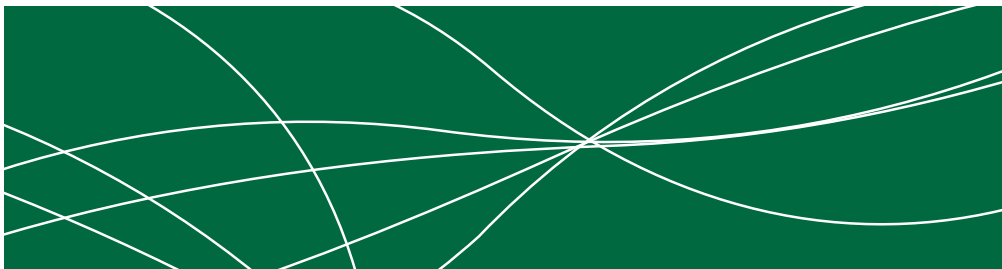




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Fall 2010

Designing her own Path

Profile of a Pathways alumna



In 2001, Na was a shy young girl nervous about starting her first year in high school and confused about what courses she ought to take. Pathways launched its first program in Regent Park that same year and Na signed up. She wasn't clear on what Pathways could offer, but she did know she could get free bus tickets and money for a post-secondary education.

Turns out those bus tickets made all the difference in the world. "My family had financial problems and without the bus fare, I likely wouldn't have been able to go to school." But go to school she did, where she excelled with the help of Pathways volunteer tutors, mentors and staff providing the support she needed. "I would have struggled in high school without Pathways to guide me and answer my questions about my chosen field."

Na's family had emigrated from Hong Kong in 1988 after escaping from Vietnam. "My parents came to Canada because they wanted a better life for my siblings and me. They didn't want us to struggle like they did. They wanted us to have opportunities and be successful."

When Na announced she wanted to be a graphic designer, her parents were concerned. They didn't understand what that was and with their limited English, it was hard for Na to explain. Nor could they help their daughter figure out how to become one. Pathways was able to provide that support, as well as assistance with the myriad of school applications and the Ontario Student Assistant Program (OSAP) funding forms: "Without them I wouldn't have known how." The \$4,000 bursary she received from Pathways, which covered half of her yearly tuition at George Brown College, was also invaluable.

While in college, Na continued to visit the Pathways Regent Park office where there was always a familiar face and a helping hand. "I was very shy and quiet but Pathways staff introduced me to people, putting me in situations where I was forced to communicate. Now I have more confidence – I know how to network and can spark up a conversation with anyone."

One of those introductions was to an administrator at George Brown College, which resulted in Na's first paid job as a graphic designer. "All I needed was an introduction," she proudly explains, "the rest was up to me." After graduating in 2008, Na worked full time for Accolade Group for a year and a half, then broke out on her own as a freelancer. Today her clients include Nelvana (a Corus Entertainment company) and, fittingly, Pathways Canada. "My parents see what I do now and are very proud of me, and thankful for the Pathways program."

Na is an active member of Pathways' Alumni Association. Already she has sound advice for the newest cohort of Pathways students: "Anything free sounds good, but take advantage of everything Pathways offers – programs, mentoring, opportunities – and always keep in touch with staff because they can help you get where you want to be in the future."

Na is living proof of that – and it all started with free bus tickets.

Letter from the President and CEO,

David Hughes



There is a paradoxical energy about autumn. As the leaves start to fall and we approach the end of the calendar year, we look back and take stock of our accomplishments. At the same time, Fall is also about new beginnings. Even if we are no longer in school, come Labour Day, our minds become re-energized as we consider new goals and opportunities.

For students across Canada, autumn literally is the start of a new year – the beginning of a journey with not just new teachers and classmates, but also new hopes and aspirations. It's "back to reality" after the the lazier summer months, yet a return that is charged with fresh vigour and expectations.

Consider then what it must be like for the 900 students who this Fall not only started a new school year, but did so with the support of the Pathways program. For them it is not "back to reality", but instead the start of a new reality – one full of dreams, opportunities and possibilities. One where they will not be alone as they face uncertainties and concerns. One where they can be confident that their future is bright.

As you read this letter, the 2010/2011 school year will be well underway at eleven Pathways program sites across Canada. With communities in Winnipeg, Halifax and Kingston joining our family this year, we're proud to report we are now serving over 3,000 students across Canada every day. On pages 6 and 7, you can read about how these unique communities share a common goal – to reduce the harmful effects of poverty and better prepare students, employees and citizens for the future.

As the number of students enrolled in Pathways grows, so does the number of our alumni. There are now close to 600 Pathways graduates who are continuing post-secondary studies or entering the workforce pursuing careers such as accountant, film maker, graphic designer, nurse, nanotechnology engineer and social worker. Soon our first cohort of Pathways '04 graduates will be finishing Law School, Medical School and Teachers' College. On page 4, you can read about how these powerful and motivated individuals are further challenging themselves to give back to their communities, working collectively, as the Pathways Alumni Association, to impact the lives of other youth growing up in similar circumstances.

And it is the words of those alumni that best describe the impact created through an investment in the Pathways program. As alumna Kadjo, now a fourth year student at the University of Toronto (doing a double major in neuro-sciences and health studies) says, "I know that Pathways to Education changed the course of my life – I am thankful for the continual support Pathways receives so that other students in my community and across Canada can have the same amazing opportunities."

Thank you to our donors for enabling us to change the course of young people's lives as they journey on a path to a brighter future. With your support, and the dedication of our staff, volunteers and community agencies, autumn truly is the start of a new reality for hundreds of youth across the country.

David Hughes
President & CEO

An Ear, a Shoulder and a Heart

Student Parent Support Workers



“Sometimes people need someone they can disappoint. We are there for the kids through thick and thin, day in and day out, year after year. We never give up on them.”

“Sometimes people need someone they can disappoint.” Sage words from a now-grown Grade 11 high school dropout. Yet such insight and understanding is what makes Jason Creed do what he does best: help Regent Park’s youth overcome a myriad of obstacles to graduate from high school and realize a brighter future. He does this as a Pathways Student Parent Support Worker (SPSW).

Spend any time at a Pathways community office and you will hear the acronym SPSW buzzing through the air. The written job description states that these staff people connect students, parents, teachers, school administration and community agencies, and in doing so, fulfill the advocacy component of Pathways’ four-support approach. But ask Jason the role of an SPSW and his description goes much deeper: “We are a kid’s counsellor, friend, social worker, confidant, brethren, mediator and, down the line, parent figure. We are there for the kids through thick and thin, day in and day out, year after year. We never give up on them – that’s what really helps these kids.”

Jason should know – his community never gave up on him. A self-described misguided street guy who dropped out of school to make money in a faster and easier “but not good” way and who “dabbled in some not good things”, Jason credits the people in the Regent Park community and their belief in him for turning his life around. He is now turning around the lives of other youth in his community by helping them manoeuvre through the school system and mediate conversations with their teachers and parents, by teaching them to advocate for themselves, and ultimately by being someone for them to talk to, someone to listen to them, to motivate, encourage and guide them.

Jason’s caseload is large. Unlike a social worker who may be assigned five to ten clients, Jason works with 50 students and on any given day during school hours sees over 20 of them. But it doesn’t stop with the kids. He also interacts with the parents of all those kids and the teachers of all those kids. In many cases, SPSWs become critical support workers for the mothers and fathers too, many of whom do not speak English as their first language. As the trust builds between the student and the SPSW, so it does with the parents and SPSW. It is not uncommon for a parent to request that their child’s SPSW also play that role for siblings coming into the Pathways program, such is the trust in them.

SPSWs come primarily from a social work background. Jason is unique in that his knowledge and ability come from his own personal experience growing up in Regent Park and from volunteering and working at local community agencies. In fact, it was his manager at the Out of the Cold program who encouraged him to apply as an SPSW at Pathways. “The reason I am here is because I was given an opportunity. One of the reasons Pathways is so successful is because of the opportunities it provides for students. Those opportunities have an enormous impact.” A significant component of Jason’s job is helping students find volunteer positions, internships, co-op programs and eventually their own jobs.

So what is the definition of a Student Parent Support Worker? What are the three most important offerings they provide for a teenager? Jason stops and considers this thoughtfully, then states with purpose and emotion, “An ear, a shoulder and a heart.”

Pathways Alumni Continue the Journey

Our numbers are impressive, our results are transformational. Drop-out rates have decreased by 75 per cent. To date, nearly 600 young men and women in the Pathways program have graduated. Over 80 per cent of these graduates are now in colleges and universities, and of these students, over 90 per cent are the first in their families to go on to post-secondary education.

But what happens when Pathways' graduates go on?

What happens to that critical community, to the unwavering support of Pathways mentors, Student Parent Support Workers, committed teachers and fellow Pathways students? Without that community and support, these young people would not have been at their high school graduation. In the face of a daunting new phase of their life – one perhaps never imagined when dropping out of school was the common reality – where do they find that critical support and community after Pathways?

The answer: Pathways Alumni Association (PAA)!

As a dedicated support system for all graduates of the Pathways program, PAA connects graduates with other Pathways alumni in order to create a new community amongst themselves as they transfer knowledge, experience, and skills. At the same time, PAA also exposes Pathways alumni to a wide variety of industry professionals and career opportunities, thus continuing to promote the Pathways mission of helping youth achieve their full potential.

Pathways graduates are now giving back to their own communities

On September 25th, hundreds of Pathways alumni and Grade 12 Pathways students gathered at the University of Toronto for the second annual Pathways Alumni Conference. Following on the success of the first conference, this year's objectives included formally launching the Pathways Alumni Association, further building community among



the group, and exploring community-based issues about which the alumni would like to create an "action plan". With all three objectives, Pathways graduates – each very open in their gratitude for what Pathways gave to them – are now giving back to their own community.

An exciting highlight of the conference was the premiere presentation of the Pathways to Education Alumni Award which recognized two Pathways alumni who are consistently making a difference in their community, taking action through advocacy and continuing their academic pursuits. Jennifer Bach and Mohammed Shafique each took home a cash prize of \$500 to support their work – training students to facilitate English as a Second Language classes, so that their parents and families can learn English.

Holiday Gift-Giving Ideas

As the season of giving approaches, why not consider giving the gift of education and a brighter future? When you choose to make a donation in honour of a friend, colleague or family member, Pathways will provide you with a personalized gift card that can be provided to the recipient outlining the impact your gift has made.

Here are a few of the things on our list this year!

- \$100 buys transportation for one student for an entire month
- \$500 enables tutoring for one student for the entire year
- \$1,500 funds the annual cost of a Student-Parent-Support-Worker for one student
- \$4,000 supplies a scholarship for college or university

To donate online go to www.pathwayscanada.ca

Pathways' National Board Welcomes Trent Henry, Chairman & Chief Executive Officer of Ernst & Young

Pathways to Education Canada is pleased to announce the appointment of Trent Henry to the National Board of Directors.

Trent Henry is the Chairman and Chief Executive Officer of Ernst & Young LLP, a role he assumed in July 2010. Trent joined Ernst & Young in 1989, after earning his Bachelor of Business Administration from the University of Prince Edward Island. He was admitted to the firm's partnership in 1998. A chartered accountant, Trent was named a Fellow of the Institute of Chartered Accountants of Ontario in 2009.

Prior to taking on the role of Chairman and CEO, Trent was managing partner of Ernst & Young's Canadian Tax practice (2008–2010), joining the Canadian Executive Committee at that time. He led Ernst & Young's International Tax practice from 2004 until 2008, and was a member of the Canadian Tax Desk in New York from 1999 until 2001.

Trent is active in both his profession and his community. He is a member of the Board of Governors of the Canadian Tax Foundation, where he chairs its Finance Committee and sits on its Executive Committee. As well, Trent is a member of the Board of the Sunnybrook Foundation,



serving as Treasurer and chairing the Audit and Finance Committee. He is also a member of the United Way's Major Individual Giving Cabinet.

As a Director of the Board of Pathways to Education Canada, Trent will also be a member of its Audit Committee.



Vice-Regal Patronage

Pathways amongst first organizations to receive official patronage status from Canada's new Governor General

In October, we were pleased to announce that Pathways to Education Canada was one of the first organizations to be granted viceregal patronage by His Excellency the Right Honourable David Johnston, Governor General of Canada.

Pathways students in Toronto had the unique opportunity to meet with the Governor General and share with him their experiences during a visit to the Pathways Program in Rexdale on November 13, 2010.

His Excellency the Right Honourable David Johnston, C.C., C.M.M., C.O.M., C.D.
Governor General and Commander-in-Chief of Canada

Photo credit: Sgt. Serge Gouin, Rideau Hall

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Making Paths Across the Country

Pathways launches in three new communities



The first day back at school after the summer break is always one filled with excitement as well as trepidation. But imagine your first day back as one that also marks your first step in breaking out of poverty and achieving your dreams. This September, in three new communities across Canada, over 250 youth took that step thanks to Pathways to Education.

Nearly ten years ago, as a result of the success of its flagship Regent Park project, Pathways Canada was established with the commitment to take this innovative program across the nation. Communities in Halifax, Kingston and Winnipeg all showed the need, desire and capacity – Pathways' three cornerstones to selecting a new site – for program implementation. After a lengthy due diligence and relationship building process, we proudly welcomed these new sites into the Pathways family in 2010.

Halifax

Our Halifax site in the historic area of Spryfield was launched on May 18th – a suitable time as the rebirth of Spring glowed across the province. Spryfield wrestles with socio-economic issues related to poverty, high unemployment and low education attainment. With a drop-out rate of 46 per cent, getting into trouble with the law, using weapons, abusing drugs and becoming pregnant at a young age were unsettling concerns for parents and residents. Local youth and families cite a range of barriers to academic success, including lack of access to community resources, affordable tutoring and mentoring opportunities.

Together, with host agency, Chebucto Connections, a local organization whose purpose is to help residents, their associations and their communities achieve their full

potential, the youth of Spryfield will soon face a brighter future. "Pathways' arrival in Spryfield will bring together the necessary community resources to respond to the growing need for a comprehensive community-based program to support youth education and drastically reduce the area's high school drop-out rates," enthuses Marjorie Willison, Executive Director, Chebucto Connections.

Kingston

With the establishment of the Kingston site, Pathways reached a ten-count milestone. Launched on June 11th with partner agency Kingston Community Health Centres, this site impacts the Inner North End and Rideau Heights communities. While residents in these communities make up less than 10 per cent of Kingston's population, they account for 24 per cent of low income households, 23 per cent of residents who have not completed high school and 20 per cent of single parent families. Add to that a baseline drop-out rate of 52 per cent, widespread bullying and feelings of low self-esteem, plus a median family income of \$35,200, the need for Pathways program is not only evident, but also urgent.

"Residents have expressed a strong need and desire for a solution to the high school drop-out rate in the area and I am confident that Pathways' community-based program will be that solution," said Hersh Sehdev, Executive Director, Kingston Community Health Centres.

Winnipeg

On June 28th, as school doors were closing for summer holidays in Winnipeg's north end communities, new doors were opening in the communities of North Point Douglas, Lord Selkirk Park and William Whyte, thanks to Pathways Canada and the Community Education Development Association.

These neighbourhoods, where people of Aboriginal descent make up over 70 per cent of the high school families, wrestle with many of the characteristics common to economically disadvantaged communities, such as poverty, a disproportionate number of low income families and violence. These are also communities that are in the process of transformation; with residents who desire, and are working to create, positive change.



“There are two common views of the north end of Winnipeg – one that focuses on socio-economic problems such as violence and social chaos, and another that focuses on the change and transformation that the community and its residents desire and are working to create,” said Darlene Klyne, Pathways Program Director. “The timing of the arrival of Pathways to Education is perfect and will only work to expedite and complement the transformation that is already taking place in the community.”

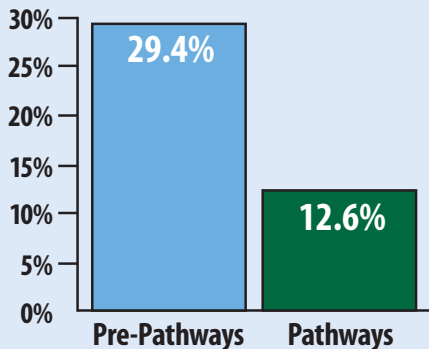
With three new sites, Pathways carries on its commitment to stretch from sea to sea, helping young Canadians break out of poverty and reach for their dreams.

Pathways’ Results Recognized by Charity Intelligence Canada

Recently, Pathways Canada was named as a recommended charity by Charity Intelligence Canada, a research organization championing the charities that deliver high impact for donor investment. Pathways was honoured to be recognized for excellence in addressing a social issue, cost efficiency and most importantly, a track record of producing outstanding results for Canadians in need. **Here’s how our results stack up:**

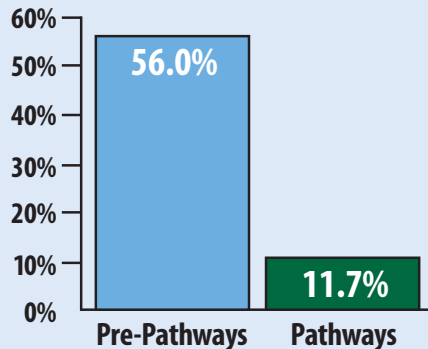
57%

Average reduction in academically at-risk students after one year in the program



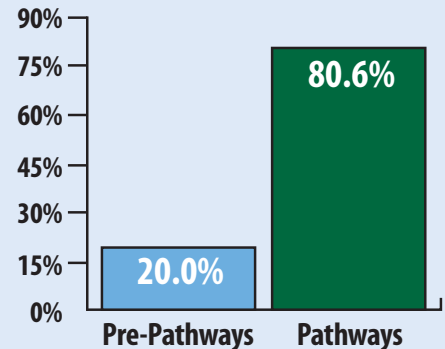
79%

Average reduction in drop-out rates for program participants across first 5 cohorts in Regent Park



400%

Increase in students going on to college or university



Thank You to our Donors

For your continued generosity

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MacKay Group at RBC Dominion Securities Inc
H. Philip MacLennan
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Paula Mannone
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Tying Their Laces for Pathways

The past few months have seen hundreds of people running, walking and golfing, all in the name of Pathways. We are extremely grateful to the donors and participants who through their terrific events are helping youth stay in school and discover the power of education. Many thanks to:

2010 Invitational Golf Tournament – Sanford McFarlane Family Foundation – June 18

When selecting the primary beneficiary for its third annual Invitational Golf Tournament, Pathways was a perfect fit for the Sanford McFarlane Family Foundation. Dedicated to enabling others to achieve, this family foundation supports organizations devoted to excellence that contribute significantly to improving our communities. Thanks to its supporters, a day of great weather and the beautiful Raven Lake Golf Course, the event was a tremendous success, raising \$25,000.

6th Annual Pathways to Education Golf Classic – June 25

The Canadian Auto Workers and Chrysler Canada Inc. were the generous sponsors of this year's tournament hosted at the prestigious Lionhead Golf and Country Club. Attended by over 200 keen golfers on a warm summer day, participants and supporters helped to raise \$43,000 for Pathways.

7th Annual Bay Street Fore a Cau\$e Golf Tournament – September 13

This year marked the seventh successful golf tournament



hosted by Bay Street Fore a Cau\$e. Pathways was the 2010 beneficiary of their lucky number sold-out event which took place at the beautiful Beacon Hall Golf Club in Aurora. Created by a group of Bay Street professionals, Bay Street Fore a Cau\$e is dedicated to raising funds, for now through golf tournaments at Ontario's finest courses, to support charities that make a meaningful impact on the lives of the youth in the GTA.

Longboat 30th Annual Toronto Island Run – September 19

Pathways was proud to be part of the Longboat Annual Toronto Island Run as it celebrated its 30th anniversary. Over 1,000 runners of all ages, including Pathways staff and volunteers, raised money for our programs at what has been voted one of the top road races in Ontario. Longboat Runners is a Toronto-based non-profit organization that promotes recreational and competitive running, while also financially supporting general health and fitness programs with the proceeds from its highly anticipated, fun, family-focused Toronto Island Run.

If **YOU** are interested in hosting a third party event in support of Pathways Canada, please contact us at **1-877-516-0123**.

Pathways to Education Legacy Program

Earlier this year we received notification that Pathways had been named in the will of Mrs. Ruth Gray who had recently passed away. Through inquiry of Mrs. Gray's family, we discovered that Mrs. Gray, a mother of five and grandmother of eighteen children and seven great-grandchildren, had always enjoyed reaching out to those who needed a helping hand. She worked tirelessly as a volunteer in the community, showed compassion to those less fortunate, and had a complete and total interest in children and youth.

Her bequest of \$50,000 to the Pathways program was completely unexpected. But her son, Ian Gray, was not surprised, and supported his mother's wishes completely. "She was always volunteering a lot through the 1950s and '60s, and was always devoted to children," Ian shared.

The staff, volunteers, members of the Board of Directors and Foundation Cabinet, and especially the Pathways students

Celebrating CIBC



CIBC has earned a well-deserved reputation as a philanthropic financial institution, with community at the core of its giving. With a strategic focus on youth and education, CIBC invests in the social and economic development of communities across the country.

Recognizing our unique approach to encouraging youth to stay in school, CIBC was quick to respond to our call to action when we introduced Pathways to them in 2002. We would now like to recognize CIBC for its generous support over the years and to celebrate their hitting a donation milestone of \$500,000 in funding for our programs.

CIBC has been especially proud of their support of Pathways. Having attended our first graduation celebration, employees of the bank were inspired by our youth who spoke from the heart with great pride about what the program meant to them and held such optimism for the future.

Over time, CIBC employees have also invested in Pathways by volunteering their expertise and time in support of our expansion fundraising goals and our programming.

CIBC believes Pathways is grounded in a solid foundation of compassion, commitment, research and evaluation and has, time and time again, proven they are transforming lives and helping young people to recognize their potential and to pursue their academic dreams.

We are fortunate that CIBC's community investment goals and Pathways mission are so well aligned in that we are both committed to helping young people achieve their full potential and investing in the education of Canada's youth.

are deeply grateful for Mrs. Gray's special gift that will enable us to provide this important program to the youth in disadvantaged communities.

To learn about how you can make a bequest, please contact **Diane Marrow**, Associate Director Personal Giving & Foundations at **1-877-516-0123 ext. 206**.

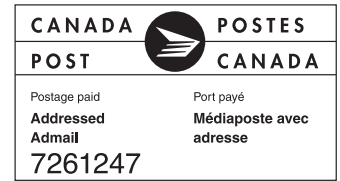


About Pathways

Pathways to Education Canada is a community-based charitable organization that is focused on reducing poverty and its effects by lowering the drop-out rate and increasing access to post-secondary education among youth in low-income communities.

The Pathways program provides a comprehensive set of supports for youth, which include: academic support, financial support, social support and student advocacy. The results of this unique program have been groundbreaking, reducing high school drop-out rates by as much as 80 per cent.

Pathways operates in eleven communities, with programs in Toronto (Regent Park, Lawrence Heights, Rexdale and Scarborough), Kitchener, Ottawa, Montreal, Hamilton, Halifax, Kingston and Winnipeg.



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Want to keep in touch? | Sign up to join the Pathways Community at: www.pathwaystoeducation.ca



For more information, or to let us know of a change of address, please contact 1-877-516-0123

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