



# BRILLIANT HORIZONS

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ELEPHANT THOUGHTS  
FY23 ANNUAL REPORT

# A LETTER FROM OUR FOUNDER

This was a year of focus and incredible growth. Over the last 22 years our organization has maintained its guiding values while continuing to evolve, and shift with the needs of the community we serve. In numbers and diversity we have broadened our reach while narrowing our scope and focus. We are pivoting to simplify our offerings, placing emphasis on underserved youth who have a desire to better themselves, make a difference in their communities and contribute to a sustainable future.

We have found a sweet spot with workforce development and leadership development. Creating inspirational spaces and programming for young, motivated individuals who face economic, social, geographic, and other barriers to entering the workforce.

Our second eco campus, serving the maritime provinces, is off the ground and thriving. The Riverstone model is proving to be a successful formula at our new Pathsaala campus in New Brunswick and the door to additional campuses has opened to opportunities in Mexico and India.

The last year was a wonderful year of building strong relationships with new partners; ISWO, Building Up, Construct, Habitat for Humanity, Sustainability Network Grey Bruce, The Mobile Soup Kitchen and Generation Chosen to name a few. We are gaining so much as individuals and as an organization through these impactful relationships.

Jeremy Rhodes  
Executive Director,



**ELEPHANT  
THOUGHTS**





## OUR MISSION

DELIVERING LIFE CHANGING EDUCATIONAL EXPERIENCES FOR YOUTH WITH BARRIERS TO FOSTER THE DEVELOPMENT OF RESPONSIBLE GLOBAL CITIZENS.

## OUR VISION

WE ENVISION A SUSTAINABLE WORLD WITHOUT POVERTY WHERE THERE IS EQUAL OPPORTUNITY AND SOCIAL JUSTICE FOR ALL.





## OUR VALUES

### ENVIRONMENTAL STEWARDSHIP

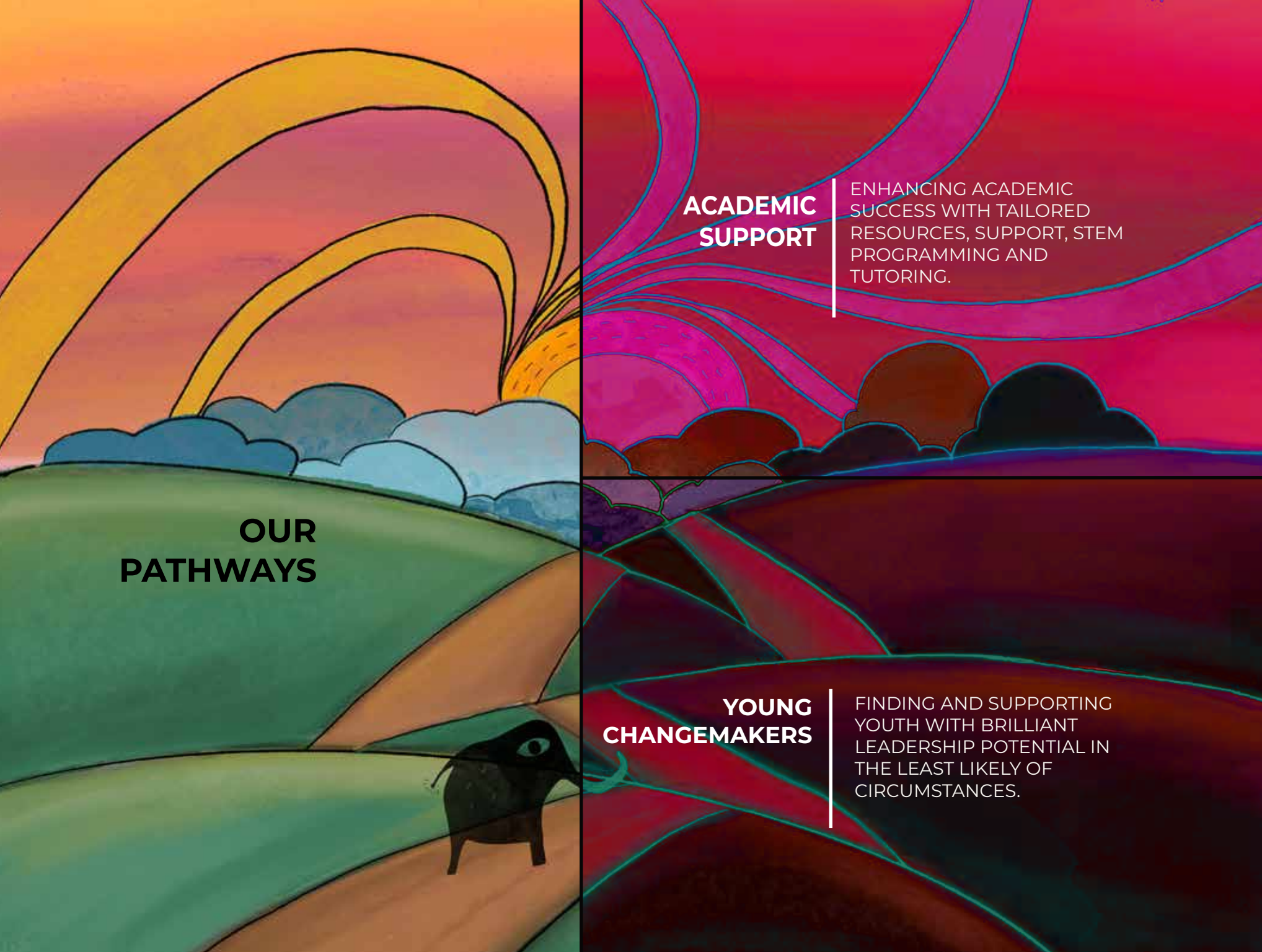
WE BELIEVE IT IMPERATIVE TO INSTILL A TRANSFORMATIVE UNDERSTANDING OF OUR PLANET IN THE HEARTS AND MINDS OF THE YOUTH WE SERVE. ALL WE DO ACTIVELY CONTRIBUTES TO THE PROTECTION, RESPECT AND RESTORATION OF OUR ENVIRONMENT.

### GLOBAL CITIZENSHIP

WE PRIORITIZE UNDERSTANDING, EMPATHY, AND COLLABORATION ACROSS BORDERS AND CULTURES. WE EMPHASIZE THE IMPORTANCE OF TAKING COLLECTIVE RESPONSIBILITY FOR THE WELL-BEING OF NOT JUST ONE'S OWN COMMUNITY, BUT OF THE ENTIRE WORLD.

### EQUALITY IN EDUCATION

WE BELIEVE THAT EVERY INDIVIDUAL, REGARDLESS OF CIRCUMSTANCE, DESERVES ACCESS TO MEANINGFUL, QUALITY LEARNING OPPORTUNITIES. WE STRIVE TO LEVEL THE PLAYING FIELD TO HELP YOUTH FACING BARRIERS REACH THEIR FULL POTENTIAL AND ACHIEVE SUCCESS.



## OUR PATHWAYS

## ACADEMIC SUPPORT

ENHANCING ACADEMIC SUCCESS WITH TAILORED RESOURCES, SUPPORT, STEM PROGRAMMING AND TUTORING.

## YOUNG CHANGEMAKERS

FINDING AND SUPPORTING YOUTH WITH BRILLIANT LEADERSHIP POTENTIAL IN THE LEAST LIKELY OF CIRCUMSTANCES.





**ACADEMIC  
SUPPORT**



## TUTORING & GRADUATION SUPPORT

9

REMOTE COMMUNITIES SERVED



PASSIONATE EDUCATORS TRAVEL TO REMOTE COMMUNITIES TO DELIVER INDIVIDUALIZED TUTORING, STEM PROGRAMMING, AFTER SCHOOL ACADEMIC SUPPORT AND SUMMER SCHOOL. WE HAVE HAD THE PRIVILEGE OF WORKING WITH THE CREE SCHOOL BOARD FOR OVER 20 YEARS. IT IS A BEAUTIFUL AND RECIPROCAL RELATIONSHIP THAT PROVIDES INCREDIBLE WORK EXPERIENCE FOR MOTIVATED YOUNG LEADERS, AND IMPORTANT ACADEMIC SUPPORT TO STUDENTS FACING BARRIERS.

20,262

TOTAL MATH AND SCIENCE SUPPORT HOURS DELIVERED IN FY23

189

STUDENTS GRADUATED



765

STUDENTS PARTICIPATED IN ACADEMIC SUPPORT PROGRAMMING

*"THEY SAVED ME. I COULD NOT HAVE FINISHED THE YEAR AS WELL AS I DID WITHOUT SUCH AN INCREDIBLE TEAM. THANK YOU!"*

-FY23 GRADUATE



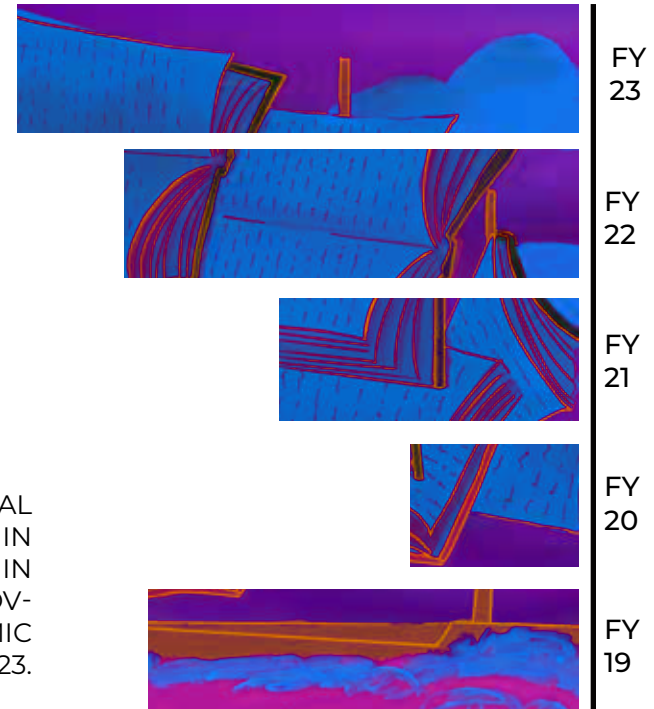
# STEM LEARNING

FOR MORE THAN 20 YEARS ELEPHANT THOUGHTS HAS PROVIDED EDUCATIONAL OUTREACH PROGRAMS TO CLASSROOMS AND COMMUNITIES ACROSS CANADA. OUR FOCUS IS ON FUN, HANDS-ON, INSPIRING TEACHING METHODS IN TRADITIONALLY TOUGH SUBJECTS LIKE MATH, SCIENCE, CODING, ROBOTICS, DIGITAL LITERACY AND ENGINEERING.



## 14,154

THIS NUMBER REPRESENTS THE TOTAL NUMBER OF STUDENT PARTICIPANTS IN OUR ACADEMIC SUPPORT PROGRAMS IN FY23. WE ARE THRILLED TO HAVE RECOVERED AND SURPASS OUR PRE-PANDEMIC NUMBERS IN FY23.





# WHO WE SERVE

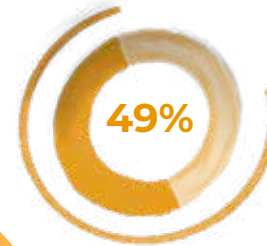
YEAR OVER YEAR WE STRIVE TO SERVE THE MOST DESERVING INDIVIDUALS AND COMMUNITIES. IT IS OUR GOAL TO BE INCLUSIVE AND DIVERSE AND TO PROVIDE MEANINGFUL EXPERIENCES TO ANY CHILD OR YOUTH WHO HAS FACED ANY BARRIER. THESE BARRIERS COULD INCLUDE, BUT ARE NOT LIMITED TO, ECONOMIC, GEOGRAPHIC, PHYSICAL, MENTAL AND OR ANY SET BACKS THAT MAY HAVE PREVENTED ACCESS TO ENHANCING EDUCATIONAL EXPERIENCES.



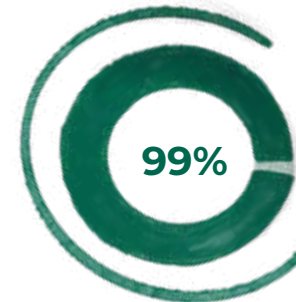
IDENTIFIED AS HAVING DISABILITIES



INDIGENOUS PARTICIPANTS



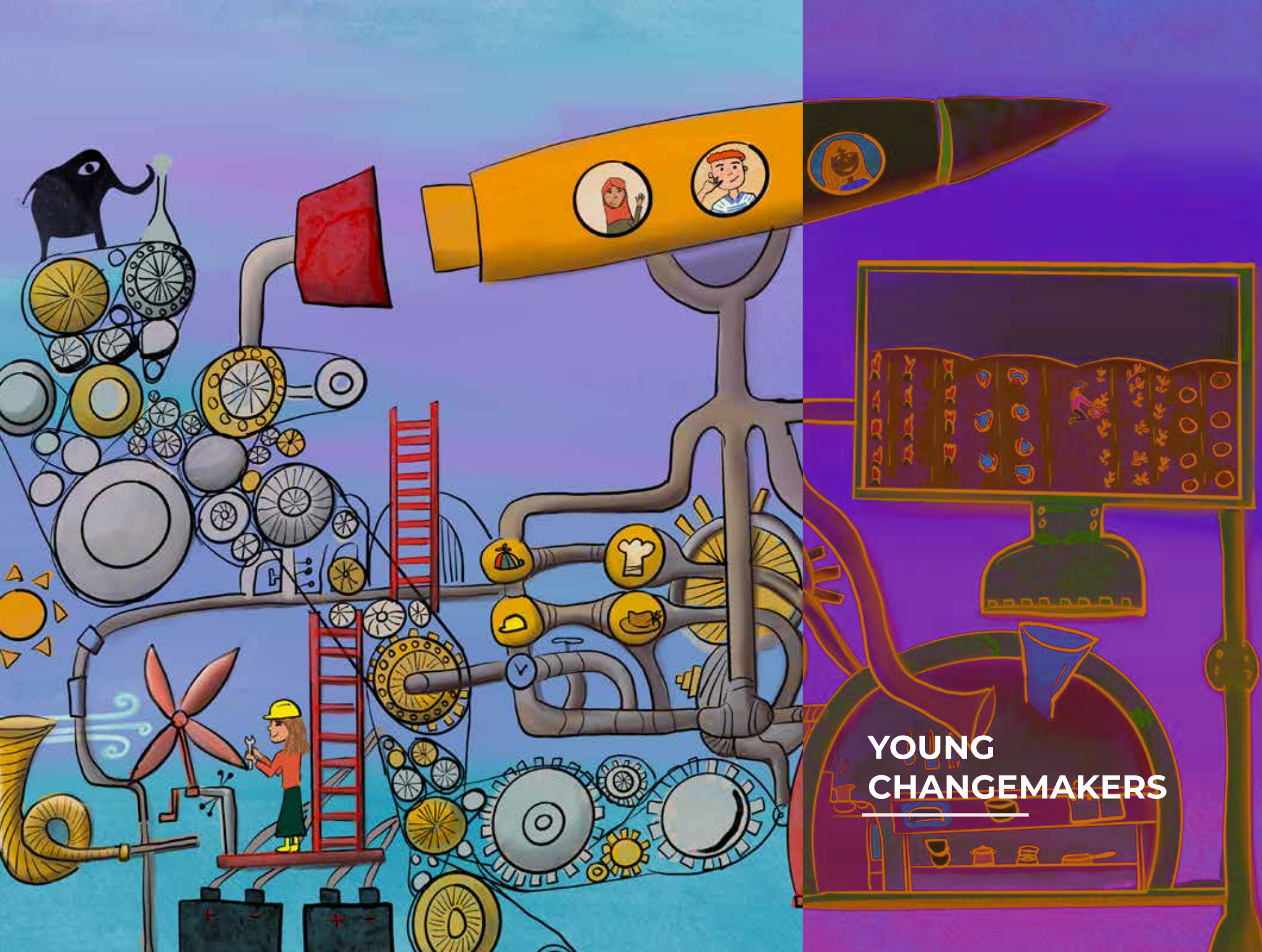
FEMALE PARTICIPANTS



RURAL /REMOTE PARTICIPANTS

FIGURES REPRESENT ACADEMIC SUPPORT PROGRAMMING DEMOGRAPHICS





**YOUNG  
CHANGEMAKERS**





## EMERGING LEADERS

IT'S A TOUGH WORLD FOR A YOUNG PERSON FACING BARRIERS. WE ARE PASSIONATE ABOUT SUPPORTING RESILIENT, PASSIONATE YOUTH WITH A DRIVE TO MAKE A DIFFERENCE IN THEIR OWN COMMUNITIES AND THE BROADER GLOBAL COMMUNITY. WE WANT TO SHINE A BRIGHT LIGHT ON DESERVING INDIVIDUALS WHO WILL LEVERAGE THEIR LEARNING AND OUR RESOURCES TO BECOME THE DYNAMIC CONSCIENTIOUS LEADERS OF TOMORROW.



**RIVERSTONE**  
DURHAM, ON



**YOUTH CENTRE**  
COLLINGWOOD, ON

**4**

YOUTH HAVE ACCESS  
TO 4 ENRICHING CAM-  
PUSES



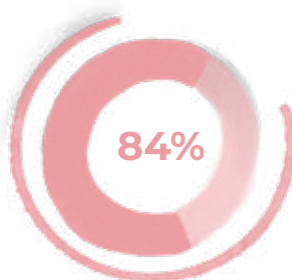
**KIMBERCOTE**  
HEATHCOTE, ON



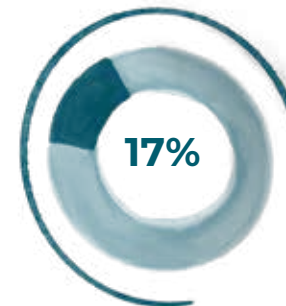
**PATHSAALA**  
PERTH-ANDOVER, NB



INDIGENOUS  
PARTICIPANTS



RURAL /  
REMOTE  
COMMUNITIES



VISIBLE MINORITY,  
NEW CANADIAN &  
REFUGEE



# WORKFORCE DEVELOPMENT

OVER THE LAST 5 YEARS WE HAVE BEEN BUILDING OUR CAPACITY TO SERVE YOUTH AGED 16-30. AS WE LISTEN TO THE NEEDS OF THE MOST UNDERSERVED YOUTH IN OUR COUNTRY THE CALL WAS CLEAR. THERE IS A GREAT NEED FOR SKILLS TRAINING FOR YOUTH FACING BARRIERS. WE HAVE ANSWERED THE CALL WITH THE HELP OF A NUMBER OF INCREDIBLE NEW PARTNERS. OUR 20+ YEARS OF EXPERIENCE, ACCUMULATED RESOURCES AND INCREDIBLE TEAM OF DEDICATED AND PASSIONATE EDUCATORS WERE A NATURAL FIT FOR THIS PROGRESSION.



YOUTH FACING BARRIERS SERVED IN FY23



HOURS OF EMPLOYMENT TRAINING SKILLS



WORK PLACEMENT HOURS



UNIQUE SKILL STREAMS



DIGITAL PRODUCTION



RENEWABLE ENERGY



GREEN BUILDING



CULINARY ARTS



SUSTAINABLE AGRICULTURE

## MEASURING IMPACT

SO MUCH OF WHAT WE DO IS DIFFICULT TO QUANTIFY. IT IS IN THE STORIES WHERE THE REAL GEMS LIE. A COMBINATION OF TESTIMONIALS AND NUMBERS ARE NECESSARY TO PAINT A FULL PICTURE OF THE INCREDIBLE IMPACT OUR WORK FORCE DEVELOPMENT PROGRAM IS MAKING ON THE LIVES OF INCREDIBLE, MOTIVATED YOUTH FACING BARRIERS.



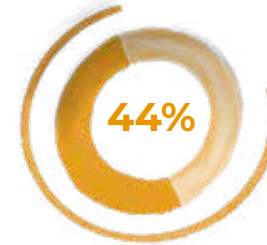
“I began this program with very little self-esteem and not a lot of hope for the future. I have endured many hardships and did not complete high school. Elephant Thoughts, gave me a chance for a real life. [...]”

- FY23 PROGRAM PARTICIPANT

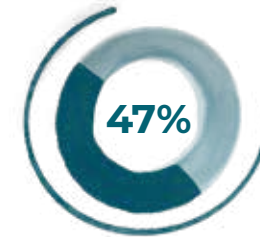
“My pathway coach has helped me develop a plan for the future. It’s an incredible feeling. I came feeling lost and now I feel like I have direction. I have more confidence than ever with the connections and experience I have gained.”

- FY23 PROGRAM PARTICIPANT

## WORKFORCE DEVELOPMENT OUTCOMES



FOUND SUSTAINABLE  
EMPLOYMENT



RETURNED  
TO SCHOOL



CONTINUED THEIR  
TRAINING WITH ET



## GLOBAL CITIZENSHIP RETREATS



OVER THE LAST TWO YEARS ELEPHANT THOUGHTS HAS BEEN CULTIVATING RELATIONSHIPS WITH URBAN AND INDIGENOUS COMMUNITIES AND BRINGING YOUTH FROM BOTH TOGETHER TO ONE OF OUR STUNNING, NATURAL CAMPUSES IN ONTARIO AND NEW BRUNSWICK. HERE YOUTH CONNECT IN A SAFE AND NURTURING ENVIRONMENT TO SHARE THEIR DIVERSE EXPERIENCES AND INSIGHTS. IN WEEK LONG RETREATS YOUTH PARTICIPATE IN:

- OUTDOOR RECREATIONAL ACTIVITIES LIKE PADDLE BOARDING AND FLY FISHING
- EXPERIENCES LEAD BY INDIGENOUS ELDERS
- WORKSHOPS LEAD BY AFRICAN DRUM MAKERS
- TRAINING WITH EXPERIENCED CHEFS IN VARIOUS ETHNIC CUISINES
- EXPLORATION OF THE GALAXIES IN OUR NEW OBSERVATORY

 120

## TESTIMONIAL

*This program has been a significant turning point for me. It's not just about improving my leadership and communication skills but also about preparing me for professional settings. Engaging in service work and exploring tasks like knowledge mapping, podcasting, photography, and short film creation has provided me with hands-on experience and skill development. The collaborative spirit among mentors and peers has been a source of constant motivation and learning. This program has truly opened up avenues for personal and professional growth.*

- FY23 PROGRAM PARTICIPANT

YOUTH FACING BARRIERS  
SERVED IN FY23





NUMBER OF APPLICANTS TO THE JOURNEY NORTH PROGRAM



JOBS IN FY23

## JOURNEY NORTH

JOURNEY NORTH IS A LIFE CHANGING EXPERIENCE THAT PROVIDES TRAINING AND EMPLOYMENT FOR MOTIVATED YOUTH, WITH AN INTEREST IN EDUCATION. PARTICIPANTS SEEKING MEANINGFUL WORK EXPERIENCE AND SKILL DEVELOPMENT TAKE PART IN A 2 WEEK TRAINING RETREAT BEFORE HEADING TO REMOTE COMMUNITIES TO PROVIDE ACADEMIC SUPPORTS TO STUDENTS.



FEMALE PARTICIPANTS



VISIBLE MINORITY PARTICIPANTS





# OUR DOMESTIC FOOTPRINT

## ALBERTA

ALEXANDER FN  
BLOOD TRIBE KAINAIWA

## BRITISH COLUMBIA

GINGOLX NISGA'A VILLAGE  
CH'ÍYÁQTEL FN  
GITLAXT'AAMIKS  
WEST MOBERLY FN  
TK'EMLÚPS TE SECWÉPEMC

## MANITOBA

SAPOTAWEYAK CREE NATION  
BLACK RIVERFN BAND  
SKOWNAN FN

## NEW BRUNSWICK

PERTH-ANDOVER  
TOBIQUE FN  
WOODSTOCK FN  
ELSIPOCTOG FN  
OROMOCTO FN  
INDIAN ISLAND FN  
EEL GROUND FN

## NOVA SCOTIA

PAQ'TNKEK FN  
MILLBROOK FN  
GLOOSCAP FN

## ONTARIO

COLLINGWOOD  
DURHAM  
FLESHERTON  
HANOVER  
WALKERTON  
OWEN SOUND  
MICHIPICOTEN FN  
BARRIE  
KINCARDINE  
LION'S HEAD  
SOUTHAMPTON  
CAT LAKE FN  
MOOSE DEER POINT FN  
BIG GRASSY RIVER FN  
CHIPPEWAS OF RAMA FN  
DOKIS FN  
BACHEWANA FN  
AAMJIWNAANG FN  
BIG GRASSY RIVER FN  
CHIPPEWAS OF RAMA FN  
DOKIS FN  
BACHEWANA FN  
AAMJIWNAANG FN  
LONDON

OWEN SOUND  
CHIPPEWAS OF GEORGINA ISLAND  
WINDIGO ISLAND FN  
SAUGEEN FN  
PIC MOBERT FN  
HENVEY INLET FN  
BEAUSOLEIL FN  
HOLSTEIN  
ORILLIA  
SHAWANAGA FN  
BRADFORD  
ORO STATION  
ALLISTON  
CHEPSTOW  
MAXWELL  
NEW TECUMSETH  
WIARTON  
MIDHURST  
CHATSWORTH  
WHITEFISH RIVER FN  
TEMAGAMI FN  
INNISFIL  
CHESLEY  
PAISLEY  
WEAGAMOW FN  
CHIPPEWAS OF NAWASH FN  
SIX NATIONS OF THE GRAND RIVER  
NIISAACHEWAN ANISHINAABE NATION  
MISSISSAUGAS OF SCUGOG ISLAND  
WHITEFISH LAKE FN  
MOOSE CREE FN

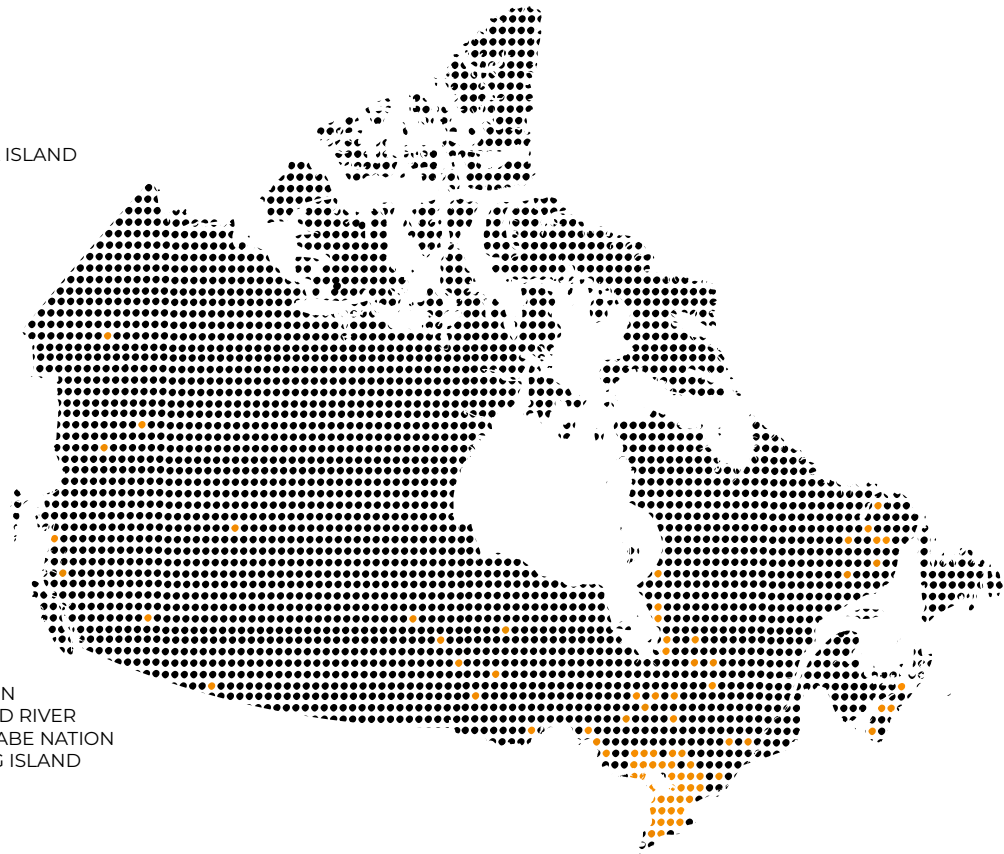
## QUEBEC

CREE NATION OF CHISASIBI  
CREE NATION OF EASTMAIN  
CREE NATION OF MISTISSINI  
CREE NATION OF NEMASKA  
CREE NATION OF OUJE-BOUGOUMOU  
CREE NATION OF WASKGANISH  
CREE NATION OF WASWANUPI  
CREE NATION OF WEMINDJI  
CREE NATION OF WHAPMAGOOSTUI  
TIMISKAMING FN  
LONG POINT FN  
KAHNAWAKE MOHAWK TERRITORY  
KANESATAKE

## YUKON

VILLAGE OF TESLIN

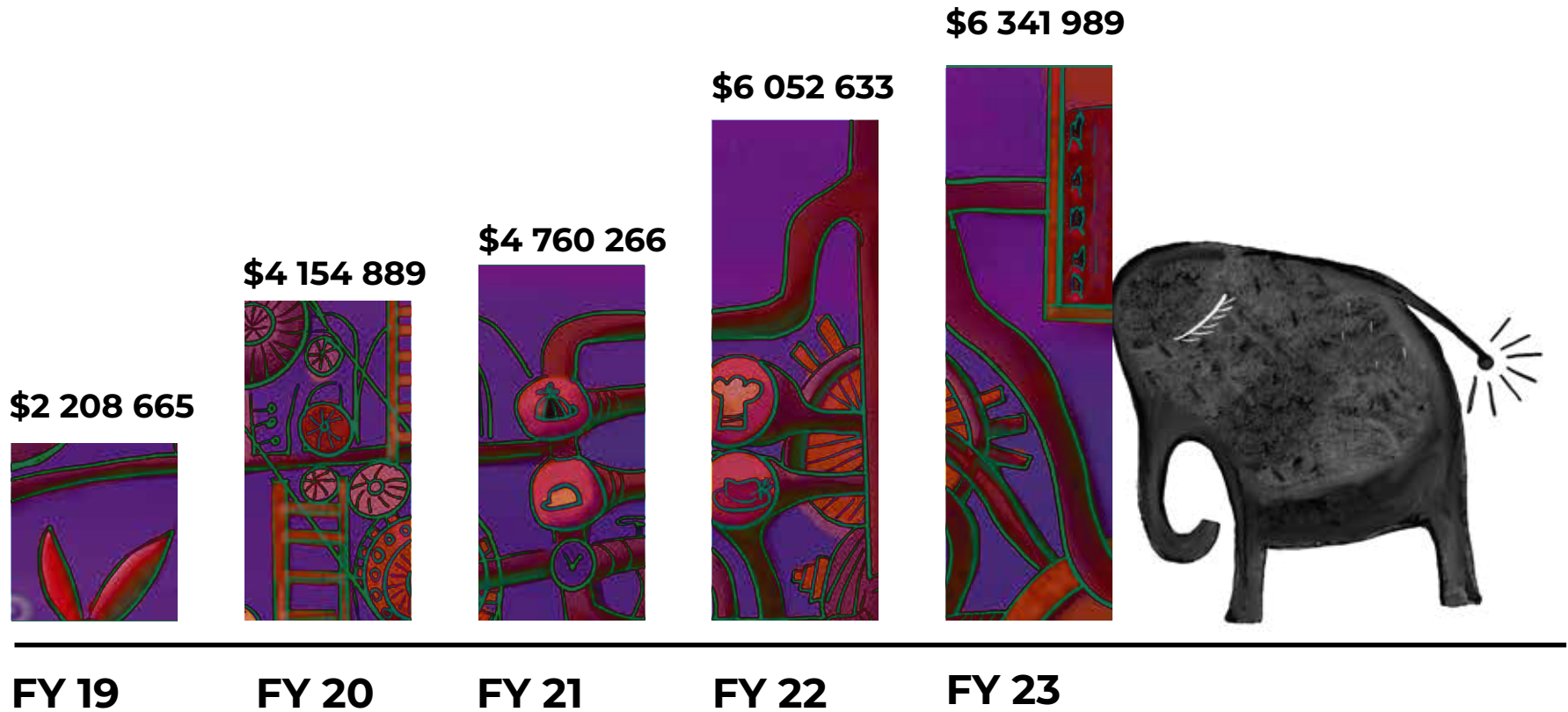
*FN=FIRST NATION*



# OUR INTERNATIONAL FOOTPRINT

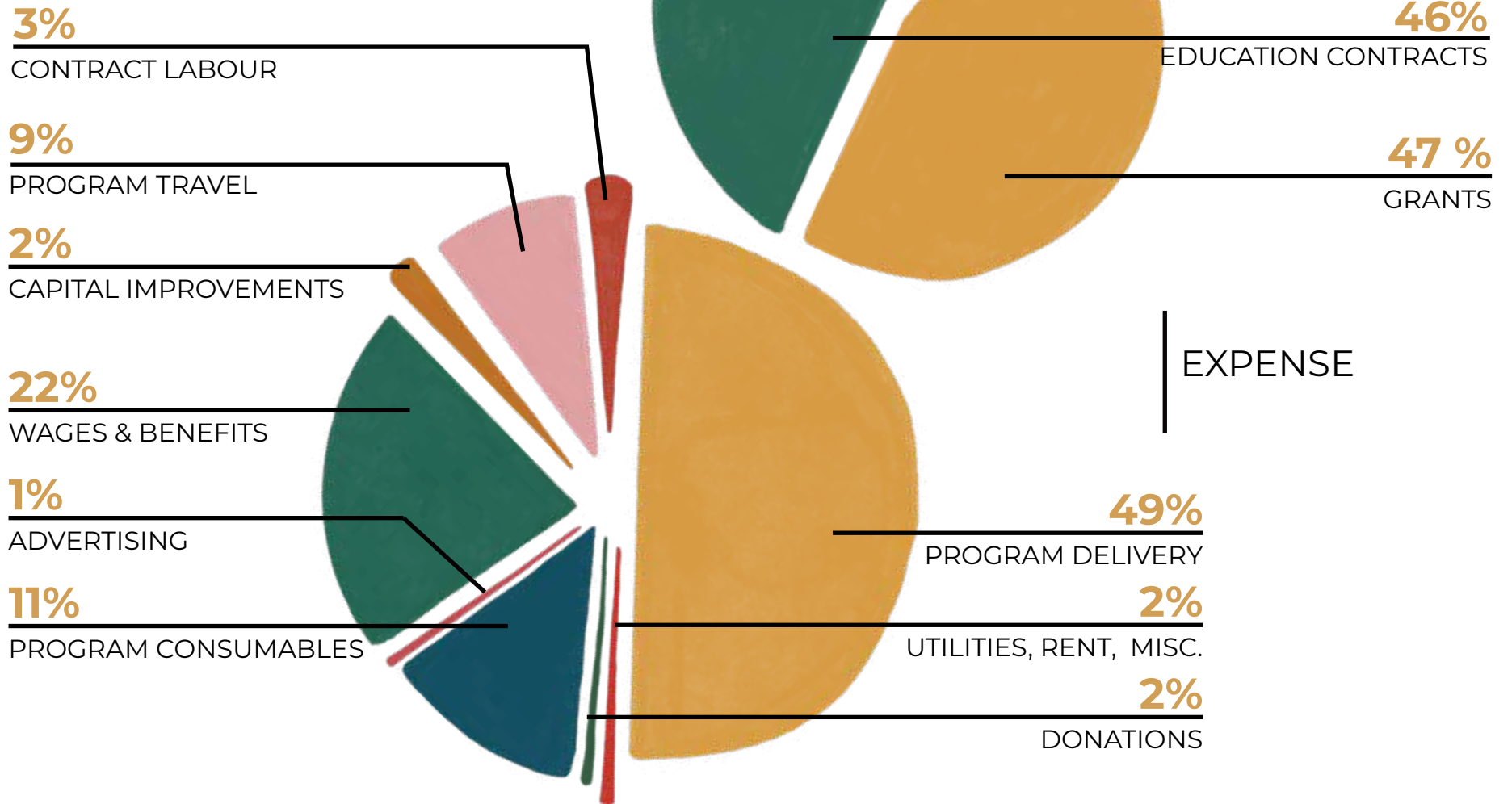
CUBA  
HAITI  
INDIA  
MEXICO  
PHILIPPINES  
SOMALIA  
TANZANIA

# FY23 FINANCIALS- Gross Revenue





# FY23 FINANCIALS | INCOME



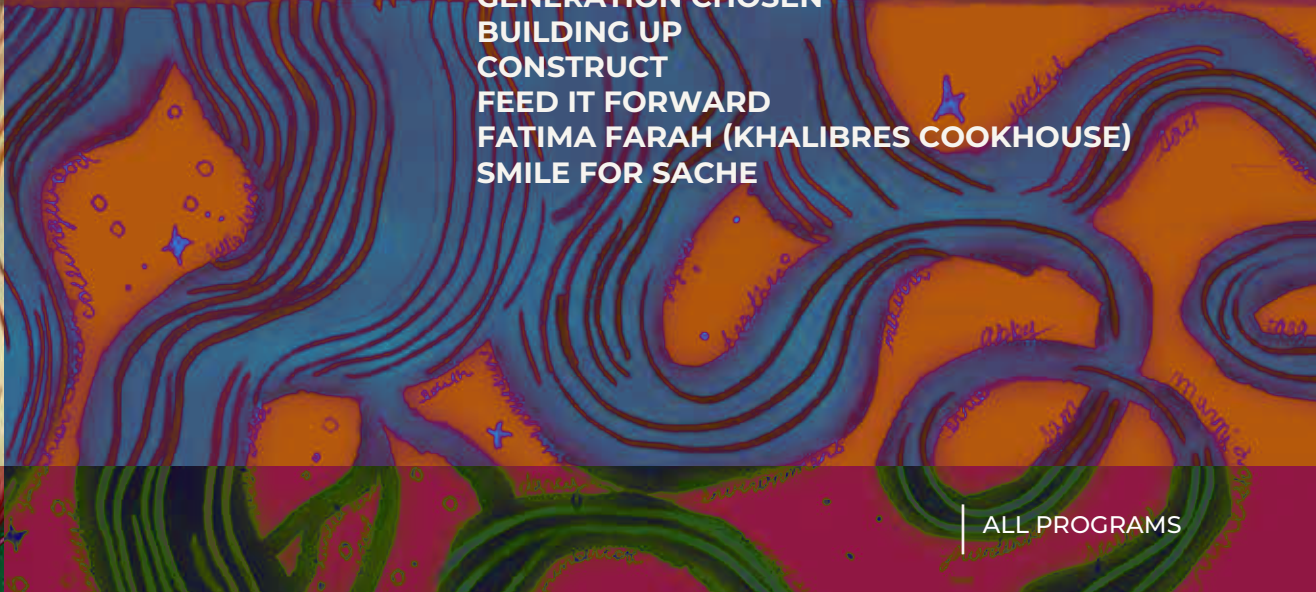
# EXPENSE



## FRIENDS AND COLLABORATORS

ELEPHANT THOUGHTS HAS ALWAYS BEEN A COLLABORATIVE ORGANIZATION. NOW MORE THAN EVER WE WORK WITH LIKE MINDED ORGANIZATIONS TO REACH THE MOST UNDERSERVED POPULATION OF YOUTH IN CANADA. AS WE REFOCUS OUR ENERGY AND RESOURCES TOWARD SUPPORTING EMERGING LEADERS WE LOOK TO OUR FRIENDS AND ARE BUILDING MUTUALLY BENEFICIAL RELATIONSHIPS IN THE NAME OF OUR MISSION. WE HAVE AN INCREDIBLE AMOUNT OF RESPECT AND GRATITUDE TOWARD THESE GROUPS WHO HAVE PROVIDED INVALUABLE SUPPORT AND WISDOM.

- CREE SCHOOL BOARD**
- WOLASTOQ EDUCATION INITIATIVE**
- INDIGENOUS SPORT AND WELLNESS ONTARIO**
- ONTARIO POWER GENERATION**
- HABITAT FOR HUMANITY GREY BRUCE**
- THE SUSTAINABILITY PROJECT**
- ENVIRONMENT NETWORK**
- DEVXCHANGE INTERNATIONAL**
- GENERATION CHOSEN**
- BUILDING UP**
- CONSTRUCT**
- FEED IT FORWARD**
- FATIMA FARAH (KHALIBRES COOKHOUSE)**
- SMILE FOR SACHE**





## FUNDERS AND DONORS

NONE OF OUR WORK WOULD BE POSSIBLE WITHOUT THE INCREDIBLE SUPPORT OF THE FOLLOWING FUNDERS AND DONORS. WE ARE FOREVER GRATEFUL FOR THEIR GENEROSITY AND CONTINUED SUPPORT.

APATISIIWIN SKILLS DEVELOPMENT  
ARRELL FOUNDATION  
COMMUNITY FOUNDATION GREY BRUCE  
ELECTRICITY HUMAN RESOURCES CANADA  
EMPLOYMENT AND SOCIAL DEVELOPMENT CANADA  
GRANT THORNTON FOUNDATION  
HARBINGER FOUNDATION  
HERITAGE CANADA  
HOME DEPOT FOUNDATION  
INDIGENOUS SERVICES CANADA  
INNOVATION, SCIENCE, AND ECONOMIC DEVELOPMENT CANADA  
JULIE VAN BERKEL  
MAPLE RIDGE SECONDARY SCHOOL  
MUNICIPALITY OF WEST GREY  
NATIONAL SCIENCES AND ENGINEERING RESEARCH COUNCIL OF CANADA  
ONTARIO POWER GENERATION  
ONTARIO TRILLIUM FOUNDATION  
PETERBOROUGH K.M. HUNTER CHARITABLE FOUNDATION  
PTARMIGAN CHARITABLE FOUNDATION  
ROTMAN FAMILY FOUNDATION  
UNITED WAY





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