



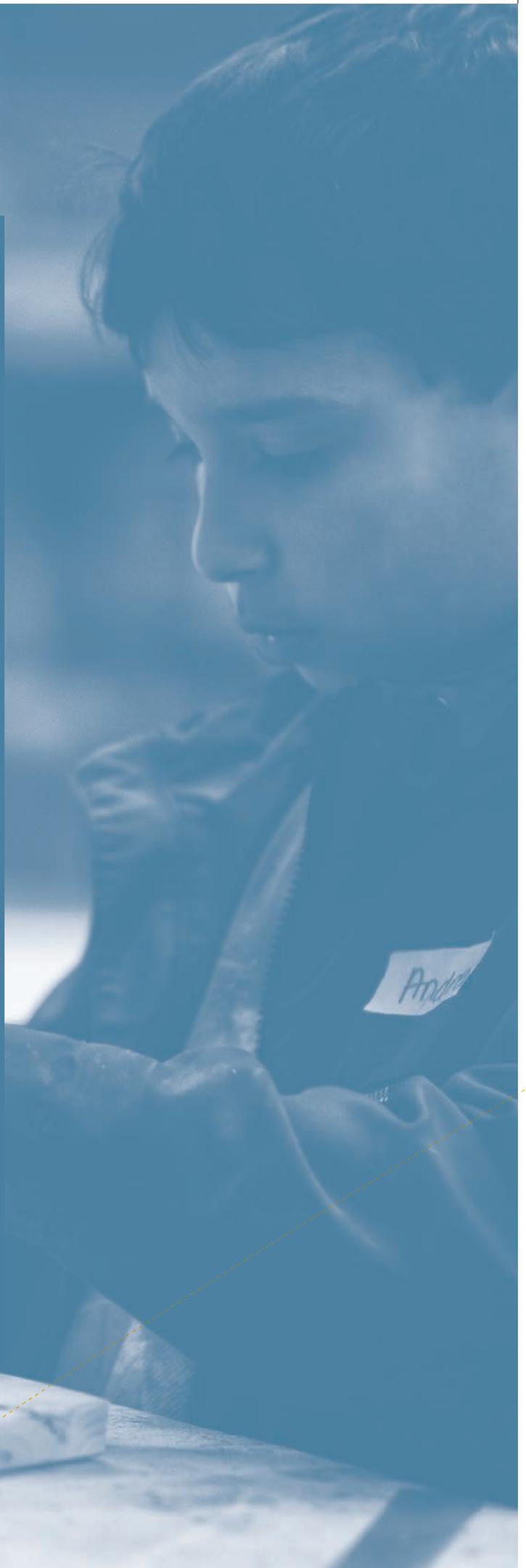
20 Ways Our 20 Years Have Made a Difference  
**2016 Annual Report**



## 20 YEARS in the community

Since its humble beginning in 1996, Career Trek has marched steadily on its own path toward success. Just like our participants, we started out small. From just one full-time employee and 195 students, Career Trek has grown to become the socially progressive and innovative organization it is today. With seven programs and projects, multiple support initiatives, 1,000 participants a year, and a staff compliment of 200, Career Trek isn't small anymore. Just like our participants, we have grown and matured.

In the 20 years we have been active, Career Trek has launched young people in grades 5-12 into post-secondary and apprenticeship programs and engaged post-secondary students in developing their careers. In order to do so, we have partnered with schools, school divisions, post-secondary and training institutions, governments, university students, indigenous communities, and businesses. Along the way we have connected these groups and fashioned them into a system that helps young people discover their passions, plan for the future, and sets them on the path to success.





Darrell Cole  
CHIEF EXECUTIVE OFFICER



Barbara Bowen  
BOARD CHAIR

## 20 WAYS OUR 20 YEARS have made a difference

It's hard to believe that today we are celebrating 20 years of achievement. It seems like only yesterday that Career Trek was one full-time staff person and a handful of post-secondary students, cloistered in a small office at the University of Manitoba. Today, Career Trek is proud to say that - in response to the need for its services - it has grown into a free-standing not-for-profit organization that helps serve the education, career, and citizenship needs of over 1,000 young Manitobans annually. What a trek!

Our annual report provides you with an overview of our work, how it is undertaken, and a sampling of the impacts we have created. We hope that you find the report

both informative and inspiring. We encourage you to learn more about Career Trek's good work by visiting our website ([www.careertrek.ca](http://www.careertrek.ca)) and following us on Facebook and Twitter.

Perhaps what is most noteworthy in our reflections is our earlier reference to the impacts that "we" have created. The "we" referred not to Career Trek per se, but to all of our program partners, donors and funders, families and participants. For truly, without all of "you" there can be no "we". Together "we" can take pride in growing generations that have become better educated, gained greater career clarity, and become better citizens. Well done.

# 1. 11,000 Participants and Families Served

Career Trek has positively impacted the lives of thousands with its innovative hands-on programming.



# 2.

## Realizing the vision of a connected, caring community

Career Trek has a vision of young curious children who try new things and find their passions. We provide kids with the activities that give them self-awareness, confidence, and the knowledge they need to increase their readiness for post-secondary education. We believe that engaged and aware youth become leaders that achieve their education goals, have found career satisfaction, and become caring members of the community. You have made it possible to turn this vision into the theory of change we use to guide us in everything we do.

# 3. FIRST EVER CAREER DEVELOPMENT COURSE

With the guidance of our partners and your support, Career Trek has successfully launched the first-ever Career Development course that focuses on helping university students plan their transition into the workforce. With the world of work growing ever more complex, it's important to have a plan. Career Trek played a pivotal role in creating and launching the Career: Life/Work Planning course at the University of Winnipeg, this course helps university students take charge of their transitions into the workforce.

# 4. HELPING FAMILIES ACCESS MONEY FOR EDUCATION

Through a partnership with the Winnipeg Foundation and Canadian Scholarship Trust Plan, Career Trek has provided over 400 families with information on how to access free money for their children's education. 74 Registered Education Savings Plans have been opened for Career Trek families, helping to remove financial obstacles and ensure that our participants transition into post-secondary smoothly.

# 5. Scholarships

Each year Career Trek awards over \$16,000 in scholarships and bursaries to past participants, helping 24 young Manitobans pursue their education and career goals.



# 6.

## 93 Family Days

Every year over a thousand mothers, fathers, brothers, and sisters are brought to campuses across Manitoba where the entire family learns about the importance of passion, planning, and finding their unique path to success.

# 7. ENGAGING DONORS TO ENGAGE KIDS

Career Trek is committed to attaining financial sustainability in order to ensure that Manitoba's young people get the chance to attend our programs. Career Trek donors believe in the power of dreams and how a clear path and hard work can make them a reality.



# 8. Propelling Kids Forward

Career Trek programs are based on a four-step learning model that propels kids through progressively more challenging and enriching stages of education and career development learning. The end result is prepared young people entering post-secondary education.



# 9.

## Facilitating Conversations

Career Trek is the founding sponsor and ongoing host of the annual Let's Get to Work symposium. Over the five-years the symposium has run, more than five-hundred participants have driven Manitoba's career and workforce development conversations forward.

# 10. Empowering Young People with Knowledge

A study from University of Manitoba found that compared to children who did not attend programming, Career Trek participants: are more curious about things they learn in school, are more aware of their interests in school, feel they have more control over their activities and school related behaviours, and feel that planning for the future is important.

*Creating Lifelong Career Development Model* by Kathyne Levine, Dawn Sutherland, and Darrell Cole



## 11. Changing the course of lives

Mr. Darrell Cole,

I am living my childhood dream right now and am the happiest I have ever been because of all the friends and family that have helped me along the way, and you are the one who has had the most impact by far. Because you began Career Trek and developed it into the incredibly powerful program that it is today, I graduated high school with above average grades with the goal of going to university – which I did right after high school. I had a fun and rewarding job with Career Trek during my university career and graduated from the University of Manitoba with an honours degree in Geology – which I have wanted ever since I was a Phase 1 participant – and I now have the career that everyone wanted when they were young and is by far the coolest job on Earth!”

I moved out to Drumheller, Alberta on April 31 and began my internship as a Paleontology Laboratory Assistant with the Royal Tyrrell Museum of Paleontology, and every day I go to work I am shocked that I managed to get my dream job right after university!

I doubt I would be where I am today if it had not been for Career Trek and I owe it all to you Darrell.

Sincerely,  
Aaron Kilmury



# 12.

## Empowering Women and Girls

When she was eleven, Rose Tobacco-Olson was sitting at the back of the auditorium at the Wonder of Work convocation ceremony. The year was 2008. She was a bit shy and wasn't going to attend until her mom told her it was a big day and she should be there.

You see, Rose grew up in the North End and saw poverty every day, so a convocation ceremony for Career Trek seemed unimportant to her young mind, especially compared to the challenges she faced.

When Rose got to the auditorium she sat way at the back and thought to herself that she wasn't going to win anything.

"And then they called my name," says Rose. "I had to walk all the way down the stairs and it was just so nerve wracking and really incredible too."

Rose had won the I Will Succeed Award, a \$1,000 RESP given to a Trekker who has great potential to succeed in future education and career endeavours.

When asked how important it is to receive financial support Rose says, "I think it's very important... especially if you live in an area like the North End."

"You have this and it's going to be there for you to help so you don't have to worry about anything else as you're going to school," says Rose. "You just know that this is there and it's a good push and motivation."

Rose is now 19, studying Human Rights and Political Science and wants to become an international human rights lawyer. She is also working at Career Trek while in school.

"With Career Trek, everything was so interesting...I knew I had lots of options...it just felt like I could be anything if I wanted," says Rose.

# 13.

## IMPACT ON CHILDREN

Hands-on learning increases problem solving and decision making skills, leaving children feeling competent and confident. Confident children feel empowered and engaged in their studies. Children who are invested in their education and career futures begin to assess their options and understand the importance of learning. With Career Trek, children develop the tools they need to navigate their career paths.



# 14.

## INNOVATION - CHANGING THE CONVERSATION

When others thought the discussion was for young adults, we were having crucial career conversations with kids!

## 15. Employment

Over 2,100 part-time staff have been employed by Career Trek over the years, enriching students and invigorating the economy.



## 16.

### Developing Future Leaders

Since 2005, 499 youth have joined the Junior Staff Mentorship Program, where they mentor young participants, develop soft-skills, gain employment experience, and give back to their community.

## 17.

### INCLUDING EVERYONE

33 per cent of our participants are First Nations, 11 per cent are Métis, and 18 per cent are newcomers.

## 18. WALKING TOGETHER - LEARNING TOGETHER

Career Trek is committed to walking hand-in-hand with First Nations, Métis, and rural communities to help their children achieve success in post-secondary environments.



## 19. ADVOCATING FOR SYSTEMS CHANGE

Career Trek does more than just provide young people with personal supports. We endeavour to identify and ameliorate systems barriers that work to hinder young Manitobans from being everything they can be. From bringing relevant systems together to linking 10-year-olds to their future possibilities, Career Trek is there!

## 20. The Power of Belief

Together with our donors, partners, volunteers, families, communities, and schools Career Trek helps kids to believe in themselves. And when you believe in yourself, anything is possible.

## 2015-16 Financial Highlights

For a copy of the complete Audited Financial Statements visit [www.careertrek.ca](http://www.careertrek.ca).

---

### INDEPENDENT AUDITOR'S REPORT

To the Board of Directors  
Career Trek Inc.

I have audited the accompanying financial statements of Career Trek Inc., which comprise the statement of financial position as at May 31, 2016, the statements of operations and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

#### Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

#### Auditor's Responsibility

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

#### Opinion

In my opinion, the financial statements present fairly, in all material respects, the financial position of Career Trek Inc. as at May 31, 2016 and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not for profit organizations.

The audited financial statements dated November 24, 2015 are hereby withdrawn.



Gary J Julius, Chartered Accountant  
Winnipeg, Manitoba  
October 17, 2016

**Career Trek Inc.**  
**Statement of Financial Position**  
**May 31, 2016**

|  | 2016<br>\$     | 2015<br>\$     |
|--|----------------|----------------|
| <b>ASSETS</b>                            |                |                |
| <b>Current</b>                           |                |                |
| Cash                                     | 546,674        | 468,547        |
| Accounts receivable (Note 4)             | 20,881         | 99,187         |
| Prepaid Expenditures                     | -              | 19,355         |
|  | <b>567,555</b> | <b>587,089</b> |
| Capital Assets (Note 5)                  | 15,565         | 16,213         |
|  | <b>583,120</b> | <b>603,302</b> |
| <b>LIABILITIES</b>                       |                |                |
| <b>Current</b>                           |                |                |
| Accounts payable and accrued liabilities | 120,333        | 189,514        |
| Employee source deductions               | -              | -              |
| Deferred contributions (Note 7)          | 244,350        | 235,585        |
|  | <b>364,683</b> | <b>425,099</b> |
| <b>NET ASSETS</b>                        |                |                |
| Unrestricted                             | 161,876        | 121,642        |
| Externally Restricted (Note 8)           | 56,561         | 56,561         |
|  | <b>218,437</b> | <b>178,203</b> |
|  | <b>583,120</b> | <b>603,302</b> |

**APPROVED BY THE BOARD:**

**Victor Belay**  
**Director**

**Gord Hannon**  
**Director**

**BOARD**

Barb Bowen, Chairperson  
 Colin Russell,  
 Vice-Chairperson  
 Victor Bellay, Treasurer  
 Gord Hannon, Secretary  
 Kurt Proctor  
 Greg Link  
 Ricky Lawrence  
 Tom Glenwright  
 Betty Harrylal

**HONOURARY BOARD**

Helen Robinson-Settee  
 D'Arcy Phillips  
 Margaret Braid  
 Robert Kerr  
 Bob Knight  
 Roberta Hewson  
 Ken Webb

**FUNDERS**

Province of Manitoba  
 Canadian Education  
 and Research Institute  
 for Counselling  
 Canadian Scholarship  
 Trust Foundation  
 Frontier School Division  
 Graham C. Lount Family  
 Foundation  
 Louis Riel School Division  
 Manitoba Community  
 Services Council Inc.  
 Manitoba Institute  
 of Trades and Technology

Manitoba Metis  
 Federation Inc.  
 Pembina Trails School  
 Division  
 River East Transcona  
 School Division  
 Seine River School Division  
 Seven Oaks School Division  
 The Counselling  
 Foundation of Canada  
 The Government of Canada  
 Thomas Sill Foundation  
 Vale

The Winnipeg Foundation  
 Winnipeg School Division  
 Generous Individual Donors

**CORPORATE SPONSORS**

Boeing  
 Manitoba Aerospace  
 Human Resource Council  
 Standard Aero

**DONOR LIST**

Adolescent Parent Centre  
 Alison D Keys  
 All Charities Campaign  
 Barbara Bowen  
 Barry and Elaine Talbot  
 Bea Louise and Lilian  
 Requerme  
 Beryl Cole  
 Betty Harrylal  
 Bill Hicks  
 Carol Asbury  
 Christian Bernard

and Lilian Requerme  
 Christopher Potrebka  
 Crisis & Trauma  
 Resource Institute Inc.  
 Curt Lavallee  
 Cynthia Foreman  
 Darrell Cole  
 Dianne Little  
 Educators of Business &  
 Technology of Manitoba  
 Eleanor Stardom  
 Elena Anciro  
 Erika Zeller  
 Florence Novak  
 Fred and Merle Cole  
 Frontier College Frontière  
 Gary Hartzenberg  
 Gerry Strom  
 Gord Hannon  
 Greg Link  
 Heather A. Hartry  
 Heather Collingridge  
 Jager Services  
 Jessica Foss  
 Julie Mikuska  
 June James  
 Karen Shaw  
 Karin Mosell McNichol  
 Kathryn Levine  
 Kurt Proctor  
 Laura Mikuska  
 Lee Foster  
 Lori Walder

Louis Riel School Division  
 Madeline Kohut  
 Marakary Bayo  
 Marilou Andal  
 Mateja Carevic  
 Meghan Lavallee  
 Melissa Hartzenberg  
 Peter Landoni  
 RaeAnne Paxton  
 Richard May  
 Ricky Lawrence  
 Rob Marriott  
 Roberta Hewson  
 Rosemarie Gallano  
 Sam Reilly  
 Sasha Mark  
 Shelley Dorge  
 Sherise Nepinak  
 Skownan First Nation  
 Susan Prentice  
 Theresa Anderson  
 Thomas Glenwright  
 Victor Bellay  
 Vivienne May  
 Wayne Laube  
 Wilma Guertin  
 Winnipeg Chamber  
 of Commerce  
 Yolanda Zerbin  
 Yvonne Pompana

## Supporting Career Trek

By supporting Career Trek you are giving more than just a gift, you are investing in the potential of amazing young people in Manitoba.

Because you give, Nicola shared supper with her sisterhood of moms and their little ones. She experienced 50 amazing career paths, and chose to become a Designer. She got her hands dirty in Anthropology and Welding and dreamed big dreams as to what she could be. Because you gave, she had a plan and is now attending post-secondary to live her dreams.

Your gift connects the right kids to the right opportunities. Next time you take a flight, look at the tarmac. One of those eager flight inspectors is a Career Trek graduate. They found the right path because you believed

in their potential. Now they will make sure that you get to your destination safely.

You are a hero to Thomas. He is bright and inquisitive but causes a disruption in class because he needs to move to think. Your support gave Thomas the opportunity to explore careers that help him to think while he moves and use his hands and collaborate with a team. When he heads back to his classroom, he understands what his future looks like and how to use his skills for good on his path.

Your generosity multiplies and is returned to you in active and committed Manitobans as they realize their trek and their own potential.



9th Floor, 191 Lombard Avenue  
Winnipeg, MB R3B 0X1  
T: 204-942-4912  
F: 204-942-4912  
TF: 1-800-693-3864

[careertrek.ca](http://careertrek.ca)



@CareerTrek