

2025 ANNUAL REPORT



PATHWAYS
EXECUTIVE SEARCH

Pathways Executive Search is an international executive recruitment firm. We specialize in culturally grounded approaches to attracting and placing exceptional leaders across public, private, and community sectors. Guided by Indigenous values and principles of inclusion, we build trust and deliver fair, balanced executive search processes tailored to client needs.

Over the past seven years, our team has helped First Nations, Métis, Inuit, Tribal, and Native American communities achieve their goals. We've supported corporations, NGOs, and not-for-profit entities committed to inclusive workplace cultures. At every step, we bring authenticity, humility, and proven expertise: creating opportunities for diverse perspectives to thrive at the highest levels. *Learn more.*

#CLIENTLOVE

"Pathways understood our unique Indigenous organization and community needs and challenges. They understood the importance of hiring Indigenous talent, and we were not pressured to settle on a candidate that did not fit our criteria."



THE PATHWAYS TEAM

Laurie, Joy, Katy, Terra, Amelia, Meaghen, Saxon, Melissa, Jessica, Shayna, Jennifer, and Wenda Lee, and Kathy (not pictured)

WE ARE PROUD MEMBERS OF

Curve Lake First Nation | Gitxsan Nation |
Keeseekoowenin First Nation | Manitoba Métis
Federation | Tk'emlúps te Secwépemc |
Yellowknives Dene First Nation

#TEAMINSIGHT

"Many clients and candidates take the time to tell us how much they appreciate our encouragement, timely updates, and consistent follow-through. Hearing this reinforces the value of the experience we work hard to provide for everyone we work with."

JENNIFER PELLETIER

2025 REFLECTIONS

LAST YEAR BEGAN AT A THRESHOLD FOR PATHWAYS, A MOMENT OF TRANSFORMATION THAT CALLED FOR VISION AND ADAPTABILITY. We knew creating stability as a relatively young business would require intention, and I am proud of how our team has embraced that challenge. Throughout this year, my colleagues have pursued development in unique ways, from advanced education to community leadership. This individual commitment to learning and growth is core to who we are as an organization. It was in this spirit of collective purpose that we achieved PAIR Gold certification in 2025, a recognition that affirms our identity as an Indigenous-led firm and reinforces our commitment to advancing Indigenous leadership and economic reconciliation.

The year was also about finding ways to go deeper in conversations about governance and how we bring Indigenous perspectives to leadership at all levels. We are increasingly engaged to place Indigenous professionals on boards across Canada, and interest in Indigenous directors is growing, even as the path forward remains complex. Current and aspiring Indigenous board directors began meeting last fall to explore a new initiative aimed at addressing the under-representation of Indigenous leaders on corporate, public sector, and non-profit boards. We heard strong feedback from dozens of voices; this dialogue matters and we are formulating a path forward, in alignment with our values and with the goal of creating impact beyond placements.

LOOKING AHEAD TO 2026

Throughout 2025, our priorities remained clear. We will continue to elevate quality in everything we deliver, strengthen relationships, and influence the corporate world to think differently. We want organizations to understand the value of Indigenous knowledge and perspectives, not as an add-on but as integral to success. Inclusion should not mean assimilation; it should mean adjustment, respect, and partnership.

Clients tell us they choose Pathways for connection, our people, our values, and our mission. That trust is what sets us apart. We will keep asking ourselves and our partners an important question: How can we win together? For us, success is about staying true to our values, fostering collective success, and ensuring that every placement serves both the individual and the organization in a way that honors identity and purpose.

Thank you to all who have contributed to Pathways' journey so far. Your support and collaboration make all the difference.

#CLIENTLOVE

"Pathways took workload off our team."



Laurie

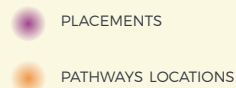
FOUNDER & MANAGING PARTNER
PATHWAYS EXECUTIVE SEARCH

OUR REACH IN 2025



In 2025, Pathways supported placements of Indigenous professionals, worked with Indigenous organizations seeking qualified candidates, and partnered with organizations hiring for Indigenous-focused roles.

Across Canada and the United States, this work spanned sectors including the Arts, Consulting, Economic Development, Energy & Natural Resources, Finance, Government, Health, Higher Education, Legal, and Not-for-Profit.



#CLIENTLOVE

“Pathways understands the varying and complex dynamics of working with and for First Nations.”

#TEAMINSIGHT

“It’s very meaningful when candidates reach out to say thank you for supporting them through the recruitment process, even when they don’t end up as the selected candidate.”

TERRA MCPHAIL

SOME OF OUR 2025 CLIENTS

Aboriginal Legal Services | Agnico Eagle Mines Limited (AEM) | Anishinabek Nation / Union of Ontario Indians | Arizona State University | ASU Foundation | BC Association of Aboriginal Friendship Centres | BC Housing | BDC Capital | Camosun College | Canada Development Investment Corporation | Chippewas of the Thames | First Nation Economic Development Corporation | Chiyáqtel First Nation (Tzeachten) | Coast Funds | Firelight | First Nation School Board | Forum Asset Management | Garden River First Nation | Grand Challenges Canada | Haisla Nation Council | Independent Electricity System Operator | Indigenous Climate Action | Indigenous Peoples Resilience Fund | Indigenous Youth Roots | Indspire | Interior Health Authority |

WE AIM TO SERVE

PATHWAYS MEMBERSHIPS

Canadian Council for Indigenous Business, Conference Board of Canada, Human Resources Management Association (Manitoba)

2025 SERVICE IN OUR COMMUNITIES

Denison Mines, All Nations Trust Company, Conference Board of Canada Corporate Indigenous Relations Council, TELUS Friendly Future Foundation - Interior and Northern BC Community Board, Town of Drayton Valley Library Board, St. Jean Baptiste & Morris Local - MMF, St. Jean Hearts for Strays Board, St. Jean Baptiste 150th Celebration Committee, Thompson Rivers University Board of Governors.

MORE OF OUR 2025 CLIENTS

Law Society of BC | McMaster University | Mohawk Council of Akwesasne | National Association of Friendship Centres | National Centre for Truth and Reconciliation | Nia Tero | Ontario First Nation Sovereign Wealth Fund | Procon Mining & Tunnelling Ltd. | Siksika Family Services Corporation | Simon Fraser University | St. Lawrence College | Tsawwassen First Nation | University of Manitoba | University of Victoria | Urban Indigenous Education Centre (UIEC) Toronto District School Board | Vancouver Coastal Health | Wigwamen Housing Inc. | Wuikinuxv Nation | Xat'sül First Nation | Yecwmínte re Xqwillint Society | YWCA Canada

WE WANT TO BE PART OF YOUR JOURNEY!

Let's start a conversation to learn more about what you need, and how we can help.

1-888-210-5832 • inquiries@pathwaysexecutivesearch.com
[LinkedIn](#) • [pathwaysexecutivesearch.com](#)



GOOD READS

Our blog is packed with useful resources. Click on the titles below to learn more about us and how we do what we do.

- *Paths of purpose: where Indigenous knowledge is shaping industries*
- *Practical ways to honour your story on LinkedIn*
- *Recognition and reciprocity: acknowledging the paths we walk together*
- *Unlocking untapped potential: The importance of adaptability in strategic executive search*
- *Recruiting Indigenous professionals in Canada: a path toward reconciliation*

#TEAMINSIGHT

"I'm proud of how much this team has grown! We've all had a part in shaping each other's learning and development, and I think we're stronger than ever!"

MELISSA CONN