-Pathways and Pathways for the 2018-19 school year. The on-time+1 year graduation rates refer to the standard high school term as set by each province (three years in Nova Scotia; four years in Ontario and Manitoba; five years in Quebec), plus an additional year to complete high school. Additionally, the on-time graduation rate for Pathways Vancouver and Pathways Lachine are reflective of their first graduating cohorts in the 2018-2019 school year. Lachine's pre-Pathways graduation rate is not available. Pathways Winnipeg's graduation rate is on-time+2.

Pathways Program Locations



These figures represent the number of students currently enrolled in the Pathways Program for the upcoming school year, including 1,243 new students. Although recruitment this year was disrupted due to the pandemic, we anticipate continued steady enrollment of new students throughout the school year.

Spotlight on

Helping Students Cope During the Pandemic

A look at how we adapted our program to address the evolving needs of Pathways youth

National



Ongoing Response to the Pandemic Across the Pathways Network

We know the COVID-19 pandemic has disproportionately impacted young people living in low-income communities. In spring 2020, we conducted a survey to capture a sample of Pathways students' experiences at the start of the pandemic. The results of the survey showed they were having a hard time with online education and schoolwork, with many stating that they faced barriers such as getting help or support from schools, lacking a quiet place to do schoolwork, and having trouble keeping up with the workload. These learnings challenged us to find new ways of working across our organization to continue our support of youth.

We worked closely with program staff to address barriers and respond to student needs. Staff worked tirelessly to motivate students to stay engaged with their education and encouraged them to build healthy habits to support their emotional well-being. Through a comprehensive range of supports, including a tailored student plan and access to virtual tutors and mentors, our goal remains assuring students that the academic barriers amplified by the pandemic are not insurmountable.

Community

A Unique Celebration for Pathways Pointe-Saint-Charles Students

High school graduation is one of the most important moments in a student's journey to success. For the class of 2020, the closure of schools and community spaces left many students without the opportunity to celebrate their successes with their family, peers, and communities.

Staff at Pathways Pointe-Saint-Charles were determined to give students the celebration they had been looking forward to by arranging a socially distanced graduation ceremony photo shoot at a local park. The ceremony allowed youth and their families to come together to celebrate the milestone of graduation and wish them well as they take the first step on their post-secondary journey. It also gave students the opportunity to connect with Pathways staff and bond with their peers in a positive and uplifting atmosphere at a time when they needed it most.

Alumni Story

How the Class of 2020 Coped with the New Normal



Lisa

Lisa graduated from Pathways Vancouver in 2020—the year the pandemic hit. Today, Lisa is studying business at Simon Fraser University and looks forward to a career in consulting or non-profit.

For many high school students, graduation year is a demanding time that requires balancing school, work, exams, and post-secondary applications. But for the class of 2020 — including Lisa — these demands were amplified by the onset of the COVID-19 pandemic.

For Lisa, the impact of the pandemic was felt at home and at school. Both of her parents lost their jobs, and with many responsibilities adding up, she often found herself worrying about the future. This took a toll on Lisa's mental health. "It got to a point where my counselor at my school would nag me to talk about my mental health," Lisa explains. "But it always felt like I didn't have the time to deal with it, between tests and big school projects."

One way Lisa came to cope was through her Pathways mentor. When Lisa was too busy to explore career options in high school, her mentor helped her set up meetings with professionals and pointed her to scholarship workshops.

As her relationship with her Pathways mentor grew, Lisa was able to find new ways to ask for help and talk about her mental health. These conversations were not easy to have at first. But in the comfort of a safe, one-on-one relationship with her mentor, Lisa was able to share her experiences and gain a new perspective. More so, Lisa felt empowered by relying on a trusted partner to get through hard times. "I've been more mindful of my mental health and of finding a balance between school and life," Lisa explains. "That's definitely something that my mentor emphasized."

The future still looks uncertain for many, but Lisa and her classmates have a unique achievement under their belt: they graduated from high school during a global pandemic. It's an experience that she's not likely to forget anytime soon, and one that required a change in perspective and a focus on self-care. "If I think back to Grade 10 or 11, I would have never imagined that things would look this way today. What I've learned is that it's really important to just keep finding new ways to approach challenges and overcome barriers."

Partnerships

Sustainability Support from the Government of Canada

At a time of great uncertainty for many young people across Canada, we remain grateful for the Government of Canada's continued support — including their continued 4-year investment in the Pathways Program.

This support has allowed us to continue helping thousands of students to overcome the amplified barriers they face, allowing them to graduate from high school and successfully transition to post-secondary education, training, or employment. Additionally, this investment has helped to ensure more students across the country develop the skills they need to be resilient, agile, and successful in the rapidly changing world of work.

Canada

Spotlight on

Our Commitment to Innovation

How we are leveraging technology and partnerships to design creative solutions to new challenges

National



Propelling our Mission Through Innovation and Technology

Innovation is embedded in everything we do — we are committed to exploring and leveraging new technologies to identify issues and opportunities, design solutions, and ensure the long-term sustainability and relevance of our organization.

Fundamental to these efforts has been the accelerated development of an enhanced digital platform, enabling students to have critical virtual connectivity to the Pathways Program when needed most. The digital platform incorporates a number of innovative tools designed to drive efficiencies when delivering programming, including a low bandwidth video platform to help students with limited or unreliable internet connection stay connected to Pathways staff.

Community

Maintaining Connection at Pathways Ottawa

The onset of the pandemic forced many locations across the country to adapt their existing curriculum and explore new methods of delivering core supports to ensure students continued to develop the necessary skills to succeed in high school.

To avoid a disruption in learning, staff at Pathways Ottawa leveraged the new online platform developed by Pathways Canada to facilitate tutoring activities throughout the year. Staff connected students with tutors and supervised the sessions to ensure a safe and accessible virtual environment for all students. This activity provided important academic supports to youth enrolled in the program and helped them stay on track with their schoolwork amid the challenges of virtual learning and a compressed curriculum.

Alumni Story

Addressing Learning Loss with New Tutoring Support



Kashish

Kashish graduated from Pathways Rexdale in 2018. She currently interns at Rexdale Community Health Centre, where she is also a math and science tutor for students in the Pathways Program.

Kashish first joined the Pathways Program in Grade 9, a few years after immigrating to Canada from India with her family. Kashish remembers her initial transition to a new country wasn't always easy, but Pathways gave her an important sense of belonging.

Today, she works as a math and science tutor at Pathways Rexdale and takes pride in building that same sense of community she felt — only now, she's the one helping students feel supported in challenging times.

Discussing tutoring during the pandemic, Kashish recounts a story of bonding with a student over a shared interest. This experience allowed the student to build important social connections,

which are crucial to keeping students engaged during times of isolation. "He would join me for virtual tutoring every Tuesday from four to six," Kashish explains, "he'd stay the whole time, even if his work only required an hour."

And it's not just about maintaining social contact. By fostering resilience in students through a tight knit community, Pathways Rexdale staff are also tackling another key challenge: addressing learning loss after a year of virtual schooling.

To tackle this challenge, Pathways staff, including Kashish, had to get creative. By relying on the strong sense of community at Pathways Rexdale, the program location quickly adapted their programming—instead of just offering day-to-day homework help, they also introduced special weekly drop-in lessons focused on teaching students those fundamental concepts students had missed out on. This allowed students to catch up on what they had missed, regardless of where they were in the school year.

With this approach, students were able to lean on the trusted relationships they formed at Pathways to overcome knowledge gaps in a safe and supportive environment. "Pathways took the time to address this challenge by arranging tutors to offer these new sessions," Kashish explains. "Together, we're working to fill the knowledge gap that developed during the pandemic."

Partnerships

Canada Life Steps Up to Support Youth

Since 2003, Canada Life has been supporting Pathways youth to graduate from high school and build the foundation for a successful future.

Last year, Canada Life stepped up their longstanding support of the Pathways Program through a renewed commitment dedicated to providing students with technology and internet access during the pandemic. Canada Life's generosity at such a critical time allowed Pathways to address the evolving needs of students, giving them access to the tools and resources they need to overcome this disruption and stay focused on their education.



Spotlight on

Preparing Youth for Success Beyond High School

How we are equipping students with the skills and competencies they need to thrive after graduation

National



Preparing for a Post-Pandemic Recovery: Closing the Gap

The pandemic has increased the distance between young people from low-income communities and their potential — and without the appropriate supports, the long-term impacts could be significant.

Connection and affirmation are core elements of the Pathways Program's wraparound approach: high-quality mentoring and a culture of high expectations offer an environment where students can tap into their innate skills and ambitions, focus on goal setting, and prepare for the future. This holistic model of support

is proven to support positive academic and social development and helps youth overcome barriers to success.

Amid a global pandemic, when most of what young people hear around them every day is focused on disruption, loss, and uncertainty, we strive to maintain the connection and affirmation that students in the program have come to depend on. This approach buffers against adversity, develops adaptability and resilience, and builds valuable career-readiness skills that will help them successfully transition into and navigate the future labour market.

Community

Teaching Financial Literacy at Pathways Kitchener

Across the country, Pathways Program locations are committed to helping students develop valuable life skills that will prepare them for both personal and professional success after high school.

At Pathways Kitchener, students took part in Economics for Success — an activity designed to teach them financial literacy skills. During the sessions, students learned about efficient budgeting, different types of bank accounts, and the importance of savings. Students also gained practical skills in how to track money and implement budgets against financial goals. The content was shared in a fun and engaging way, helping students to better understand financial concepts and how this knowledge can be applied to help them achieve their goals.

Alumni Story

Learning the Skills Needed for Entrepreneurial Success



Nike

Nike graduated from Pathways Scarborough Village in 2012. Today, he is a freelance media producer and a full-time assistant editor at one of Canada's largest video editing companies.

As an aspiring creative professional and a young small business owner, Nike was aware of the need to acquire practical skills like filming, editing, and knowing what equipment to use. In fact, he had started a video club in his high school to help others develop these abilities. But what he quickly came to realize was that entrepreneurial projects, even in the arts, also require a strong knowledge of financial planning. "I think the art is probably the smallest part," Nike explains. "The financial side plays an incredible role, because if you don't have that financial literacy lens, your business is going to suffer."

It's through a trusted mentor he met at Pathways that Nike first heard about the TD Scholarship for Community Leadership — a prestigious award given to students who demonstrate strong

leadership within their community. While he recalls being intimidated by the financial amount attached to the award, Nike's Pathways mentor encouraged him to apply after noticing his work giving back to other students. With both a financial award and the opportunity for a rotating work experience at TD included as part of the scholarship, his mentor saw it as the perfect opportunity for Nike to complement his creative skills while gaining valuable business knowledge. Just a few months later, Nike was awarded the scholarship and started his first role at TD. "I think that speaks to the power of mentorship and having people that believe in you," he explains.

As part of the scholarship, Nike worked as a bank teller for a year. He recalls that this frontline experience in the world of finance allowed him to understand how the right business decisions are crucial to entrepreneurial success. "It really just forced me to get comfortable with numbers and accounts," Nike notes. "That was a big plus when it was time to figure out what business accounts should I go with for my own ventures."

With this financial literacy developed through work experience, Nike was able to grow his business in other ways. Today, he continues to juggle a busy full-time job and various entrepreneurial projects using the skills he acquired through the scholarship. And there is one thing he's sure about: he couldn't have done it without the supports of trusted mentors he met at Pathways and in the community. "Whether at Pathways or at work," Nike reflects, "I've come to learn life is all about connections and relationships."

Partnerships

TD's Ready Commitment Empowers Economic Success

For the past 18 years, TD has demonstrated their commitment toward helping create a more inclusive and sustainable future for Canada by supporting the long-term success of Pathways youth.

With funding from TD, Pathways delivers financial literacy training to help students understand their unique barriers, take responsibility for their individual finances, and empower them to live with greater financial security. Support from TD is provided through the TD Ready Commitment, the Bank's global corporate citizenship platform. Together, TD and Pathways are helping young people across Canada develop the skills they need to work towards financial security for themselves and their families.



Spotlight on

Our Work in Quebec

A look at how we are supporting students in Quebec to build the foundation for a successful future

National



Expanding Our Reach Across the Province

In last year's Annual Report, we announced the Quebec government's generous support in helping to expand the Pathways Program across the province as part of their commitment to supporting more youth living in low-income communities in Quebec.

Since then, we have made great strides in identifying and collaborating alongside new local partners to successfully implement the program in six new communities in Quebec: Laval, Longueuil, Gatineau, Joliette, Quebec City (Quartier Saint-Roch), and Drummondville.

While the ongoing COVID-19 pandemic has restricted most in-person learning, many of our new Pathways Program Partners have pivoted to working virtually with schools and other local partner organizations to engage youth and develop appropriate programming. Our goal is to open three additional program locations across the province, and we are actively engaged in conversations with new community partners with an aim to begin programming in the fall.

This work will see us more than double the number of Pathways Program locations in Quebec, allowing us to significantly expand our reach in the province and support more Quebec youth to graduate from high school and build the foundation for a successful future.

Community

Pathways Joliette Students Come Together to Help Their Community

The Pathways Program supports development of agency in youth and fosters a desire to give back. Across the country, young people in the program are accessing activities that develop their leadership skills, give them volunteering experience, and prepare them to become active and engaged members of their community.

A group of students at Pathways Joliette rallied together to prepare brownie making kits to distribute as holiday gifts to members of their community. Students led the charge in planning the project, including gathering and packaging the dry ingredients and preparing the recipes. Students then coordinated delivering the gifts to community members, particularly seniors, immigrant students, and students in special education. This community-focused activity helped students develop valuable leadership skills and allowed them to give back to their local community in a meaningful way.

Alumni Story

Supportive Relationships are Key to Success



Korinne

Korinne was part of the first cohort of students enrolled in the Pathways Program in Shawinigan, Quebec. Today she is studying at the University of Montreal and is employed as a substitute teacher with the Montreal School Board.

The transition from elementary school to high school was difficult for Korinne — she was separated from her friend group and struggled to bond with other students in her new school.

Through the Pathways Program, Korinne was paired with a supportive adult mentor who she could talk to about these difficulties. "I could talk to someone who really understood me and didn't judge me. I could tell her how I was feeling and know that I was not alone. It was a break from everything that was going on," says Korinne.

However, the supports Korinne received through the program went beyond her one-on-one relationship with her mentor. In her final years of high school, having access to a math

tutor was essential for her academic success. She took advanced math courses in order to have access to more opportunities in post-secondary education, but she struggled with the course material. "I remember having such bad grades in math. I got 40 per cent on a test and I went in the bathroom and cried," explains Korinne.

Korinne took the test to her Pathways tutor, who helped her to understand the concepts and boosted her confidence in the subject. Before long, she was attending tutoring sessions four times a week. "Seeing that I was able to do the work and knowing that with a bit more time I could understand the problems was really motivating. It helps a lot to be told, 'Yes, you can do it.' I was really lucky to have that," reflects Korinne.

The tutoring support enabled her to pass her math classes and obtain her high school diploma. Korinne remembers her tutor attending her high school graduation and celebrating her final marks with her. "I was proud of myself because I succeeded. Everyone there looked so chic in their green robes and was so happy with their diploma in their hands, there was a feeling of community and shared success. It was a really, really nice moment," says Korinne.

Korinne is still in contact with her tutors and mentors at Pathways Shawinigan and believes all students would benefit from the supports that Pathways has to offer. "High school is so chaotic sometimes, so the program is there at the perfect time. It's really comforting to know that someone is always there and has your back," says Korinne.

Partnerships

Support for Virtual Learning from Google Montreal

Google Montreal's support of Pathways began in 2014 when they invested in the delivery of STEM-related mentoring activities to Pathways youth in Verdun, Quebec. Since then, their generosity has continued to support Pathways students in Quebec — including the delivery of innovative coding workshops designed to equip them with relevant skills to thrive in the modern workplace.

In March 2020, Google Montreal increased their support amid the pandemic by providing additional funding to support virtual programming. Throughout this partnership, Google Montreal has been a consistent champion for Quebec youth, helping them to overcome barriers to education, graduate from high school, and realize their full potential.



Spotlight on

Our Community of Supporters

Our national impact is made possible thanks to the generous support of public and private funders across the country. Their financial investments provide us with the vital resources needed to help thousands of Canadian youth overcome barriers to education and graduate from high school. This year, their support was more critical than ever.



As an alum of the Pathways Program and a current Board member, I donate to Pathways because I believe in the power of education, and this is my way to pay it forward, so more young people benefit from opportunities to reach their full potential for the betterment of humanity.

Nisita Tappata



My family and I believe firmly that education is a powerful tool for combatting societal inequality and ensuring that every young person can have a shot at a better life. We were really impressed with the comprehensive support and wraparound services that Pathways provides. I've seen the profound impact they've had in Kingston and their demonstrated track record of improving graduation rates in the communities they work in is striking.

Keshiv Kaushal



Pathways stood out to us because the program is evidence-based and user-informed. We're firm believers in the power of education to open doors. Growing up, we were both lucky to have families that recognized the value of education to create opportunities, so we know the power of education firsthand. Pathways provides students with the support they need to excel academically and live their potential, and that's why we give.

Randall Bartlett and Amanda Carver

We are proud to acknowledge the following individuals, organizations, and government partners whose generous contributions to Pathways are equal to \$25,000 or more from April 1, 2020 to March 31, 2021.

For a full list of our supporters, please visit www.pathwaystoeducation.ca/annualreport2021

Government Partners



\$1,000,000+

The Azrieli Foundation*, National Innovation Partner
 President's Choice Children's Charity*, National Nutrition Partner
 Rio Tinto*, Quebec Program Champion

T.R. Meighen Family Foundation*
 Bruce & Vladka Mitchell*
 The Morrison Foundation*
 J & W Murphy Foundation*
 Northbridge Financial Corporation*
 Scotiabank*
 Symcor*

Empire Life
 Louis Gagnon
 Google Inc.
 Peter Jeewan & Christine Johnston
 Kinross Gold Corporation
 KPMG Foundation
 Sarah & Cary Lavine Family Foundation

\$500,000-\$999,000

HSBC Bank Canada*
 The Northpine Foundation*
 RBC Foundation*
 Salesforce Foundation*

The Slight Family Foundation*, National Post-Secondary Success Partner
 TD Bank Group*
 The Windsor Foundation*

Maple Lodge Farms Foundation
 Daniel McCarthy
 Vincent A. Mercier & Kirsten Halpin
 The Newlands Family Foundation
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 Frank & Debbi Sobey

\$100,000-\$499,000

Canada Life*, Lead Innovation Sponsor
 The Chamandy Foundation*
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 Ethel Harris*
 Intact Foundation*
 Johnson Scholarship Foundation*
 The Kiessling/Isaak Family*
 Nancy & Jon Love*, C.M.
 Jim Meekison & Carolyn Keystone*
 The Catherine and Maxwell Meighen Foundation*

\$25,000-\$99,000

Anonymous (2)
 Airlie Foundation
 Robert & Mary Pat Armstrong
 Brookfield*
 Hugh & Linda Brown Educational Foundation
 Caisse de dépôt et placement du Québec
 CAPREIT
 CCL Industries
 Centraide of Greater Montreal † / Centraide du Grand Montréal †
 CIBC*
 Stephen Dent & Janet MacLaren

Susan Streeter
 United Way of Kingston, Frontenac, Lennox and Addington*
 VetStrategy
 Whitehorse Liquidity Partners

* 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.

Financials and Governance

Message from the Treasurer and Vice-President, Finance and Operations

In a year filled with many challenges, we received tremendous support from our donors and government partners. Thanks to this generous response, Pathways Canada has a positive financial outlook in the midst of the ongoing impacts of the pandemic. With a combined investment of more than \$32.2 million, our supporters demonstrated their confidence in the power of the Pathways Program and the essential role it plays for youth living in low-income communities.

In FY2021, we spent more than 85 per cent of funds in areas directly impacting students and their families. Grants to Pathways Program Partners — which provide ongoing academic, financial, social, and one-on-one supports to Pathways students — totalled \$17.4 million, with an additional \$1.4M spent on student scholarships.

The COVID-19 crisis presented new challenges over the past year that required us to be very adaptive as an organization. Although we have always embraced innovation as a means of reaching more young people across

the country, we accelerated this approach in response to the pandemic. We made investments in alternative program delivery models, and increased effectiveness by leveraging new technology and processes to help keep youth connected to their education. Our total investment in innovation and program development increased in FY2021 to \$4.1 million.

Our strong financial results from the past year have also resulted in a surplus, which has allowed us to contribute \$4.5 million to our reserve funding. As we look to sustainability and growth in a post-pandemic world, this reserve funding will help to ensure the short- and mid-term sustainability of the program and support our continued investment in innovation. This comes at a critical time for Pathways youth — we make a 3- to 5-year commitment to students in the Pathways Program and we know that in the months and years ahead they will face even more significant barriers to success that will require increased support to ensure they stay connected to their education.

As always, we remain committed to providing our stakeholders with transparent, evidence-driven results. We have a strong, independent Audit, Investment, and Risk Committee, whose key responsibilities include oversight of the financial audit, budgets, investments, and risk management.

The past fiscal year taught us to expect the unexpected, just as it confirmed that our prudent financial management provides stability both for our staff and Program Partners. We remain committed to stewarding the financial resources entrusted to us, growing the financial health of the organization, and expanding the available opportunities to serve more youth. We are deeply grateful for your continued support, which allows us to reach more young people and help them 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, 2021

STATEMENT OF FINANCIAL POSITION	2021	2020
ASSETS		
Unrestricted cash and investments	2,353,483	1,117,069
Restricted cash and investments	23,031,008	10,517,085
Other assets	2,110,227	2,019,459
	27,494,718	13,653,613

LIABILITIES AND NET ASSETS	2021	2020
Current liabilities	1,048,008	268,022
Deferred contributions	14,231,008	5,717,085
Net assets	12,215,702	7,668,506
	27,494,718	13,653,613

STATEMENT OF REVENUES AND EXPENSES	2021	2020
REVENUE		
Government funding	25,393,027	20,639,625
Donations and grants	6,567,409	10,854,917
Investment income	199,947	244,164
	32,160,383	31,738,706

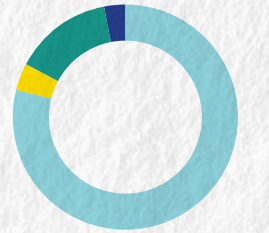
EXPENSES	2021	2020
Pathways to Education Program™ delivery	17,385,472	20,672,115
Program growth, expansion and innovation	4,052,942	1,842,171
Student scholarships and post-secondary support	1,372,836	1,803,360
Program development, research and evaluation	666,167	1,221,740
	23,477,417	25,539,386

Fundraising and awareness	1,889,615	3,256,254
Operations and administration	2,246,155	2,943,066
	27,613,187	31,738,706

EXCESS OF REVENUE OVER EXPENSES	4,547,196	0
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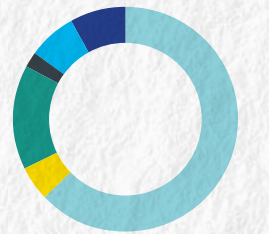
The financial information in this summary is drawn from Pathways Canada's audited financial statements. Copies of detailed financial statements are available upon request at pathwaystoeducation.ca/accountability.

Source of Funds



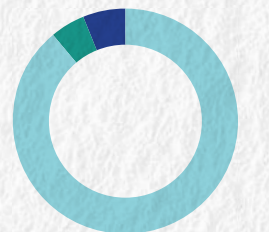
- 79% - Government
- 4% - Corporations
- 14% - Foundations and agencies
- 3% - Individuals

Pathway Program Spending Breakdown



- 63% - Pathways to Education Program™ delivery
- 5% - Student scholarships and post-secondary support
- 15% - Program growth, expansion, and innovation
- 2% - Program development, research, and evaluation
- 7% - Fundraising and awareness
- 8% - Operations and administration

Expense by Activity



- 89% - Academic, social, and one-on-one supports
- 5% - Short-term financial supports
- 6% - Scholarships and post-secondary support

Our Leadership

As the governing body of Pathways Canada, the National Board of Directors oversees our policy development, sets our strategic direction, and monitors our performance against our goals.

Vincent Mercier, Chair

Partner, Davies LLP

Lori Pearson, Vice-Chair

Sr. Managing Partner & COO,
Brookfield Asset Management

Katherine Gibson, Treasurer

SVP Finance & Controller, RBC

David Ain

Partner, Egon Zehnder

The Honourable Gloria J. Epstein

Reviewer, Independent Civilian Review
into Missing Person Investigations

Darren Googoo

Director of Education,
Membertou First Nation

Wes Hall

Executive Chairman and Founder,
Kingsdale Advisors

John James

NCO, RCMP (Retired)

Myriam Legault

Educator, B.Ed., M.Ed., D.E.A.

Brett Marchand

President & CEO, Blue Impact Inc.,
Vision 7 Communications
Executive Chairman, Cossette

Fabrice Morin

EVP, Canadian Operations, Canada Life

Jad Shimaly

Chair & CEO, EY Canada

Lara Skripitsky

VP, Chief Technology & Operations
Support Officer, McDonalds

Pamela Sugiman

Dean, Faculty of Arts, Ryerson
University

Nisita Tappata


Management Consulting, Accenture
(Pathways to Education Canada Alum)

Sue Gillespie

Ex-Officio President & CEO,
Pathways to Education Canada


Thank you

Your support is addressing the urgent needs of youth and generating countless possibilities for young people in low-income communities. Together, we're breaking down barriers to education.

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