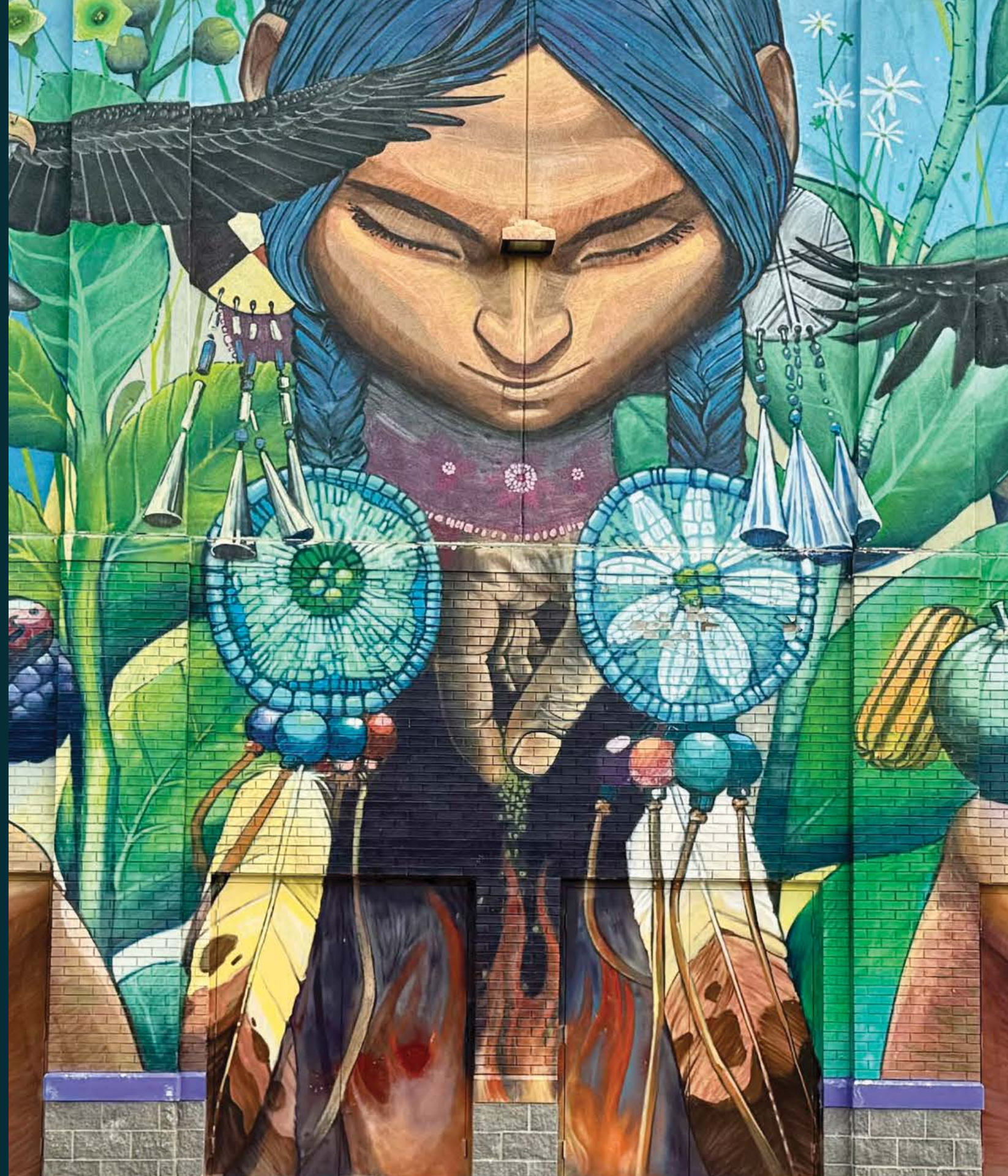




# 2024

## Annual Report

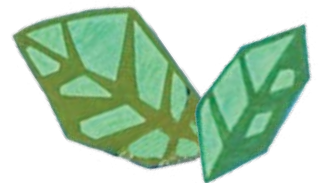




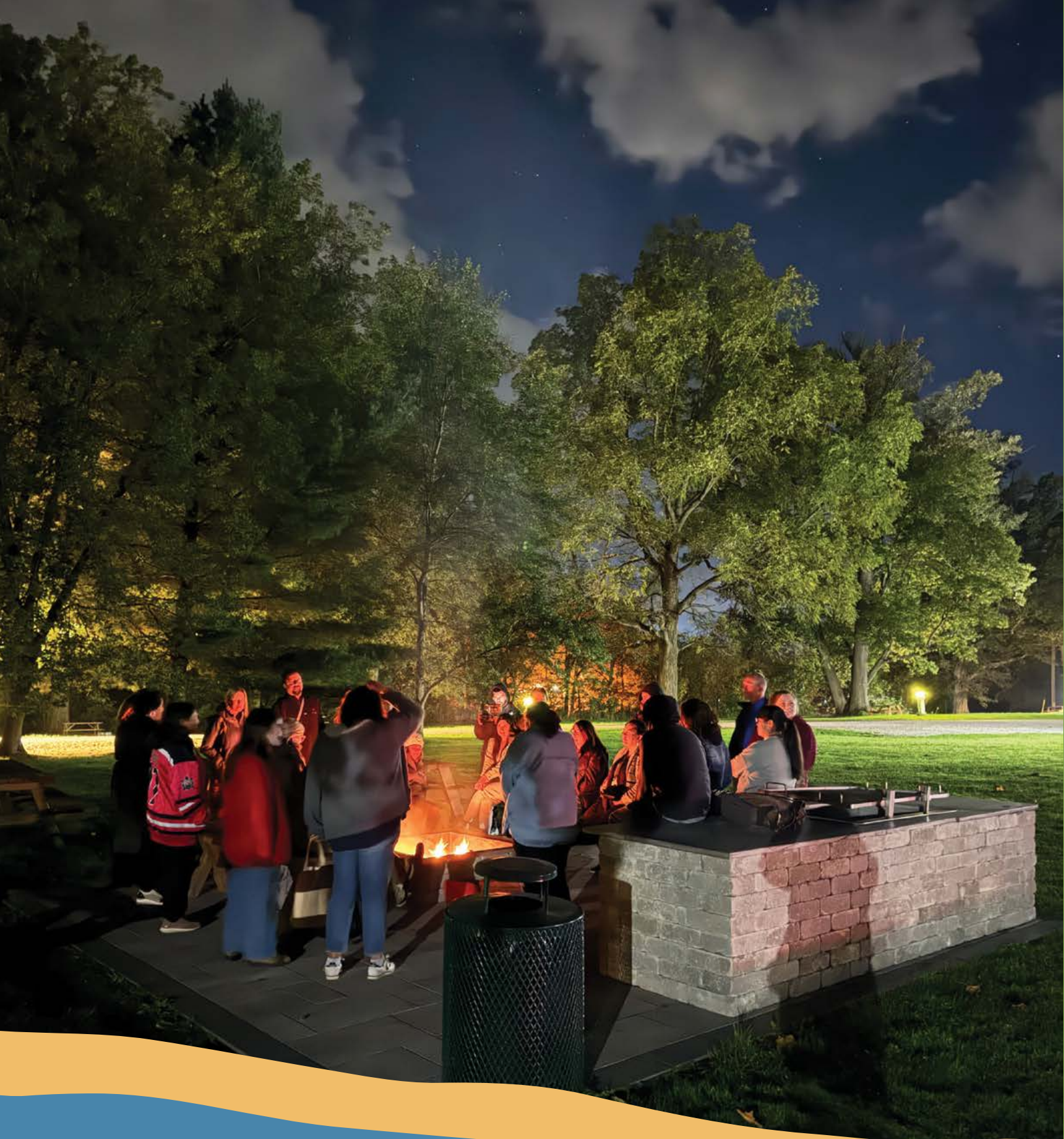


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# Our Foundation

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 collaboration and partnerships, and in supporting the leadership of communities and their organizations in their pursuit of positive social change.

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).



# Introduction

Mark Pathy, Chairman

Looking back on the year, I am filled with both pride and anticipation. 2024 marked a significant new chapter for the Pathy Family Foundation, one defined by a renewed sense of purpose and the continued evolution of our family's deeply rooted commitment to giving back and creating lasting social change.

The Board of Directors also remains committed to deepening our understanding of the complex issues we aim to address through the Foundation's funding. We recognize that staying informed and engaged is essential to making a meaningful impact, and we are dedicated to continuous learning and improvement. This learning journey also equips us to make decisions that are grounded in the most current insights and are reflective of the communities we serve.

As we built a strong new team, we also focused on strengthening our partnerships with the organizations that are driving meaningful change. Our partner organizations, working on the ground to address critical issues across health, education, community development, and more, are the true champions of our mission. Their tireless efforts continue to inspire us, and we are proud to provide not just funding, but ongoing support to help them scale, collaborate, and reach even more people in need.

In 2025, we are committed to deepening these relationships, empowering our partners to achieve long-term success, and ensuring that our collective efforts leave a lasting legacy. Together with our team and partners, we are shaping a brighter, more sustainable future—one that honors the values passed down through generations of our family, while also embracing new ideas and innovations for tomorrow.



Mark Pathy  
CHAIRMAN



# Year in Review

Michelle LeDonne, Executive Director

2024 continued a season of transition and evolution at the Pathy Family Foundation (PFF). Strengthened by a reinforced team, the Foundation supported over 60 organizations with multi-year, flexible funding. Together with our Board of Directors, with the goal of generating greater and more focused impacts, PFF also carried out significant research and strategic planning to guide our future direction and streamline our processes.

As you will see in the following pages, PFF partner organizations work tirelessly – in Montreal, in Indigenous communities across Canada, and around the world – to address intergenerational and systemic social issues and tackle their root causes through community-driven solutions, adapted supports, and collective action. We listen to and learn from our partners, as we adapt our grantmaking practices and work to connect them to resources that go beyond our financial support.

PFF also remains committed to promoting ecosystems of change through collaboration and learning. Our peer-learning initiative, now in its 3<sup>rd</sup> year, brought partners from 18 Indigenous-serving organizations to Six Nations of the Grand River for 3 rewarding days of knowledge sharing and relationship-building. The Pathy Foundation Fellowship continued to flourish and will welcome its 10<sup>th</sup> anniversary cohort in 2025.

Every day, it is an honour and a privilege to accompany PFF's partners in their work and to learn from the lived and professional experiences that are so generously shared with us. I am fortunate and excited to work alongside our talented new team and dynamic Board, as we navigate increasingly challenging and uncertain times together, grounded in shared values and a true spirit of partnership.

With gratitude,



**Michelle LeDonne**  
EXECUTIVE DIRECTOR

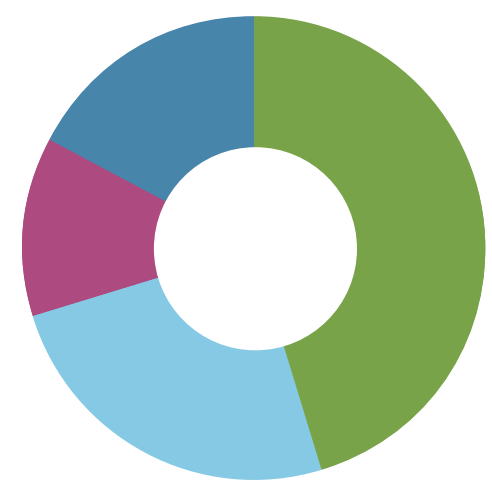


# Grantmaking Overview

69  
Projects

68  
Partners

## Focus Areas



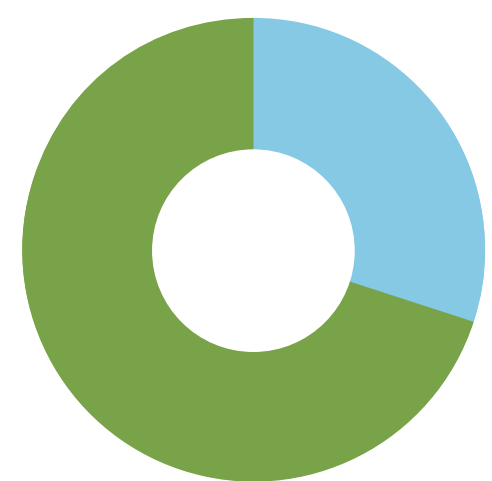
- Rights and Empowerment ..... 45%
- Education and Leadership ..... 25%
- Social Entrepreneurship and Inclusive Economies ..... 13%
- Community Engagement and Development ..... 17%

## Locations



- Montreal ..... 40%
- Quebec ..... 12%
- Canada ..... 26%
- International ..... 22%

## Indigenous Projects



- Indigenous ..... 29%
- Local and Global ..... 71%



# Spotlight on our Partners

## LI-BER-T House

LI-BER-T House is a by-and-for community organization in Pointe-Claire, Quebec, supporting women in their recovery journeys after completion of a substance abuse treatment program. LI-BER-T House offers secure housing and a holistic and personalized model to accompany women during their reintegration, with the goal of escaping the vicious cycles of addiction, poverty, and criminalization.

*“The funding from the Pathy Family Foundation covers more than ⅓ of our salaries, allowing us to concentrate on quality of service rather than where the next paycheck is coming from. Staff around-the-clock offer our clients a safe and secure environment; the house runs smoothly; 24/7 individual support and, in times of crisis. Access to staff is essential for our clients to reach their goals and maintain sobriety. This grant is used to retain the staff who have specific expertise in the areas of social and community work, enabling LI-BER-T to continue to offer activities geared toward reintegration and self-sufficiency.”*

**Liane Berry**  
EXECUTIVE DIRECTOR







## The Roundhouse Café Program

The Roundhouse Café program, supported by L'itinéraire, provides an inclusive and safe space for marginalized community members, with a specific focus on supporting Indigenous individuals. Located in the heart of Montreal, the Roundhouse Café program combines employability, reconciliation, inclusion, and empowerment. This innovative project helps break the cycle of isolation, restores dignity, and fosters pride.

*“The support of the Pathy Family Foundation brings invaluable stability to the Roundhouse Café program, which depended mainly on government project funding. Beyond the funding, the way PFF creates links between the organizations they support and involves their team, including the Board of Directors, shows a sincere and inspiring commitment. This partnership gives us the impetus we need to continue developing our initiatives and supporting marginalized Indigenous community members.”*

**Marilou Maisonneuve**  
PROJECT MANAGER



## RefuSHE

RefuSHE is a locally-led organization based in Nairobi, Kenya, that supports unaccompanied and separated refugee girls, young women, and their children. RefuSHE's holistic and trauma-informed model provides safe housing, mental health support, educational programming, vocational training, and case management support to refugees in Nairobi.

*“The Pathy Family Foundation helps support RefuSHE’s Safe House, where we provide shelter, protection, education, cottage and vocational skills training for residents and those transitioning to the girl empowerment program – a holistic program for vulnerable refugee women and children in Nairobi, Kenya. PFF’s support also helps fund our Mental Health Program, which offers trauma-informed therapy, psychoeducation, tele-counseling (embedded in the SheLearns virtual Platform) and movement-based healing to address the psychological needs of urban refugees. Together, these vital programs ensure that young refugee women and girls regain emotional stability, hope, and the tools to build a brighter future.”*

**Madeline Balser**  
SENIOR MANAGER OF DEVELOPMENT  
AND COMMUNICATIONS







## Tostan

Established in 1991 and headquartered in Dakar, Senegal, Tostan works to empower rural and remote African communities to bring about positive social transformation and sustainable development through a holistic, empowering education program. Their human rights-based program has reached more than five million people across eight African countries.

*“The Pathy Family Foundation has been a long-term and trusted partner, providing critical support across Tostan’s key strategic pathways and helping us realize our shared vision for 2030.*

*Through Pathy’s emphasis on meaningful partnership engagement, collaborative processes, and deep understanding of Tostan’s mission, we have not only been able to continue implementing our flagship Community Empowerment Program, but also significantly enhance its impact through major programmatic innovations, such as focusing a lens on the economic empowerment of women and girls, decentralized*

*government and community partnerships for sustained change, greater civic engagement contributing to communities’ increased capacity to develop and pursue their visions for wellbeing.*

*Additionally, we have systematized and expanded our platform for training, sharing, and influencing global actors who support community-led initiatives. This has further amplified Tostan’s approach and methodology, broadening its partnerships, impact, and reach. The learning is amplified through the Community of Practice, which has become a vibrant network of hundreds of organizations, sharing practices & opportunities for addressing common challenges, and leveraging mutual and collective wisdom.*

*We are deeply grateful to the Pathy Family Foundation and its board for their generosity, continued support and confidence in our work.”*

**Danielle Manning-Halsey**  
HEAD OF US PARTNERSHIPS  
AND PHILANTHROPY



## Kanien'kehá:ka Onkwawén:na Raotitióhkwa Language and Cultural Center

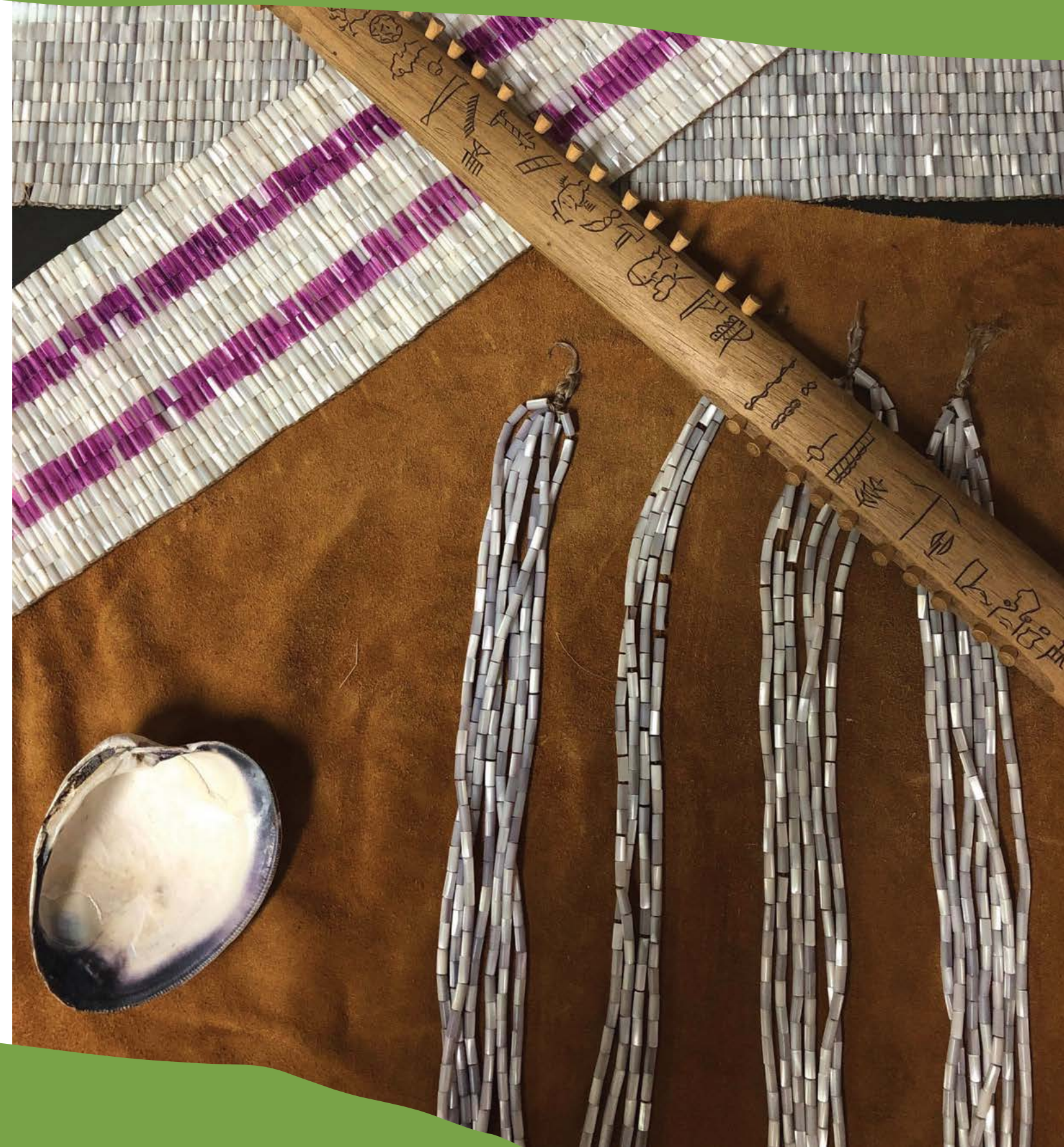
The Kanien'kehá:ka Onkwawén:na Raotitióhkwa Language and Cultural Center in Kahnawà:ke leads and encourages the community to practice, maintain, respect, embrace and preserve Mohawk language, beliefs, values, customs, and traditions. In so doing, they aim to ensure the continued existence of the Mohawk language and foster awareness and pride for Mohawk traditions and heritage. The new Cultural Center, designed in consultation with the community, will serve as a vital hub for language revitalization, cultural development and preservation, education, performing arts, and archives. It will be open to all and serve as a meeting place, a historical and educational destination, and a tourist attraction for visitors from Montreal and beyond.

*"Kanien'kehá:ka Onkwawén:na Raotitióhkwa Language and Cultural Center (KORLCC) has been in operation in the community of Kahnawà:ke since 1978, entrusted with the mandate of language and cultural preservation and revitalization, and Turtle Island Theatre has been without a home for over a decade.*

*With the beginning of this huge project, many people have come forward with items to donate to the museum, and there has been a buzz within the art demographic within our sports-heavy community, of excitement. Excitement to have a space where people can learn our language, our ways, have a place to express themselves.*

*It is long overdue, and we thank everyone for supporting this dream."*

Kawennanóron Lisa Phillips  
EXECUTIVE DIRECTOR







## FOXY

FOXY (Fostering Open eXpression among Youth) is a non-profit organization active since 2012. Initially a project of the Institute for Circumpolar Health Research since 2012, FOXY focuses on promoting sexual health and healthy relationships among young people in the Northwest Territories, Yukon, and Nunavut. In 2014, FOXY received the Arctic Inspiration Prize, which helped expand its programs, including the development of SMASH (Strength, Masculinities, and Sexual Health) for young men.

*“Thanks to the generous support of the Pathy Family Foundation, FOXY was able to hold 7 workshops in Nunavut communities and 4 in Yukon Communities. At these workshops, youth are led through a series of arts-based activities to develop sexual and mental health skills. The support of PFF has also sponsored the participation of 25 youth from the Yukon and Nunavut at our on-the-land Peer Leader Retreats where in addition to gaining knowledge in sexual and mental health, participants receive mentorship in leadership and are able to engage in cultural exchange with youth across the North.”*

**Candice Lys**  
CO-FOUNDER AND EXECUTIVE DIRECTOR



# Peer-to-Peer

## *The Gathering of Minds* Peer Learning Initiative

In October 2024, 35 staff from 18 of the Pathy Family Foundation's Indigenous-led and Indigenous-serving partner organizations came together for our 3<sup>rd</sup> annual Peer-to-Peer (P2P) learning initiative, the Gathering of Minds, hosted this year in Six Nations of the Grand River in Ontario, the only First Nations community that includes all six Haudenosaunee nations: the Cayuga, Seneca, Onondaga, Oneida, Mohawk, and Tuscarora.

The joy was palpable as partners reunited and conversations were quick to flow. Throughout the 3-day gathering, participants engaged in meaningful dialogue, shared their knowledge and experiences, and explored innovative approaches to addressing the challenges faced by their communities. The atmosphere was one of mutual respect and support.

This year also marked the launch of the collaboration fund, which provides seed funding for 2 or more Gathering of Minds partner organizations who wish to work together on a shared project, or to explore the possibility of a future collaboration. 3 collaborative projects received funding.

The PFF team extends our heartfelt thanks to our community hosts, Greg and Doris Henhawk, for their generosity in tirelessly preparing for the event and for welcoming us to their home community with genuine warmth and pride. Much gratitude also to Hope Sanderson, OLI Executive Director, and Mikenzie Sandy, Six Nations Knowledge Carrier, for joining our planning committee and collaboratively shaping the agenda, and to Christy Morgan for facilitating the gathering for the third year in a row.

We recognize the importance of honouring Indigenous wisdom and practices in our pursuit of social justice and equity. As we move forward, we carry the spirit of this gathering into our ongoing work of building relationships grounded in trust, respect, and a shared commitment to uplift and empower our communities.





# Pathy Foundation Fellowship

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



Lil Borger

**COMMUNITY:** University Students and Unhoused Individuals in Milton-Parc, Montreal, Canada

**INITIATIVE SYNOPSIS:** Building Relationships Between Students and Unhoused Individuals



Ravia Dhaliwal

**COMMUNITY:** Elder Punjabi Women in Edmonton, Alberta

**INITIATIVE SYNOPSIS:** Centering Punjabi Grandmothers in Community Addictions Education and Support



Chama Laassassy

**COMMUNITY:** At-Risk Youth, Nador, Morocco

**INITIATIVE SYNOPSIS:** إسهامات | ISWI : Purpose for At-Risk Youth | الناظور, المغرب



Shona Moreau

**COMMUNITY:** Refugee and Asylum Seekers, Johannesburg South Africa

**INITIATIVE SYNOPSIS:** Empowering Refugees Through Legal Aid Access



Chidera Onyegbule

**COMMUNITY:** Black youth, Ottawa, Ontario

**INITIATIVE SYNOPSIS:** Links To Locs, Equitable Haircare For Black Youth Through Services, Training and Accessibility



Damai Siallagan

**COMMUNITY:** The Batak Toba, Tuktuk Siadong, Indonesia

**INITIATIVE SYNOPSIS:** -ꦥꦱꦢꦲꦲꦺꦤ꧀ꦥꦫꦱꦺꦴꦭꦸꦤ꧀ | Pasadahon Parsolu: Enriching Community-Driven Tourism through Cooperative Innovation



# PFF Team

The Pathy Family Foundation’s team is at the heart of our relational grantmaking approach. We are happy to share more about our roles, in our own words:



I feel incredibly honored to work for the Pathy Family Foundation, where I have the privilege of collaborating with so many exceptional partner organizations that are making a profound impact in their communities. Having spent much of my career in the charitable sector, I understand the challenges these organizations face, and I am continually inspired by their dedication, resilience, and passion. It is an honor to contribute, in any way possible, to their efforts in fostering lasting, positive change that strengthens communities for years to come.

**Beth Symansky**  
SENIOR OPERATIONS MANAGER



I’m passionate about advocating for Indigenous rights, social justice, and community-driven change. With years of experience supporting Indigenous women, families, and survivors of violence, I’ve seen firsthand the power of grassroots advocacy and trust-based philanthropy. Working at the Pathy Family Foundation, I get to help foster meaningful relationships and support initiatives that truly empower communities.

**Janis Qavavauq-Bibeau**  
PROGRAM MANAGER



In my role at PFF, I am deeply inspired by the passion, creativity, and resilience of our partner organizations. It is a privilege to work with our partners and learn from their expertise. I appreciate that we focus on fostering sustainable change through multi-year grants, which allow for thoughtful, long-term strategies to address root causes rather than temporary fixes. It’s fulfilling to see how, through our partnerships, we can strengthen capacity, amplify local solutions, and create lasting, systemic impact. I also value being part of a team that listens deeply, learns continuously, and strives to align resources with community needs and visions.

**Carole Muriithi**  
SENIOR PROGRAM MANAGER



I love what I do at PFF because it allows me to deeply appreciate, connect with, and learn from our community partners. I am in awe of the deep passion and responsibility that our partners have for their work, despite all the challenges they face. The work they do is not easy at all, and as a member of the Foundation team, this influences how I approach my work and how we try to better support, resource, and connect with our community partners. Being part of the PFF team is a privilege. It is a team where every member is also connected to our communities which makes the work feel grounded, meaningful, and reciprocal.

**Salma Tihani**  
PROGRAM MANAGER





# 2024 Partners and Projects

## Action Against Hunger

Strengthening Local Participation in Nutrition and Health Solutions for Chortí Families in Chiquimulain in Guatemala

## Alloprof

Techno – Pedagogical Adaptation of Alloprof into English and Beyond

## Blue Door

Construct – A Social Enterprise by Blue Door

## C A C T U S Montreal

The GIAP (Groupe d'intervention alternative des pairs)

## C.A.R.E. Jeunesse

Support for a Safe Exit out of Foster Care

## CAMFED Canada

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

## Canadian Centre To End Human Trafficking

Building Canada's National Human Trafficking Hotline

## Care Canada

Women's Voice and Leadership in Uganda and WBG

## Centraide of Greater Montreal

Collective Impact Project (PIC) Phase II

## Centre Sherpa/ Montreal Children's Hospital Foundation

Supporting the Wellbeing and Resilience of Newcomer Children and Youth in Quebec

## Children International Canada

Into Employment program

## Coady International Institute

Management of Pathy Foundation Fellowship



## Dans la Rue

Promoting Youth Autonomy and  
Preventing Youth Homelessness

## Elizabeth Fry Society of Mainland Nova Scotia

GATE Healing

## Equimundo: Center for Masculinities and Social Justice

For a Generation of Nurturing,  
Equitable and Non-violent Boys

## Excellence in Literacy Foundation

Reading Revolution

## Femmes autochtones du Québec

Summit on the Future of Defending the  
Rights of Indigenous Women in Quebec

## Firelight Foundation

Community-Based Interventions  
in the Fight Against Child Marriage  
in Malawi

## Fondation Habilitas Foundation

Transition to Adulthood

## Fondation HEC Montréal

First Nations Executive Education:  
a school for and by First Nations (FNEE)

## Fondation La Rue Des Femmes

Institute in Relational Health

## Fondation Marie-Vincent

Consolidation and Expansion of  
therapeutic services for teenage victims  
of sexual violence

## Foundation of Greater Montreal

The Collective Fund for Social Equity





FOXY (Fostering Open expression among Youth)

FOXY & SMASH Northern Mental & Sexual Health Program

Free The Slaves

Lasting Road to Freedom

Global Fund for Children

Addressing Root Causes of Child Exploitation and Harm in South Asia – ARC

GoodWeave

Strategy to Accelerate Child Rescue and Rehabilitation

Grand Challenges Canada Foundation

Bringing Indigenous Innovation to Scale

Hand in Hand International

Planet-Friendly Farming for Rural Communities in Kenya

Head & Hands

Street Work

Ilisaqsivik Society

Future Proofing Ilisaqsivik

Institut F

Empowering Young Muslim Women and Families

Je Passe Partout

Primary & Secondary School Support

L’Itinéraire

Roundhouse Café

LI-BER-T House

LI-BER-T House for Women

LOVE Quebec

LOVE as a Safe Space and Third Place for Marginalized Youth

Ma Mawi Wi Chi Itata Centre

Mobile Outreach Program

Martin Family Initiative

Early Years Initiative Expansion

Médecins du Monde

Indigenous Health Navigators and Psychological Support

Médecins Sans Frontières Canada

Support of the Syria-Türkiye Earthquakes Response

Mino Care

Culturally Appropriate Perinatal Care for Black and Racialized Mothers

Mohawk Council of Kahnawà:ke

Kahnawà:ke Cultural Center (The Kanien’kehá:ka Onkwawén:na Raotitióhkwa Language and Cultural Center) Campaign

Montreal Children’s Hospital Foundation

Precision Communication in Pediatric Surgery

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

Leadership Camp for First Nations’ for Youth Extension

Outside Looking In

OLI 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

## 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

## 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 Expansion

## Welcome Collective

Essential Goods Redistribution Program

## White Ribbon

Promoting Healthy Masculinities with Youth from Coast to Coast (Phase 2)

## Windmill Microlending

Turning Potential Into Prosperity for Quebec's Newcomers

## Winnipeg School Division

Teach for Tomorrow: Skill Development (Indigenous Teachers)

## Y des Femmes

Passport to Employment Program





# Photo Credits

## Cover Photo:

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## Inside front cover:

Peer-to-Peer

## Page 5:

Nadia Zheng

## Page 7:

LI-BER-T House

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The Roundhouse Café Program

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RefuSHE

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Nadia Zheng

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Hand in Hand

## Page 17:

Free the Slaves

## Page 20:

Ilisaqsivik Society





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.

We are honoured to feature the artwork of the Six Nations of the Grand River mural throughout this year's Annual Report. The mural is a creation of the talented Chilean Alapinta Muralist Collective, and stands as a testament to healing, friendship, and cultural pride. This sense of pride and connection was deeply felt by our partners and team as the Six Nations community welcomed us for this year's Peer-to-Peer Learning Gathering, and we share these beautiful images with much thanks, humility, and celebration. We extend our sincere gratitude to the Six Nations of the Grand River Elected Council and the community members for their permission to showcase this piece.

