



# Pathy Family Foundation Annual Report 2023

*Honouring 15 Years of Grantmaking*



## Our Foundation

Through our Foundation’s philanthropy, we work to advance the dignity, rights, and empowerment of people living in poverty and marginalization in Canada and globally. We believe in excellence, in our collaboration and partnerships, and in supporting the leadership of communities and their organizations in their pursuit of positive social change.

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The Pathy Family Foundation’s offices are located on the unceded territory of the Kanien’kehá:ka people (Keepers of the Eastern Door) on the island known as Tio’tia:ke (Montreal).

Interview with our President and Chairman | Past and Present

In June 2023, leadership of the Pathy Family Foundation Board of Directors transitioned from founding President Laurence Pathy to Mark Pathy, PFF’s new Chairman. We sat down with the two leaders to reflect on the past 15 years and what lies ahead for the Foundation.

What inspired you to create the Pathy Family Foundation?

**Laurence Pathy:** As a family, we’ve been very fortunate and care deeply about social issues, so it seemed like the logical and important thing to do to try to give back, help, and make a difference. In my mind, and certainly for others in the family, it was also a



Mark Pathy

chance for the family to come together and create something meaningful together.

What are you most looking forward to as you step into this role?

**Mark Pathy:** While I look forward to continuing PFF’s strong trajectory of learning and growth that we’re all very proud of, I am also bringing my own skills, personal experiences, and style to the table. I intend to apply these to inspire and engage our new management team, my fellow Board members, and of course our existing and potential partners - locally and internationally. I’d like to see us drive long-term, sustainable, and measurable impact, and build leadership through collaboration.

What do you feel are PFF’s defining values or traits as a grantmaker?

**Laurence Pathy:** Responsibility, integrity, a commitment to excellence, to learning, and to leadership. I would also say compassion and caring for the plight of others. The family shares these values and I think they inform how we as a Foundation interact with our partners and collaborators.

What do you see as some of the biggest challenges or goals facing PFF and our sector?

**Mark Pathy:** We live in a dynamic, changing world with a growing number of people in immediate crisis, and many others facing limited access to basic needs as well as obstacles to economic independence. While this

Interview with our President and Chairman | Past and Present

is not new, it does seem to be getting more difficult to identify the best strategies to both meet immediate needs and to give others a helping hand towards control of their own destiny. With our qualified team and our philosophy of long-term funding and flexible, collaborative support, I feel PFF is well-positioned to deal effectively with these ongoing challenges.

What are you particularly proud of when you look back at 15 years of PFF?

**Laurence Pathy:** We’re proud of the impacts we’ve had working with many different causes, organizations, and leaders over the years. It’s been rewarding to see how the Foundation has helped them accomplish their goals. The family involvement is also very important and exciting to see, especially as it becomes multi-generational with the grandchildren starting to become involved.

The opportunities to visit partners in Montreal and on other site visits have been highlights - being able to see the work in action - and I think it’s something we should do much more of in the future. Personally, I am also proud of the Pathy Foundation Fellowship program and the impacts the young leaders have had in their communities.

Where do you see PFF in 5 years?

**Mark Pathy:** Over the next 5 years I certainly expect PFF to grow both its annual grantmaking and philanthropic impact. As a family and as a team, we continue to develop by remaining engaged with our many great partners and learning from their vision and commitment. The transition we’re seeing now is possible because of the strong values that were instilled in us as children.

As parents now ourselves, we’re teaching our kids those same values, and eventually we’d love to see them get engaged in the Foundation’s work and ultimately become philanthropic leaders in their own right.



Laurence Pathy

“As a family, we’ve been very fortunate and care deeply about social issues, so it seemed like the logical and important thing to do to try to give back, help, and make a difference.”





## A Word from our Executive Director

What a year! 2023 was a year of significant change at the Pathy Family Foundation, including new leadership at the Board and staff level and the arrival of 3 new Program Officers in a restructured and reinforced team.

In this climate of change, our Foundation remains deeply committed to the goals and values that have long underpinned our grantmaking – close, trusting relationships with our partners, an eagerness for continued evolution and innovation, and a focused effort on fostering collaboration and learning within our sector.

In our 15th anniversary year, we added 13 new multi-year partnerships to our family of international and Canadian partner organizations – some of whom are highlighted in the following pages – including innovative social enterprise models, exciting work on climate-resilience and education, and *by-and-for* approaches to tackling longstanding health inequities.

Finally, we wish to honour our beloved colleague and mentor, **Dominique Chauvet-Staco**, who retired from her role as Senior Program Officer in March 2024 after 14 years of distinguished service and immeasurable contributions to PFF, our partners, and our evolution as a grantmaker. Organizations around the world have been strengthened by her rigorous attention to detail, caring accompaniment, and passion for social change. The PFF team feels very fortunate to have her example, wisdom, and experience guiding us as we shape the Foundation's next chapter.

With gratitude,

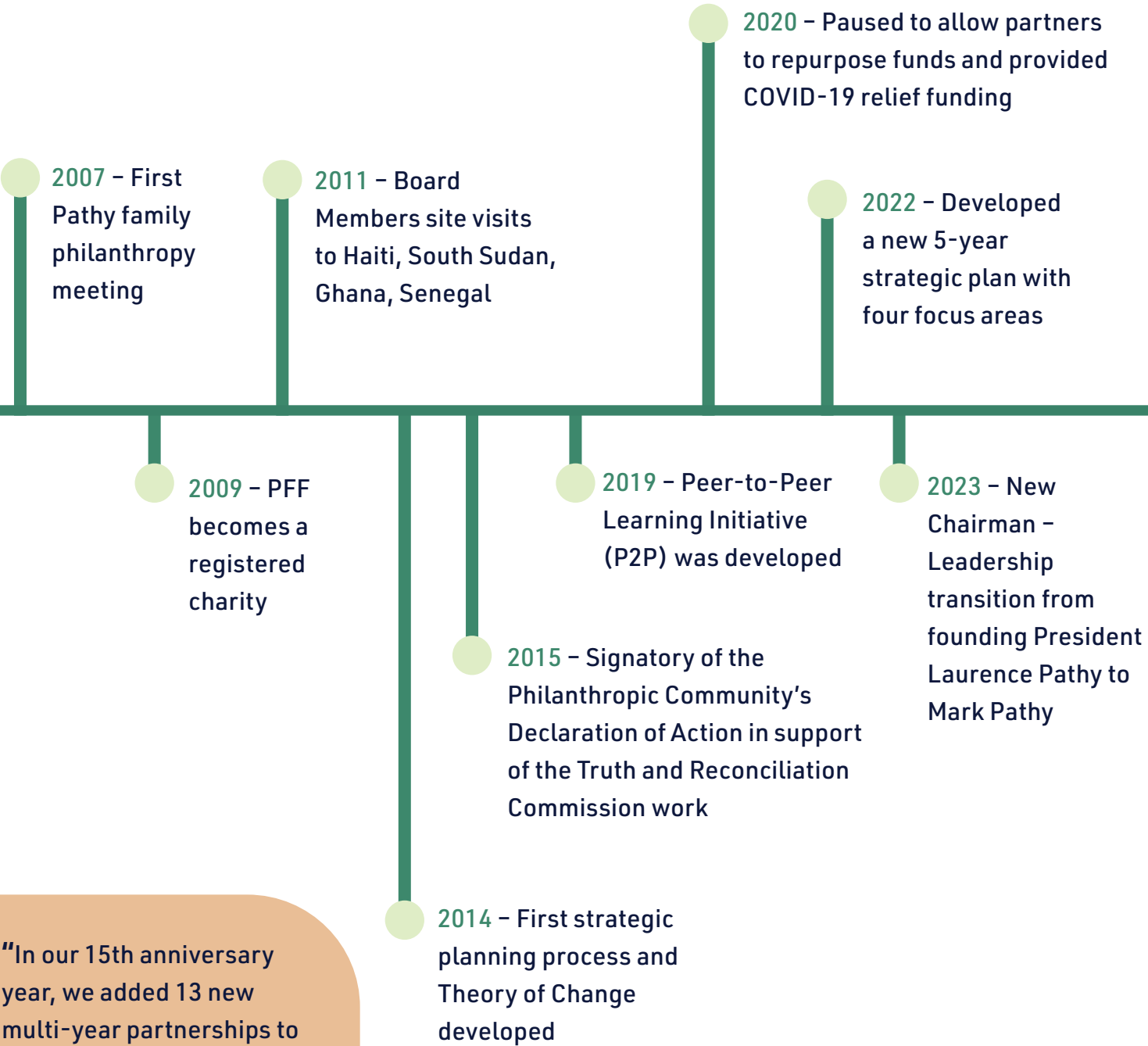
**Michelle LeDonne**  
*Executive Director*



### Happy Retirement, Dominique!

"We wish to honour our beloved colleague and mentor, Dominique Chauvet-Staco, who retired from her role as Senior Program Officer in March 2024 after 14 years of distinguished service and immeasurable contributions to PFF, our partners, and our evolution as a grantmaker."





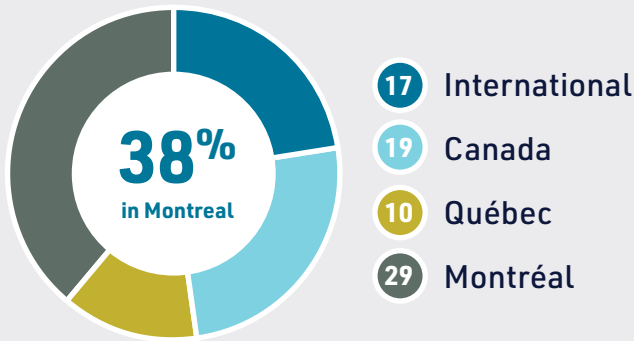
“In our 15th anniversary year, we added 13 new multi-year partnerships to our family of international and Canadian partner organizations.”

**Michelle LeDonne**  
Executive Director

**15 Year Partners**

- Action Réfugiés Montreal
- Dans La Rue
- Free The Slaves
- Martin Family Initiative
- Médecins Sans Frontières Canada
- Montreal Children's Hospital Foundation
- Princeton ReachOut 56-81-06

Project Locations



Focus Areas



76

Programs in 2023

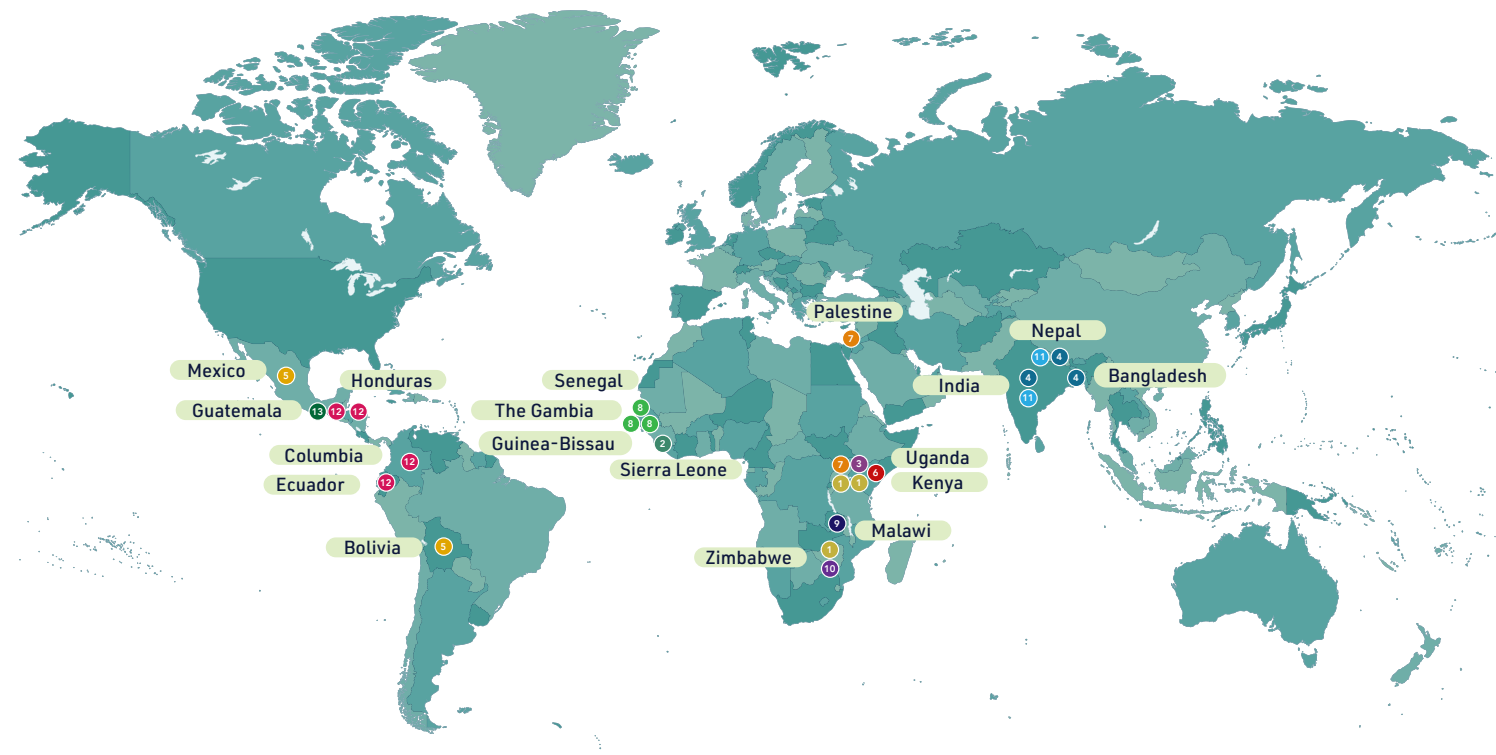
74

Partners in 2023

30%

Indigenous Programs

International Project Map



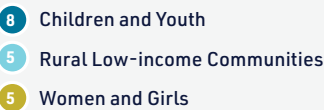
Issues



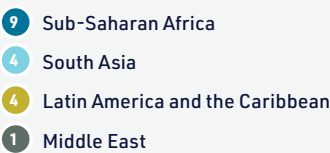
Focus Areas



Target Population



Partners by Region



		1	<b>Stephen Lewis Foundation:</b> HEALTH EQUITY
		2	<b>Partners in Health Canada:</b> HEALTH EQUITY
		3	<b>Hand in Hand International:</b> GENDER EQUITY + COMMUNITY RESILIENCE
		4	<b>Goodweave:</b> ERADICATING MODERN SLAVERY
		5	<b>Equimundo: Center for Masculinities and Social Justice:</b> GENDER EQUITY
		6	<b>RefuSHE:</b> GENDER EQUITY + HEALTH EQUITY
		7	<b>Care Canada:</b> GENDER EQUITY + INCLUSIVE ECONOMIES
		8	<b>Tostan Canada:</b> COMMUNITY RESILIENCE
		9	<b>Firelight Foundation:</b> ERADICATING MODERN SLAVERY
		10	<b>CAMFED Canada:</b> GENDER EQUITY + COMMUNITY RESILIENCE
		11	<b>Global Fund for Children:</b> ERADICATING MODERN SLAVERY
		12	<b>Children International:</b> INCLUSIVE ECONOMIES
		13	<b>Action Against Hunger:</b> COMMUNITY RESILIENCE + HEALTH EQUITY
		14	<b>Free The Slaves:</b> ERADICATING MODERN SLAVERY

14

Number of International Partners (19%)

43%

Community Development and Engagement Projects

50%

Partners in Sub-Saharan Africa

44%

Partners Supporting Children and Youth





**ԱՐԿԵՂԱԵ  
ILISAQSIVIK**

## Future Proofing Iisaqsivik

**Ilisaqsivik Society** is a not-for-profit organization in Clyde River, Nunavut, that has been providing services *by and for* the community for 25 years. It is a key pillar of support, offering counselling services, land-based programming, education, and employment programs rooted in Inuit culture and delivered in Inuktitut. Ilisaqsivik was founded by community members and is led by an Inuit Board and staff. It strives to have Inuit staff across all leadership positions and aims to become a model for a fully Inuit-led organization.

PFF's grant supports its three-year strategy to ensure the resilience and sustainability of this model.

Quote:

"The Pathy Family Foundation provides us flexible funding to build resilience within our organization. We are using the funds to strengthen our operational foundations and develop succession plans, to fill leadership positions with Inuit staff. This is so exciting for us, and the funding allows us to approach this thoughtfully and in ways that best set up success. We're able to provide training, resources and tools, and we're doing research and evaluation of our journey so that we can share our story and work with other organizations."

Ena Ann Aulaglaq, Director of Operations  
(Images courtesy of Ilisaqsivik Society)

**HEC MONTRÉAL**

## First Nations Executive Education

**The First Nations Executive Education (FNEE)** is a school created *by and for* First Nations. FNEE has a unique approach, where courses are co-created and co-dispensed in pairs by Indigenous academics and professionals who work in collaboration with Hautes Études Commerciales (HEC) faculty professors. This approach ensures that Indigenous experiences and ancient knowledge are meshed with cutting-edge leadership skills and practices, resulting in teachings that are directly transferable to First Nations realities.

PFF's grant supports the FNEE's ultimate objective of First Nations communities' social and economic prosperity.

Quote:

"Thanks to the Pathy Family Foundation, First Nations Executive Education has expanded its reach, enabling facilitators to conduct paired training sessions across Quebec, including First Nations communities and HEC Montreal. This accessibility fosters participants' development, empowering First Nations leaders and benefiting communities as a whole."

Ian Préfontaine,  
EDPN | FNEE Communications Advisor







**For a Generation of Nurturing, Equitable and Non-Violent Boys**

**Equimundo: Center for Masculinities and Social Justice** works towards long-term, sustainable change to promote gender equality and create a world free from violence. They do this by engaging men and boys in partnership with women, girls, and individuals of all gender identities. Their work emerges from more than two decades of local and international research, which informs their program development and advocacy.

PFF’s grant supports Equimundo’s Global Boyhood Initiative (GBI) in Latin America, initially focusing on Bolivia and Mexico, where they are developing a GBI curriculum for schools and teacher training modules in collaboration with local partners.

**Quote:**

“This grant has allowed us to promote the importance of boys being able to connect with others, feel their emotions and express them in non-violent ways through the finalization of our State of Mexican Boys report and the launch of the Global Boyhood Initiative Latin American hub. Through these, we are providing adults with evidence-based tools and content for them to engage with boys free from harmful stereotypes of masculinity. We look forward to continuing our work in 2024 and directly reaching teachers, parents and boys and girls.”

Melissa Wong Oviedo, Senior Program Officer



**Perinatal Care for Black and Racialized Mothers**

**Mino Care** (formerly Mommy Monitor) is a holistic virtual perinatal health care centre. They offer access to a range of customized, culturally safe healthcare services and supports to navigate reproductive and perinatal health. They provide wraparound services to hospitals, community health centres, and midwifery clinics to serve Black parents, filling the gap in reproductive, prenatal, and postpartum care for Black women, pregnant persons, and their families in Canada.

PFF’s grant supports Mino Care’s mission to create conditions for less stressful, safer, and happier pregnancies, which will reduce health risks and complications that disproportionately threaten racialized birthing persons and babies.

**Quote:**

“While working with PFF, we have had unwavering support from their team and through their funding. We have been able to rebrand, increase our ability to provide more services, continue to hold our annual conference, which is one of its kind in Canada and build our team. I am extremely grateful for this funding partnership that has helped us in this phase of growth, and I hope to continue this partnership for years to come.”

Elsie Amoako, Founder/CEO







Essential Goods Redistribution Program

Welcome Collective’s Essential Goods Redistribution Program provides refugee claimant families in Montreal with furniture and essential items upon arrival, while keeping gently used household goods out of landfills.

Using a revenue-generating social enterprise model, the program helps fund its operations through donor pick-up fees and is always free of charge for refugee claimant families.

PFF’s grant supports Welcome Collective to serve more refugee claimant families, provide additional job and volunteer opportunities for newcomers, invest in environmentally friendly practices, and develop capacity-building tools to share with other organizations.

Quote:

“The Pathy Family Foundation’s support means that Welcome Collective can not only continue our current operations but can also iterate, improve, and contribute to a society-wide shift towards practices which feed a circular economy.”

Dina Souleiman, Executive Director



Young Women Agriculture Guides Educating the Way to Climate Resiliency in Rural Zimbabwe

CAMFED is a pan-African, grassroots-led movement tackling poverty, inequality, and injustice through girls’ education and women’s leadership. Their model radically improves girls’ prospects of becoming independent, influential women.

PFF’s grant supports the Agriculture Guides program in Zimbabwe, where young women from underserved farming districts are trained as Agriculture Guides. They introduce climate change education in schools and share climate-smart agricultural practices with female farmers in rural communities. Ultimately, the program seeks to strengthen community resilience to climate change, reduce its impact on education and help girls stay in school.

Quote:

“Beyond school, CAMFED’s Agriculture Guide program leverages expertise in Indigenous and innovative climate-smart practices to build community resilience, improve food security and promote secure livelihoods through “agripreneurship”... The Agriculture Guide program has so far reached over 100,000 people.”

CAMFED Canada, 2023







90%

of participants learned something they will apply directly to their work with communities.



"I feel that we can do so much, and learning like this is going to be a whole new ball game for us."

P2P Participant

## Peer-to-Peer Learning Initiative | Gathering of Minds

In October 2023, nearly 30 staff from the Pathy Family Foundation's Indigenous-led and Indigenous-serving partner organizations came together for our 2nd annual Peer-to-Peer (P2P) Learning Gathering, held this year in Winnipeg and graciously co-hosted by our local partner, Ma Mawi Wi Chi Itata Centre.

P2P is an initiative launched by PFF in 2019 to strengthen our partners' work through peer learning, exchanging best practices, and providing support to each other in a brave space.

The three days at Ma Mawi Chi Itata Centre were rich with exchange, learning, and exploring opportunities for collaboration. Through a series of workshops and group sessions on a variety of participant-driven topics, the group built and strengthened relationships, expanded their resource networks, and gained a better understanding of different issues. The gathering also provided a space for rest, Indigenous healing and self-care services, connection with nature, and peer support. The momentum from the in-person gathering continues year-round through quarterly virtual sessions.

The learning goes beyond the partner networks - the PFF team is deeply grateful to our participating partner organizations for their generosity and trust in this process and for sharing openly with us the challenges encountered on the frontline and how funding practices can support organizations in addressing them. We are committed to implementing our learnings and our partners' feedback to further refine and adapt our grantmaking to their needs and realities.

Finally, we would like to sincerely thank the team and Knowledge Keepers at Ma Mawi Wi Chi Itata Centre, who warmly welcomed us into their beautiful spaces and generously shared their local cultural and healing resources with participants.

"Had a space to reflect. Left feeling motivated and rejuvenated and much less alone."

P2P Participant

"People feel very safe to say things to PFF staff because they've created such a good balance of relationship, humility, respect."

P2P Participant

~30

Staff from PFF's Partner Organizations Attended the 2nd Annual Gathering.



# Pathy Foundation Fellowship | The 2023-2024 Fellows

The Pathy Foundation Fellowship is a 12-month opportunity for graduating students from six Canadian universities who have an existing connection with a community anywhere in the world and an innovative initiative idea to strengthen that community. The program is managed by the Coady International Institute, which provides the Fellows with leadership and citizen-led development training and ongoing support towards creating sustainable social change in their chosen community.

To read more about their exciting community initiatives, please visit <https://coady.stfx.ca/introducing-the-2023-24-pathy-fellows/>.



**Laila Alfadhli**  
**University of Ottawa**

**Community:** Muslim Women (Sakeenah Homes), Ottawa, ON  
**Initiative Synopsis:** Anti-Human Trafficking of Muslim Women Taskforce

**Anthony Ighomuaye**  
**Queen's University**

**Community:** Rickshaw Drivers Community, Lagos, Nigeria  
**Initiative Synopsis:** Revolutionizing Rickshaw Energy Ecosystem for Self-Driven Sustainability

**Aubrey Apps**  
**Queen's University**

**Community:** Sexual Violence Prevention Response Community, Kingston, ON  
**Initiative Synopsis:** Youth for Consent Culture

**Sara-Maya Kaba**  
**Queen's**

**Community:** Youth (ages 14-18), Pakistan  
**Initiative Synopsis:** آواز Aawaaz: Mental Health Promotion Through Performing Arts

**Fanta Ly**  
**McGill University**

**Community:** Black Students, BlackAdemiaCanada & other Black organizations, Turtle Island (Canada)  
**Initiative Synopsis:** From Inclusion to Retention: A Rights-Based Approach to Black Educational Attainment

**Sophie McCafferty**  
**Bishop's University**

**Community:** TPM Campus, Chilanga, Malawi  
**Initiative Synopsis:** Agroecological Soil Remediation using Goats

**Jacqueline Tomazic**  
**Queen's University**

**Community:** Pamoja Tunaweza Women's Center, Moshi, Tanzania  
**Initiative Synopsis:** Menstrual Health and Empowerment

**Danie K. Mahirane**  
**University of Ottawa**

**Community:** Kyaka II Settlement Camp, Kyegegwa District, Uganda  
**Initiative Synopsis:** SASA-RDC: Now for the Future

**Maëlle Weber**  
**St. Francis Xavier University**

**Community:** Antigonish Women's Resource Center & Sexual Assault Services, Antigonish, NS  
**Initiative Synopsis:** Asexual Queeries on Comprehensive Sexuality Education



Partners and Projects | 2023

<b>Action Against Hunger</b> Strengthening Local Participation in Nutrition and Health Solutions for Chortí Families in Chiquimulain, Guatemala	<b>CAMFED Canada</b> Young Women Agriculture Guides Educating the Way to Climate Resiliency in Rural Zimbabwe
<b>Action Réfugiés Montreal</b> Private Refugee Sponsorship Program	<b>Canadian Centre To End Human Trafficking</b> Building Canada’s National Human Trafficking Hotline
<b>Alloprof</b> Techo-Pedagogical Adaptation of Alloprof into English and Beyond	<b>Care Canada</b> Women’s Voice and Leadership in Uganda and West Bank and Gaza
<b>Blue Door</b> Construct – A Social Enterprise by Blue Door	<b>Centraide of Greater Montreal</b> Collective Impact Project (PIC) Phase II
<b>Brain Canada</b> Early Years Initiative	<b>Centre Sherpa/Montreal Children’s Hospital Foundation</b> Supporting the Wellbeing and Resilience of Newcomer Children and Youth in Quebec
<b>C A C T U S Montreal</b> The GIAP (Groupe d’intervention alternative des pairs)	<b>Children International Canada</b> Renewal Into Employment
<b>C.A.R.E. Jeunesse</b> Support for a Safe Exit out of Foster Care	<b>Coady International Institute</b> Management of Pathy Foundation Fellowship

<b>Dans la Rue</b> Promoting Youth Autonomy and Preventing Youth Homelessness
<b>Elizabeth Fry Society of Mainland Nova Scotia</b> GATE Program: Girls Action Against Trafficking and Exploitation
<b>Equimundo: Center for Masculinities and Social Justice</b> For a Generation of Nurturing, Equitable and Non-violent Boys
<b>Excellence in Literacy Foundation</b> Reading Revolution
<b>Firelight Foundation</b> Community-Based Interventions in the Fight Against Child Marriage in Malawi
<b>Habilitas Foundation</b> Transition to Adulthood
<b>Fondation HEC Montréal</b> First Nations Executive Education: a school for and by First Nations (FNEE)

Partners and Projects | 2023

<b>Fondation La Rue Des Femmes</b> Relational Health Institute	<b>Head &amp; Hands</b> Street Work
<b>Fondation Marie-Vincent</b> Consolidation and Expansion of Therapeutic Services for Teenage Victims of Sexual Violence	<b>Ilisaqsivik Society</b> Future Proofing Ilisaqsivik
<b>Foundation of Greater Montreal</b> The Collective Fund for Social Equity	<b>Grand Challenges Canada Foundation</b> Bringing Indigenous Innovation to Scale
<b>FOXY (Fostering Open expression among Youth)</b> FOXY & SMASH: Empowering Northern Youth for Healthy Relationships	<b>Indspire</b> Build from Within
<b>Free The Slaves</b> Road to Lasting Freedom: A Community-Led Program	<b>Institut F</b> Empowering Young Muslim Women and Families
<b>Global Fund for Children</b> Empowering Grassroots Organizations to Address Child Trafficking	<b>Je Passe Partout</b> Primary & Secondary School Support Renewal
<b>GoodWeave</b> Renewed Strategy to Accelerate Child Rescue and Rehabilitation	<b>Le Groupe communautaire L’Itinéraire</b> Café de la Maison Ronde
<b>Hand in Hand International</b> Planet-Friendly Farming for Rural Communities in Kenya	<b>LI-BER-T House</b> LI-BER-T House for Women
	<b>LOVE Quebec</b> LOVE as a Safe Space and Third Place for Marginalized Youth
	<b>Ma Mawi Wi Chi Itata Centre</b> Mobile Outreach Program

<b>Maison d’Haiti</b> Sexual Exploitation Prevention Program for Youth in Saint-Michel
<b>Martin Family Initiative</b> Early Years Initiative
<b>Médecins du Monde</b> Indigenous Health Navigators and Psychological Support
<b>Médecins Sans Frontières Canada</b> Support of the Syria-Türkiye Earthquakes Response
<b>Mino Care</b> Culturally appropriate perinatal care for Black and racialized mothers
<b>Mohawk Council of Kahnawà:ke</b> Kahnawà:ke Cultural Center (The Kanien’kehá:ka Onkwawén:na Raotitióhkwa Language and Cultural Center) Campaign
<b>Montreal Children’s Hospital Foundation</b> Precision Communication in Pediatric Surgery



Partners and Projects | 2023

**Montreal Children’s Hospital Foundation**  
Pediatric Sleep Centre for Excellence

**Montreal Neurological Institute and Hospital**  
Navigator Patient Model of Care

**National Association of Friendship Centres**  
Urban Indigenous Youth Leadership Program

**Native Montreal**  
Family Navigator

**Native Women’s Shelter of Montreal**  
Iskweu: Adequate Reponse to Missing and Murdered Indigenous Women

**New Pathways Foundation**  
First Nations Leadership Camp for Youth

**Outside Looking In**  
Dance Program

**Paroles d’excluEs**  
Innovative Practices in Community-Based Health

**Partners in Health Canada**  
Social Support for Vulnerable Patients in Sierra Leone

**Petites-Mains**  
Facilitating the Socio-Professional Integration of Immigrants and Refugees

**Physical Literacy for Life**  
Wellness and Physical Wellbeing Through Schools

**Pour 3 Points**  
Life Skills Coaching and Mentorship for Youth

**Project 10**  
Full Circle: Increasing Youth Well-Being Through Interconnected Communities

**Projets Autochtones du Québec (PAQ)**  
Essential Support, Well-Being, and Homelessness Prevention Services for Urban Indigenous People

**RefuSHE**  
Protecting Refugee Girls and Young Women from Physical and Psychological Harm

**Réseau Enfant-Retour Québec**  
Expanding Community Prevention Response to Youth Exploitation in Quebec

**Resilience Montreal**  
Indigenous Wellness Centre

**RIVO - Resilience**  
Psychological and Psychosocial Support for Traumatized Refugee Women

**SeeChange Initiative**  
Tackling TB in Nunavut: A Task Sharing Approach

**Stephen Lewis Foundation**  
Strengthening the Response to Children With and Affected by HIV in Sub-Saharan Africa

**Tostan Canada**  
Scaling Well-Being and Promoting Good Governance Through Citizen Engagement

**Unicef Canada**  
Support of the Syria-Türkiye Earthquakes Response

**Voice Found**  
Strength Found

Partners and Projects | 2023

**Welcome Collective**  
Essential Goods Redistribution Program

**White Ribbon**  
Promoting Healthy Masculinities with Youth from Coast to Coast

**Windmill Microlending**  
Turning Potential into Prosperity for Quebec’s Newcomers s

**Y des Femmes**  
Passport to Employment Program

**Youth Fusion**  
Empowering Indigenous Youth Through Experiential Learning and Community Engagement





Photo Credits | Thank You

**Page 6:**  
Youth Fusion, GoodWeave, Martin Family Initiative

**Page 10:**  
Ilisaqsivik Society

**Page 11:**  
HEC Montréal

**Page 12:**  
Equimundo

**Page 13:**  
Mino Care

**Page 14:**  
Welcome Collective

**Page 15:**  
CAMFED

**Page 21:**  
GoodWeave

**Page 27:**  
Children International, Youth Fusion, Pour 3 Points







The PFF is a private foundation based in Montreal.

Our team is active in searching for partnerships in our areas of focus that meet our criteria for social change and impact.