



25 YEARS **OF BUILDING** **PATHWAYS**

ANNUAL REPORT 2026
Anniversary Edition

Pathways
to Education

Welcome

Pathways began with one community determined to change outcomes for young people. This summary captures the milestones, achievements, and stories that define our first 25 years while introducing the work underway to meet the challenges of the future.

To read the full report online, please visit
pathwaystoeducation.ca/annualreport2026

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Greetings from our Board Chair and Chief Executive Officer

Dear Supporters,

Twenty-five years ago, a simple but powerful idea started in Regent Park. When young people are surrounded by the right support and people who believe in them, they can overcome barriers and build the futures they choose for themselves.

Today, that idea has grown into a national network of communities working together to support thousands of young people across Canada. And while much has changed over the past 25 years, the heart of the Pathways Program has remained the same. Young people are at the centre of everything we do, and lasting change happens when communities come together to help them realize their full potential.

This report is an opportunity to reflect on that journey. It celebrates the founders who imagined something different, the community partners supporting young people every day, the supporters who believed in it from the beginning, and the alumni carrying that vision forward.

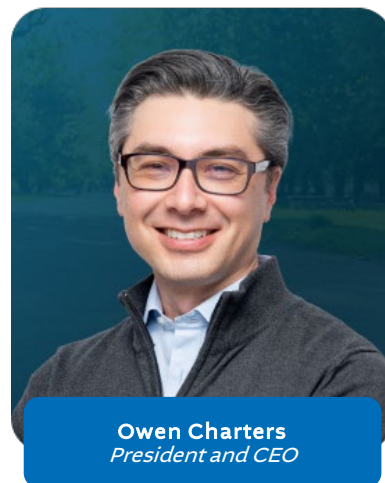
It is also a reminder that our work is far from finished. Young people today are navigating rising costs, growing mental health challenges, rapid technological change, and an increasingly uncertain future. As their realities evolve, so must our response. In this report, you'll see how Pathways is strengthening the support young people receive today, while building the evidence needed to reach more students and deepen our impact in the years ahead.

Whether you have been part of this journey for many years or are discovering Pathways for the first time, thank you for being here. We hope these pages leave you inspired by what has been accomplished together and optimistic about what we can achieve in the years ahead.

Together, we are building on 25 years of impact and helping build brighter futures for the next generation.



Vincent Mercier
Chair, Board of Directors



Owen Charters
President and CEO

Where it all began

A bold idea in one Toronto community set in motion 25 years of change.

The first steps

In 1999, the residents of Regent Park, Canada's oldest public housing community, came together around a shared vision: that their young people would become the doctors, teachers, nurses and leaders the neighbourhood needed.

At the time, nearly three-quarters of Regent Park residents lived below the poverty line. The high school dropout rate was 56 per cent, twice the average for the City of Toronto.

Carolyn Acker, then Executive Director of the Regent Park Community Health Centre, and Camille Orridge, then its board chair, had long worked alongside residents to address some of their most pressing challenges.

“We wanted to break the cycle of poverty. The community told us, ‘If you want that vision to come true, you have to focus on two things: education and employment.’”

**Carolyn Acker,
Co-Founder of Pathways to Education**

Having navigated difficult circumstances growing up, they had each used education as a pathway to stable, well-paying careers. They knew that opportunity began with one critical milestone.

“We made a decision. We were going to get the kids through high school,” says Orridge. But they wanted to do more than help students earn a diploma—they wanted to prepare them to be the professionals and leaders of their community. “Our motto was that we should be replaced by the kids in the Park.”

Building Pathways

To define their next steps, Acker and Orridge enlisted education researcher and community development specialist Norman Rowen.

“My job was to say, how do we turn this vision into something concrete that would actually benefit folks in the community?” says Rowen.

Through focus groups with young people, parents and educators, he learned about the challenges students were facing, including financial pressures, limited academic and social support, and teachers who expected the worst from them. With no high school in Regent Park, students also had to travel outside the neighbourhood for school, and many struggled to afford the transit fare.

It was clear that no single intervention would be enough. If more young people were going to graduate, they would need comprehensive and consistent support—academic, financial, social, and personal—throughout their high school years.

In 2001, the Pathways Program was founded and welcomed its first cohort of 100 Grade 9 students. They came for after-school snacks and stayed for tutoring. They picked up bus tickets to get to school. They spent time with friends and did homework in a safe, welcoming space. Above all, they found adult mentors who believed in them and a community where they felt they belonged.

“The kids who were part of Pathways began to unite as a group,” says Orridge, explaining that while many young people in the area faced pressure to join gangs, Pathways students were able to navigate the neighbourhood together. “We were creating a place where kids felt safe and looked out for each other.”

Five years later, the results were striking. The dropout rate had fallen by more than 70 per cent among students in the program. They were staying in school and going on to college and university in record numbers, with post-secondary participation increasing by more than 300 per cent.

As Pathways' first Program Director, Rowen believes one innovation set the program apart—the relationships staff built with students. Pathways staff knew the students, knew the community, and understood the institutions they dealt with every day. They could step in quickly to mediate when challenges arose.

“We learned that success comes from paying attention,” says Rowen, “from being emotionally present for the kids as much as physically present for them.”

Local impact, national reach

Pathways' impact in Regent Park sparked interest across the country. Educators, community leaders, funders, and governments saw that, with equitable access to opportunity and resources, students in low-income communities could overcome barriers to achievement.

"Developing Pathways required a strong commitment to social justice, because you just couldn't give up," says Acker. "There were so many obstacles, but we kept pushing forward because we believed the kids deserved a chance."

In 2005, Pathways to Education Canada was created to help new communities adapt the program for their students. Across the country, 29 local organizations in 31 communities have embraced the Pathways model. More than 28,000 students have received support through the program to date. Pathways graduates have gone on to become doctors, teachers, skilled tradespeople, engineers, entrepreneurs, creative professionals, and social workers in their own communities—the very future imagined in Regent Park 25 years ago.



Richard's Story

Richard was among the first students to graduate from the Pathways Program in Regent Park. Today, he is the Co-Founder of Black Belt Productions and helps capture the stories of Pathways youth in communities across Canada.

Richard proudly calls himself one of Pathways' original "guinea pigs." He was part of the first group of students who took a chance on the program when it opened in 2001.

"Growing up in Regent Park, you're wary of things that sound too good to be true," says Richard. He was skeptical about the free food, school supplies and tutoring. "I thought, 'That sounds pretty great, but what's the catch?'"

As it turned out, there wasn't one.

Richard started Grade 9 with resources his older siblings had never had. He saw how even small supports could make a big difference. For some peers, tutoring mattered most. For others, free bus tickets made it possible to get to school. For Richard, mentorship helped him find his path.

Pathways brought in speakers to share their journeys. They were doctors, lawyers, accountants—people who had grown up in Regent Park, come from immigrant families like his own, and gone on to build successful careers.

"Seeing people from the community in those positions gave me perspective," Richard says. "Hearing what they went through made me realize that if they could do it, I could do it too."

After high school, Richard pursued the dream that had taken shape through his co-op placements: a career in film. Soon after earning his degree, one of his first projects brought him back to Pathways.

As new program locations were established in Toronto and Quebec, Richard was hired to film their graduations and work with alumni, helping them share their stories and the challenges they had overcome.

"Kids from communities like Regent Park are no different from kids anywhere else," Richard says. "We have the same drive. We want to build something for ourselves."

The difference, he says, is access to resources. Food that keeps you going through the day. Tutoring that helps you catch up when you're balancing classes with a part-time job. A support worker who can tell a teacher you're late because you were dropping off your younger siblings—not because you're a bad student.

"All these small things end up being big things," Richard explains, "That's what pushes me to tell these stories, to show what kids are going through and how they persevere."

Since graduating, Richard has stayed connected to Pathways, leading the Alumni Advisory Committee and documenting the program's growth as new locations opened across the country. Twenty-five years later, one of the first students to join Pathways is still helping to tell its story.

What we've achieved

Over 25 years, Pathways has expanded from a single program location to a national network delivering meaningful outcomes for students and communities.

Our growth across Canada

Every new Pathways location represents a community committed to helping young people overcome barriers and reach their full potential.



Our impact

The numbers behind 25 years of progress. Since the program first launched:

28,000+

Students have received support through the Pathways Program



31

Communities across Canada now have a local Pathways Program location



69%

Of all Pathways graduates have transitioned to post-secondary education or training



600+

Local partnerships are helping to expand community-led supports for Pathways youth



216

Graduating cohorts have completed high school through the Pathways Program



450+

Schools across Canada are attended by Pathways students, up from 245 in 2010



Our Program Partners

Our work relies on a network of dedicated partners across the country who deliver the program in their local communities.



Growing support for youth in Quebec

Investment from the Government of Quebec has supported the continued growth of the Pathways Program, strengthening local programming while bringing its proven model to new communities across the province.

Quebec's first Pathways Program

When Pathways Verdun opened in 2007, it marked the program's first expansion beyond Ontario. It also brought new opportunities to learn and adapt within Quebec's education system and French-language environment.

In Quebec, students begin and complete high school at a younger age than elsewhere in Canada, typically graduating at age 16 or 17. Because these earlier transitions can affect how prepared students feel for life after high school, Pathways Verdun places a strong focus on supporting students' transition to post-secondary education by preparing them for the realities of CEGEP and the expectations of the next stage of their journey.

In recent years, rising immigration has brought a wider range of experiences and needs to the community. At Pathways Verdun's French-language partner high school, demand for language support among newcomer students has grown. Complementing the services offered by the school, Pathways Verdun provides tutoring and mentoring in close collaboration with school staff to support students' success and integration. Summer language camps also give students a chance to continue building their French skills beyond the school year.

Since welcoming its first cohort of students in 2007, Pathways Verdun has seen graduation rates in the community rise by 52 per cent*. Its success also helped pave the way for Pathways to grow into more communities across Quebec. **Today, Pathways serves over 3,000 Quebec youth across 13 of the province's administrative regions.**

*This figure represents the on-time+1 year graduation rate in the 2024-25 school year.



Partnership spotlight: Expanding opportunities for students in Quebec with Rio Tinto



Since 2011, Rio Tinto has played a pivotal role in the expansion of Pathways across Quebec, including the launch of Pathways Pointe-Saint-Charles and Pathways Shawinigan, now the largest Pathways Program in the province. It has also provided long-standing support for Pathways Mashteuiatsh, our only program located in a First Nations community, where students from the Pekuakamiulnuatsh First Nation access culturally affirming supports that strengthen their connection to community.

Deeply committed to supporting Indigenous youth in Quebec, Rio Tinto continues to provide focused support for Pathways Mashteuiatsh while also supporting relationship-building with Innu Takuaikan Uashat mak Mani-Utenam in the Sept-Îles region, as Pathways explores how best to respond to local priorities and opportunities.

With more than \$21,000,000 contributed over the past 16 years, and a renewed commitment of \$2,400,000 over the next three years, Rio Tinto continues to play a critical role in expanding opportunities for students across Quebec.



Gabrielle's story

One of the first graduates of Pathways Shawinigan, Gabrielle is now helping the next generation of youth succeed as a Special Education Technician in Quebec schools.

Perseverance is an important word for Gabrielle. It's what led her to a career in special education, helping young people overcome the obstacles in their way. It's also a force that has influenced her own life, giving her the strength to face one setback after another.

The first came in elementary school, where she struggled to keep up with her classmates and had to repeat a grade. The second followed soon after, when she was diagnosed with a learning disability.

"I was always a happy and open person," Gabrielle recalls. "But at the end of elementary school, something changed."

High school brought new challenges. Assignments were more difficult, and she found it nearly impossible to concentrate in her busy home.

"There was a time when I wanted to drop out," says Gabrielle. "But my mom said, 'No, you're going to keep going and you'll make it.'"

Her mother had always believed that, with the right support, Gabrielle could succeed in school. When she learned that a new Pathways Program had opened in Shawinigan, she signed her daughter up that day.

"I was shy at first," says Gabrielle, recalling her first afternoons at Pathways. "I was there to find a quiet space to do my homework, so I focused on that."

But as she got to know her support worker, Mathieu, and developed new learning strategies, her confidence started to grow. With the team's encouragement, Gabrielle persevered through high school and graduated with her class.

Her next challenge came during the pandemic, when she started CEGEP. The sudden shift to online learning made the transition especially difficult. After a tough first semester, her college was concerned that she might drop out. But Gabrielle had a different plan in mind. She leaned on the self-advocacy skills she had built at Pathways, lightening her course load so it was more manageable and meeting with professors for extra help. All of it paid off.

"When I found out I'd passed, I called my mom right away! We were both crying on the phone."

Today, Gabrielle works as a Special Education Technician, drawing on her own experience to help others, urging them to trust themselves and never give up. The road ahead may not be straightforward, but she's ready for the challenge.

"I'm focused on my goal, which is to have a stable job that I love," says Gabrielle. "To wake up in the morning and love what I do."

Growing support for Indigenous Youth

We continue to deepen relationships with Indigenous communities across Canada. Today, Indigenous-led and community-based partnerships are helping more First Nations, Inuit, and Métis youth succeed in school while strengthening connections to culture and identity.

Launching the Pathways Program in Winnipeg

Established in 2010, Pathways Winnipeg was designed for the city's North End, home to one of the largest urban Indigenous populations in the country. To build trust within a community deeply affected by the legacy of colonial education systems, the program model was reimagined to support ongoing cultural reclamation.

The *Circle of Courage*, a youth development framework grounded in belonging, mastery, independence, and generosity, influences the student experience throughout the school year. It begins with fostering a sense of belonging. Culturally affirming activities and experiences, along with guidance from Elders and Knowledge Keepers, help students strengthen ties to community and traditional ways of knowing and being following the Seven Teachings.

From there, students build skills and confidence while finding opportunities to support others, including as Peer Helpers for younger students and through volunteering with the Bear Clan Patrol, an Indigenous-led initiative that promotes community safety and trust.

As the program welcomes a growing population of newcomer and refugee students, a daily gathering for dinner creates space for cultural exchange and connections that last. Many Pathways graduates have returned as staff, drawing on their lived experience and strong relationships with youth and families to mentor the next generation.



Partnership spotlight: Creating brighter futures with the Johnson Scholarship Foundation



The Johnson Scholarship Foundation has been a key partner since 2014. Initially, funding was directed to support the Pathways National Scholarship Program, an integral part of the Pathways Program.

More recently, guided by a shared commitment to reconciliation and systemic change through college access, the Foundation has helped deepen our engagement with Indigenous students and expand access to resources and opportunities as they pursue their higher education goals.

Over the last eight years, Indigenous student enrolment in the Pathways Program has increased by 86 per cent, reflecting both expanded program reach and continued efforts to create culturally grounded, safe, and affirming spaces that foster trust and belonging.

To date, the Johnson Scholarship Foundation has contributed a total of CAD \$6,300,000, including a recent commitment of CAD \$3,325,000, to support our important work with Indigenous students.



Shane's story

When Pathways Winnipeg opened its doors, Shane was a student uncertain about his future. Today, he's a mentor helping young people imagine what's possible.

Shane has the unique privilege of working alongside the two people who changed his life: his mother, Tracy, and the woman he calls his second mother, Elaine. The three have been connected since Pathways Winnipeg opened in 2010, when Shane was a Grade 9 student.

"I was a normal kid, but a little rebellious," he recalls. "I wanted to fit in."

His classmates were starting to use drugs and alcohol, but Tracy was determined to keep her son on a steady path. When a Pathways flyer arrived in the mail, she handed it to him and said, "You're going."

Between tutoring, check-ins with his support worker, Elaine, and having a quiet place to study, Shane's grades improved. Before long, he was a regular at Pathways.

Tracy became one too—a dedicated volunteer, eager to support a program helping kids in the city's North End. She later joined the Pathways team full time.

In Grade 10, Shane had the opportunity to transfer to the University of Winnipeg Collegiate, a high school on the university's campus. The offer came with a scholarship.

"I never thought I would go to university, but being in that environment changed my perspective. I thought, 'That's going to be me one day,'" he recalls.

Starting at the Collegiate was exciting, but it wasn't easy. As one of the few Indigenous students, Shane sometimes felt out of place. After classes, he returned to Pathways, where Elaine was always ready to listen.

Every June, the Pathways team took students to National Indigenous Peoples Day celebrations at The Forks. Elders, community leaders and artists gathered to honour Indigenous cultures.

"I remember one speaker saying you could achieve anything you set your mind to, no matter the colour of your skin," Shane says. "That really stayed with me."

After a setback in his final year, he made the difficult decision to leave the Collegiate, but he never lost sight of his goal.

"I had my mind set on graduating," he says.

At 18, he enrolled in a new school and completed his remaining credits. His graduation photo still hangs at home, a reminder of what he's capable of.

Shane became the first in his family to attend university. Today, he is a Pathways support worker himself, following in the footsteps of the women who believed in him from the start.

"My daughter keeps asking, 'Dad, when can I start the program?' I tell her she has to be patient. She's only in Grade 3."

Where we're going

Our Strategic Plan in action

Our Strategic Plan 2025-2028, *Impact by Design*, sets out a three-year roadmap to strengthen the Pathways Program as the needs of young people and communities continue to change. One year into its implementation, we are making progress across all five strategic pillars and using what we are learning to guide the work ahead.

Evolving with Communities

Work to date: We worked with Program Partners and youth to explore new approaches to academic success and post-secondary transitions, with a greater role for students in program planning. We also tested a quality assurance process across four Ontario program locations and continued piloting Connex, our platform supporting the management and delivery of program services.

What's next: We are expanding quality assurance to additional locations, exploring skilled trades partnerships and bringing our national network together at a Partnership Gathering to strengthen program delivery.

Enhancing Impact Measurement

Work to date: We worked with youth and Program Partners to identify outcomes that capture the broader role the Pathways Program plays beyond graduation. This informed new student and alumni surveys to strengthen our understanding of the program's short-, medium- and long-term outcomes.

What's next: We will expand our enhanced measurement approach across six program locations and refine the student survey. Our 2026 Alumni Impact Survey will provide new insights into how Pathways supports young people during high school and beyond.

Enabling Financial Stability

Work to date: New and renewed private and government funding sustained core programming and gave Program Partners flexibility to respond to local priorities. Additional Government of Canada funding also strengthened the national Pathways Scholarship program.

What's next: We will pursue long-term funding commitments and pilot enhancements to our funding model that reflect emerging community priorities.

Expanding Thought Leadership

Work to date: We strengthened our national voice on issues facing young people in low-income communities. Our flagship reports, [Canada's Hidden Youth Crisis](#) and [More Than a Village](#), brought national attention to the challenges facing youth and how community-based support can help prepare them for the future.

What's next: We will continue using research and lived experience to deepen understanding of the issues facing youth and the role education can play in addressing them.

Embedding Equity, Diversity and Inclusion

Work to date: We completed an organization-wide engagement process to inform our EDI strategy, gathering perspectives from staff, Board members and Program Partner leaders to better understand the needs and experiences of young people and communities across the Pathways network.

What's next: We will finalize our EDI strategy and begin putting its recommendations into practice across the organization, strengthening how equity informs our work and decisions.

The next 25

The Pathways Program began with a simple belief that where a young person grows up should never determine where they end up. That belief still guides us today.

Education remains one of the strongest foundations for breaking the cycle of poverty. Yet the barriers that stand between young people and opportunity continue to change, and they rarely begin or end at the school doors.

Over the next 25 years, we want to be there wherever poverty creates a barrier to education. That means continuing to strengthen the support young people receive throughout their educational journey, while expanding our reach so that even more students and communities can benefit from the Pathways Program. Realizing that ambition will require sustained investment, strong partnerships across Canada, and a continued commitment to data-driven approaches that help us maximize our impact.

We will also continue to build on the evidence behind our work. Graduation rates and post-secondary transitions have long been the primary ways we measured the impact of the Pathways Program. Those outcomes remain central to our work, but they tell only part of the story.

Today, we know there is much more happening along the journey that helps a young person succeed.

We now recognize that graduation is influenced by many factors, including a young person's sense of belonging, self-confidence, and connection to their community. That shift has broadened how we think about success and what we measure.

Last year, we revised our measurement framework to capture the full set of outcomes the program contributes to. The new approach will explore outcomes such as mental health literacy, as well as resilience, self-efficacy, civic engagement, and readiness for life after high school.

This work is being developed in collaboration with Pathways Program Partners and, most importantly, with young people themselves. Their experiences and priorities are helping define the indicators we will use to better understand the program's impact and measure its success.

We know the challenges young people face will continue to change. Our commitment over the next 25 years is to ensure the Pathways Program continues to grow and evolve alongside those realities, reaching more young people with the support they need to stay in school and build the futures they choose.

Our supporters

The impact of the Pathways Program is made possible by generous donors who believe in our mission.

Supporter spotlight:

Sam Duboc, an early Pathways champion

Sam Duboc has spent a career building businesses and organizations. Yet when he looks back on this work, one of the things he's proudest of is helping to build Pathways to Education.

Duboc joined Pathways' advisory board shortly after the Regent Park program opened, initially to help raise funds. He had served on the boards of other non-profits, but there was something different about Pathways.

"I was struck by the potential of doing something that could create multiples of value," he says, explaining that graduating from high school is known to improve opportunities for the next generation as well. "By helping one person, we could help ten down the road, and that was important to me."

Pathways' commitment to research also caught his attention. From the beginning, the program tracked school attendance and credit accumulation to identify students who were falling behind and needed support.

"You could tell just from the data if a student was on track or falling off track," he says. "I hadn't seen that anywhere else in the non-profit world."

Believing the program could make a difference far beyond Regent Park, Duboc worked with the founders to develop a plan to bring the model to other communities. Together, they created Pathways to Education Canada to lead that work, and Duboc gave the new organization a home in his offices in downtown Toronto. As new program locations were established in one community after another, the Pathways Canada team expanded to support them, eventually needing a space of its own.

Duboc served as chair of the board for Pathways Canada and remained closely involved for years. During periods of organizational transition, he stepped in as acting CEO, borrowing time from his other work. His partners also generously lent their own financial and accounting expertise to Pathways.

Every summer, he made it a point to attend as many Pathways graduations as he could. Talking with students and their families gave him a deeper understanding of the impact of the program.

"It was incredible," he says, "hearing about the challenges young people had overcome, but also how optimistic they were and how much they were looking forward to their future."

In 2019, Duboc stepped away from the Pathways board of directors to make room for new leadership, confident the organization would continue to thrive.

"The fact that it's 25 years old now and it's still strong, it's still vibrant, it's helping thousands of kids every year, that means the world to me."



Partnership spotlight: A shared vision of student success with RBC

As one of the founding community investment partners of Pathways to Education, RBC and RBC Foundation supported the original Pathways Regent Park program in 2002, helping to bring an ambitious community vision to life.

As Pathways grew and new program locations opened across the country, this relationship deepened. Over time, RBC and RBC Foundation have dedicated funding, resources, and the expertise of their staff to support the expansion of programming and the growing number of students we serve.

Today, our long-standing collaboration continues with a renewed \$1,000,000 commitment to Pathways' core programming. Through every stage of our journey, RBC and RBC Foundation have remained a steady collaborator in helping advance access to education and strengthening the supports that enable student success.



Foundation



Annual donors

Our national impact is made possible by the generous support of public and private funders. Their financial investments have provided us with the resources required to help thousands of Canadian youth overcome barriers to education and graduate from high school. We are proud to recognize the following individuals, organizations, and government funders whose contributions to Pathways were equal to \$20,000 or more from April 1, 2025, to March 31, 2026.

For a complete list of our supporters, please visit pathwaystoeducation.ca/annualreport2026

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[†] Centraide of Greater Montreal directly supports the Pathways Program Partner in Verdun, Montreal.

Our supporters



Class Champions

The Class Champions program brings together dedicated supporters who make a multi-year commitment to Pathways youth by collectively supporting an entire cohort of students from the time they enter high school until they graduate and beyond.

We are especially grateful to our matching gift donors, whose substantial initial commitments have contributed significantly to the growth of the Class Champions initiative.

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Frank & Debbi Sobey
Will & Porsha Troost

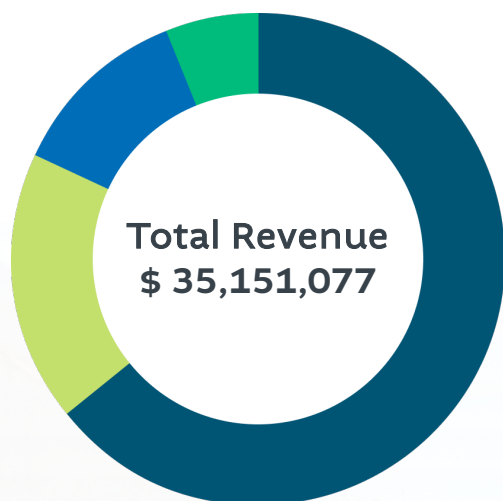
Financial highlights

For the fiscal year ending March 31, 2026

We're grateful for the continued trust of our funding partners. In a year marked by economic uncertainty and an evolving political landscape, your generosity allowed us to deliver meaningful support to students across the country. It also gave us the flexibility to respond to growing demand for our program while maintaining our commitment to impact and long-term sustainability.

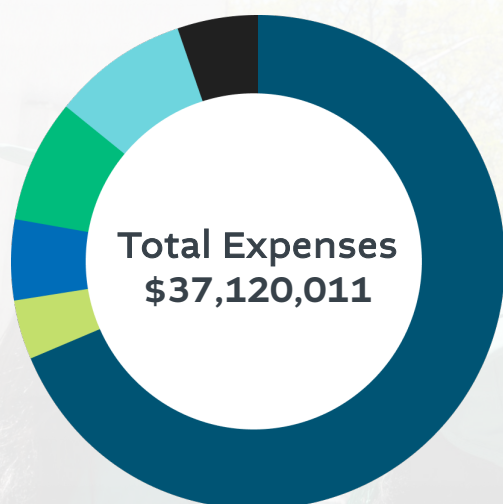
We're equally grateful to our Board of Directors for championing the investments needed to bring our 2025–2028 Strategic Plan to life. This strategy is helping us evolve alongside the communities we serve and strengthen our technology so we can better support students and Program Partners.

Every dollar donated reflects a belief in the potential of young people. We take that responsibility seriously. Careful stewardship is a commitment we make to every donor and supporter, ensuring their investment translates to real, lasting change in the lives of the students we serve.



Revenue

- 64% – Government funding
- 18% – Foundations and agencies
- 12% – Corporations
- 6% – Individuals



Expenses

- 68% – Pathways to Education Program™ delivery
- 4% – Program growth, expansion and innovation
- 5% – Student scholarships and post-secondary support
- 8% – Program development, research and evaluation
- 9% – Fundraising and awareness
- 5% – Operations and administration

Please see our audited financial statements for more details upon request or at pathwaystoeducation.ca/accountability

Our leadership

The people who help guide our organization and steward its future

Owen Charters – *President and CEO*

Owen is a seasoned non-profit leader with experience leading national organizations including BGC Canada and CanadaHelps. He serves on multiple boards and advisory committees, including Common Good, the School for Advanced Studies in the Arts and Humanities at Western University, the National Alliance for Children and Youth, the Institute on Governance, and Baseball Canada. A vocal advocate for a stronger non-profit sector voice, Owen is a regular speaker, author, and lecturer on sector-wide issues.

Sharif Mahdy – *Chief Operating Officer*

Sharif is a respected leader in Canada's youth-serving sector with deep experience in organizational leadership, governance, and community engagement. He previously served as CEO of the Students Commission of Canada and currently serves as Chair of the National Alliance of Children and Youth. He also sits on the boards of the Child Development Institute and Mentor Canada.

Subagini Sivapatham – *Chief Impact Officer*

Subagini brings over 20 years of non-profit leadership experience spanning organizational strategy, impact programming, brand building, and integrated marketing. She has held senior roles at Artscape, Futurpreneur Canada, and the Newcomer Centre of Peel, and currently serves as Co-Chair of the Board of Directors for Applaud.

Fedja Stevanovic – *Chief Technology Officer*

Fedja brings deep expertise in technology strategy, software development, and digital innovation. He is known for building high-performing teams and delivering user-centered solutions that are responsive to community needs. Previously, he held leadership roles at Capital One Canada, Rocket Piggy, and SecureKey Technologies.

National Board of Directors

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

Vice Chair, Brookfield Corporation

Trevor Nakka, Treasurer

Audit and Assurance Partner, Deloitte Canada

Paul Battista

Managing Partner, Financial Services, EY Canada

Katherine Gibson

Chief Financial Officer, RBC

Darren Googoo

Director of Education, Membertou First Nation

Caitlin Gill

Leadership Advisor, Egon Zehnder

Stacey Grant-Thompson

Director

Fabrice Morin

President and COO, Canada Life

Bassem Shakeel

VP, Corporate Secretary and Associate General Counsel of Magna International, Inc.

Pamela Sugiman

Professor, Toronto Metropolitan University

Nisita Tappata (*Pathways Alum*)

Integrations Ecosystem, POAP Inc

Thank you

The story of Pathways is still being written.

Thank you to every community, partner, supporter, volunteer, and young person who has been part of our first 25 years. We're grateful for all we've accomplished together and excited for what the next chapter will bring.

Read our full *25 Years of Building Pathways* report at pathwaystoeducation.ca/annualreport2026

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pathwaystoeducation.ca/annualreport2026



Accredited
IMAGINE CANADA

Pathways to Education Canada is accredited by Imagine Canada for excellence in non-profit accountability, transparency, and governance.

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Pathways
to Education