

new
Pathways
FOUNDATION

Annual Report

2020-2021



Our vision

To see First Nations in Quebec who are **AUTONOMOUS, SELF-DETERMINED** and **LIVING IN A STATE OF SUSTAINED WELLES** thanks to flourishing youth who are proud of their identity and their abilities. **YOUNG PEOPLE WHO ARE CONFIDENT AND COMMITTED** to a better future.

Our mission

TO ENGAGE AND SUPPORT First Nations youth in Quebec in their **WELLNESS**, their **INDIVIDUAL AND COLLECTIVE DEVELOPMENT** and their **FULFILMENT**.

Our guiding principles

1. **STRENGTHEN THE CULTURAL IDENTITY, PRIDE AND SENSE OF BELONGING** of First Nations youth;
2. **BUILD** their **CONFIDENCE** and **FOSTER** their **DEVELOPMENT**;
3. **GIVE THEM EXPERIENCES** allowing them to **EXPLORE NEW HORIZONS**.



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Message from the President and the Executive Director



The year 2020 was to be a year of celebration for the New Pathways Foundation. Indeed, we were celebrating our 10th anniversary. The celebrations have obviously given way to the many challenges arising from the pandemic. It goes without saying that the world population has had to face different ordeals: death, illness, isolation, loss of loved ones, financial difficulties, failures, bankruptcies, fear, anxiety...

More than ever, charities have been and continue to be called upon to support and help those in need. The needs keep increasing and the situation in the organizations is becoming critical. Income is declining, especially revenue stemming from fundraising activities and events; the number of volunteers is decreasing, and it is difficult to keep paid positions and maintain stability in terms of activities; employees are experiencing burnout caused by an imbalance between personal and professional life.

As with many organizations, we had to suspend activities for our young people. The year 2020-2021 will not have been a year of activities, but rather a year of reflection, innovation, experimentation and development. We have worked to continue to be there for our young people, even remotely, knowing that they were among the most affected by the pernicious effects of the pandemic. We have worked to be ready for the possible resumption of activities by increasing our organizational capacity and developing tools to improve the scope and impacts of our projects.

We would therefore like to thank the Foundation staff members who were able to adapt and show sensitivity and creativity in the face of profound changes. They were able to remain on the lookout for new needs and the amplified needs of our youth in order to offer them the best possible support.

Thank you also to our funders and donors who have been attentive and flexible in terms of helping with our challenges during a pandemic.

In 2021-2022, let us continue to be resilient and be there for our young people. Thank you for your trust and support.



10 ans Fondation Nouveaux Sentiers / New Pathways Foundation 10 years

Video of our 10th anniversary available on our website

A handwritten signature in blue ink, reading 'Mickel Robertson'.

Mickel Robertson,
President

A handwritten signature in blue ink, reading 'Marie-Claude Cleary'.

Marie-Claude Cleary,
Executive Director

OUR 2020-2021 initiatives

THE NEW PATHWAYS CAMPS

At the heart of the Foundation, there are camps!

Places of learning, of self-acquaintance and for meeting others, the camps offer a transformative experience in an experiential approach that we define by living together.

The camps are characterized by a set of techniques and practices that target both the needs and the potential of First Nations youth. We believe that with this approach, young people can experience more success, gain a sense of achievement and thus reveal their full potential to themselves.

The camps provide an alternative learning space where culture and self-knowledge are at the heart of the process. They are a way of enabling young people to experience accomplishments through alternative educational experiences which, by the same token, nourish their perseverance. The camps are an ecosystem at the service of young people, where they are encouraged to realize their own opinions and the value of these.

A DAY CAMP IN VAL-D'OR

For the year 2020-2021, we were only able to hold one camp due to the pandemic. It was a regional urban day camp that was made possible in the summer of 2020 thanks to the temporary relaxation of the public health directives. This camp, which took place in Val d'Or, was held in partnership with Exeko, the Val d'Or Native Friendship Centre and Kinawit, an Anicinabe cultural site.

The objectives of the camp were to:

- Develop the self-confidence of young people;
- Transfer facilitation skills to First Nations youth who will in turn become facilitators in their respective communities;
- Develop cultural pride.

In all, **15 young people** were able to experience the camps, the maximum allowed due to the pandemic.

A PRODUCTIVE BREAK

This break in our activities allowed us to take a step back and take the time necessary to develop tools that are essential to the pursuit of the mission of the Foundation's camps. It allowed us to finally put in writing our unique signature of the New Pathways camps.

We therefore invested a lot of energy into formalizing our approach in writing. We comprehensively developed the programming for our camps and games as well as the objectives targeted by each of them. We also produced different guides intended for facilitators, chaperones and young campers. This crucial step will allow for the transmission of our knowledge and best practices as well as the sustainability of the approach of the New Pathways camps.



The next generation of facilitation

Another important step was the development of training for our young campers who wish to take the experience further and in turn become facilitators in their communities.

Thus, our facilitation training intended for First Nations youth ages 16 to 35 years is now well established.

Our hope is to develop a stable and permanent team to oversee the facilitation of the camps. We want this team to be made up of First Nations people who are familiar with the realities, culture and daily life of young people in their communities. These facilitators will become agents of change and a positive influence in their respective communities. The young people who will have the opportunity to experience a New Pathways camp will be able to identify with these facilitators and plan for the future.





BECOME, EXPLORATORY INTERNSHIPS AND VIRTUAL MENTORING

As with the camps, the exploration internships of our Become project could not take place in 2020-2021.

However, thanks to a very enriching and promising alliance with mentoring giant Academos and the Myriagone research chair at the Université de Montréal, we developed a virtual mentoring component for the Become project. Indeed, we created a “First Nations Zone” which is intended to be a virtual platform intended only for First Nations youth to exchange with mentors.

The First Nations Zone

The First Nations Zone is intended to be a safe place of exchange for First Nations students ages 14 to 35 years who are currently studying at the high school level. It allows young mentees to make contact with Indigenous and non-Indigenous mentors from various work environments so that they can explore a career guidance process. The goal of the project is to help students persevere in school, set goals, gain self-confidence and improve their self-esteem. The exchanges take place on the Academos digital platform, a safe and supervised place of exchange.

The characteristics of the Zone lie in the fact that it has been adapted for First Nations. Mentees have the opportunity to discuss in a First Nations language with a First Nations mentor or a non-Indigenous mentor who is prepared to support Indigenous students, in a culturally safe environment. Mentees also have the opportunity to interact with mentors who have experienced situations of remoteness that are similar to those faced by the young people, who will also have to leave their community to pursue their post-secondary education. For First Nations youth, going from high school to post-secondary education requires moving away from their families and communities and dealing with the many challenges of a culturally different urban environment.

A bank of mentors to support First Nations youth

We like the idea of bringing together professionals from all walks of life who are committed to supporting First Nations youth for school perseverance and professional guidance. Thus, more than 75 mentors have registered with the First Nations Zone and are eager to communicate with young people to answer their questions and inspire them.



MYRIAGONE



ACADEMOS

TESTIMONIAL OF A FIRST NATIONS ZONE MENTOR

“I was very pleased to sign up to act as a mentor to First Nations students, through your organization. I have not yet had the opportunity to support a young person as part of the program, but I would like to reiterate my interest in being a mentor for the next school year, if the New Pathways Foundation project continues. I congratulate you and your team on setting up this initiative, which can only be of the greatest benefit to our young people.”

Luc Nadeau, mentor

The Zone is:

64 young mentees
20 participating classes
8 participating communities
77 passionate mentors
(Indigenous and non-Indigenous)

BECOME, EXPLORATORY INTERNSHIPS AND VIRTUAL MENTORING (continued)

Materials to support virtual mentoring and exploratory internships

As with many organizations, the past year has been rich in the production of material that can support young people from a distance. It is with this in mind and also in order to meet the objectives of the Become Initiative that the Foundation team has started producing a series of capsules presenting different trades.

The capsules were created in an interactive, dynamic and immediate feedback format. Our interactive video stands out by the fact that it encourages young people to participate in viewing the capsule by presenting them with answer choices that guide the trajectory of the video. The idea of making interactive capsules caught our attention because it allows us to adapt our practice according to the youth clientele.

“Catch your dream” was set up to provide support to young people in terms of staying in school and to promote access to exploration opportunities in emerging professions, in a fun way. Young people have access to stories from First Nations professionals presenting their profession and career; role models the young people can relate to!



SUPPORT FOR THE “NISKA” SPORTS ACTIVITY

This year, support for the sports activity was different. The Foundation decided to support a large-scale project which, on its own, has the potential to reach all communities: **THE FOX CHALLENGE**.

Quebec has no shortage of large-scale events promoting physical activity. Col-or Me Rad, Prison Break, Spartan Race and the Grand Défi Pierre Lavoie, are just a few examples. But every time, First Nations people residing in the communities must travel hundreds of kilometres to participate. This is how the Fox Challenge was born: through the desire to create a community challenge!

This challenge is an untimed race for First Nations that takes place directly in the communities. The goal is to walk, run or snowshoe a distance of 2 km in order to be assigned an animal totem associated with the distance traveled. For example, when a person achieves the title of Fox (2 km), they are awarded a medal bearing the image of a fox. The medalist can then move on to the next challenge (4 km), and then to the next (6 km).

The objective of the challenge is to stimulate interest in young people, thanks to the medal, so that they move on to higher levels of achievement (4 km, 6 km, 8 km, etc.). Obviously, the bigger the goal, the more the young people will prepare accordingly (training during previous weeks, better nutrition, sleep, etc.). Obtaining medals, pride and accomplishment will therefore push young people to improve their lifestyles!

Thus, during this year when gatherings were prohibited, we prepared ourselves by acquiring the materials (medals and participant kits), which will allow us to launch the challenges in different communities in 2021-2022. We already have two communities that have confirmed the holding of the Fox Challenge in their communities in 2021-2022, namely Ekuanitshit and Kawawachikamach.

Project designer

The Fox Challenge is a project that was set up by an athlete from the Pekuakamiulnuatsh First Nation, David Gill. A former athlete of the Canadian athletics team, David Gill has traveled to all Indigenous communities in Quebec to promote physical activity.



SOCIAL INNOVATION LABORATORY ON INDIGENIZATION

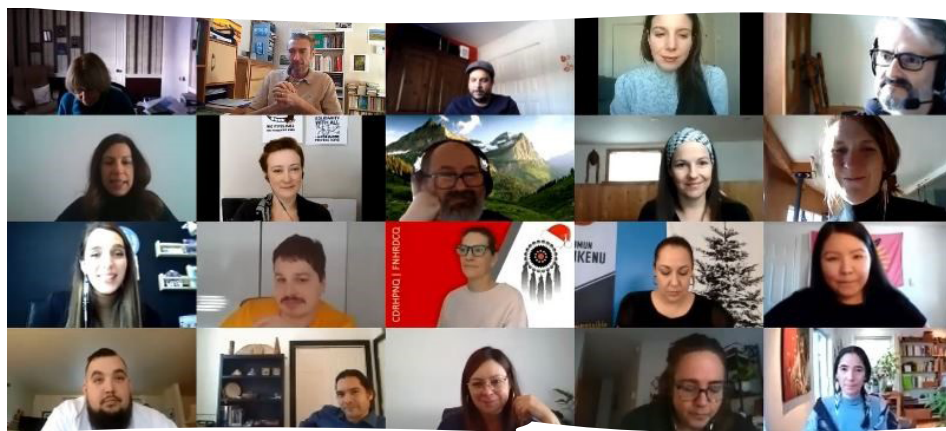
This year, we proceeded to the stage of constituting the Social Innovation Laboratory for First Nations youth. We started with partner mobilization efforts, and we were very happy and excited to see that several stakeholders from different backgrounds were interested in participating in the work of the Laboratory, in order to give rise to innovations for the benefit of First Nations youth.

Several virtual meetings took place between the partners, allowing us to move forward in setting up the Laboratory.

- A definition of social innovation by and for First Nations is formulated by young people.
- The needs and aspirations of First Nations youth already identified by the Foundation and its partners are pooled, analyzed and prioritized with the collaboration of young spokespersons.
- The Laboratory's vision of change confirms that, on the one hand, the strengths of youth are harnessed and challenges are met and, on the other, that needs are met and aspirations are sustained.
- A methodological guide that presents the operation of the Social Innovation Laboratory on Indigenization of the New Pathways Foundation has been established.

"The First Nations have always been innovative. Sometimes our innovation is something entirely new. But it can also be founded on traditional knowledge and practices applied to a new situation or context."

Mizhana Gheezhik (Murray Sinclair)



Strategic partners are supporting the social innovation laboratory on Indigenization: The Maison de l'innovation sociale and the Corenforcement des capacités pour des changements systémiques justes, inclusifs et durables (capacity building for fair, inclusive and sustainable systemic changes) project. Thank you!





An illustration of the vision of change

THE VISION

After participating in the creation of a portrait of First Nations youth, the members of the New Pathways Foundation team and stakeholders, including spokespersons for the First Nations of Quebec and Labrador Youth Network, helped define the desired vision of change for these young people. The contributors then imagined a world where:

- The strengths of young people are harnessed;
- Their challenges are overcome;
- Their needs are met;
- Their aspirations are supported.

This vision is in line with the ultimate objective of the Laboratory. This is the essential purpose that serves as a guide.

News flashes

July 2020

The Foundation's team is growing! We are very pleased to welcome two new coordinators to the team: Mélanie Roy, Coordinator of the Become Initiative, and Alexandra Picard-Sioui, Coordinator of the Camps Initiative.



"I am very happy to be part of the wonderful Foundation family.

My wish is to make a difference in the lives

of First Nations youth. I want to support them, accompany them, listen to them, and I believe that by coordinating the Become Initiative, I am contributing in this regard.

I am delighted to be able to participate in social change, in setting up innovative projects and contributing to the well-being of our young people!

Thanks to Become, we can give young people the opportunity to benefit from positive experiences, and that pleases me!"

Mélanie Roy



"I am a Wendat woman from the community of Wendake and I have always wanted to give back to the

great First Nations family. I was first a nutritionist at the FNQLHSSC; I supported local workers in the deployment of initiatives to promote healthy nutrition in First Nations communities. I then accompanied Indigenous coordinators in community mobilization, citizen participation and the promotion of healthy lifestyles as part of the M361 team. In July 2020, after my second maternity leave, I joined the wonderful Foundation team. I have the sincere conviction that the future of the seven future generations will depend on the way in which we accompany the youth in this rite of passage towards their emancipation. The Camps Initiative is a profound project that has enormous potential in terms of supporting young people in their development and cultural pride. I am proud to be part of this team. Tiawenhk!"

Alexandra Picard-Sioui

The Foundation team

THE BOARD OF DIRECTORS



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THE FOUNDATION STAFF



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Vanessa Sioui-Verret,
Administrative
Assistant and
Accounting Clerk



Alexandra Picard-Sioui,
Camp Coordinator



Mélanie Roy,
Become Initiative
Coordinator



Alessia De Salis,
Strategic Advisor



Martine Picard,
Project Manager



Mathieu Vallet,
Consultant



Amélie Côte,
Marketing Consultant

2020-2021 FOUNDATION DONOR RECOGNITION WALL

The visionary

\$25,000 and up in the same year

- Fondation J.A. DeSève
- National Indian Brotherhood Trust Fund
- Pathy Family Foundation
- Trottier Family Foundation

The builder

\$10,000 to \$24,999 in the same year

- Bird Family Foundation
- Desjardins Foundation
- First Nations of Quebec and Labrador Health and Social Services Commission (FNQLHSSC)
- Les Frères de Saint-Gabriel du Canada
- Œuvres Marie-Anne-Lavallée
- RBA Foundation

The creative

\$5,000 to \$9,999 in the same year

- Contribution of the discretionary funds of various ministries of the Government of Quebec
- Dionne & Schulze
- Fonds d'aide F.É.C.

The accomplice

\$1,000 to \$4,999 in the same year

- Contribution of the discretionary funds of various ministries of the Government of Quebec

The ally

\$999 and less in the same year

- Beatrice Enid Patterson Foundation Fund
- Foundation of Greater Montréal
- Contribution of the discretionary funds of various ministries of the Government of Quebec
- First Nations of Quebec and Labrador Economic Development Commission (FNQLEDC)

Other donors

- Caisse de dépôt et placement du Québec (CDPQ)
- Congregation of Notre Dame
- Fondation François Bourgeois
- Radio-Canada
- The Sisters of Saint-Joseph of Saint-Hyacinthe

FINANCIAL PARTNERS

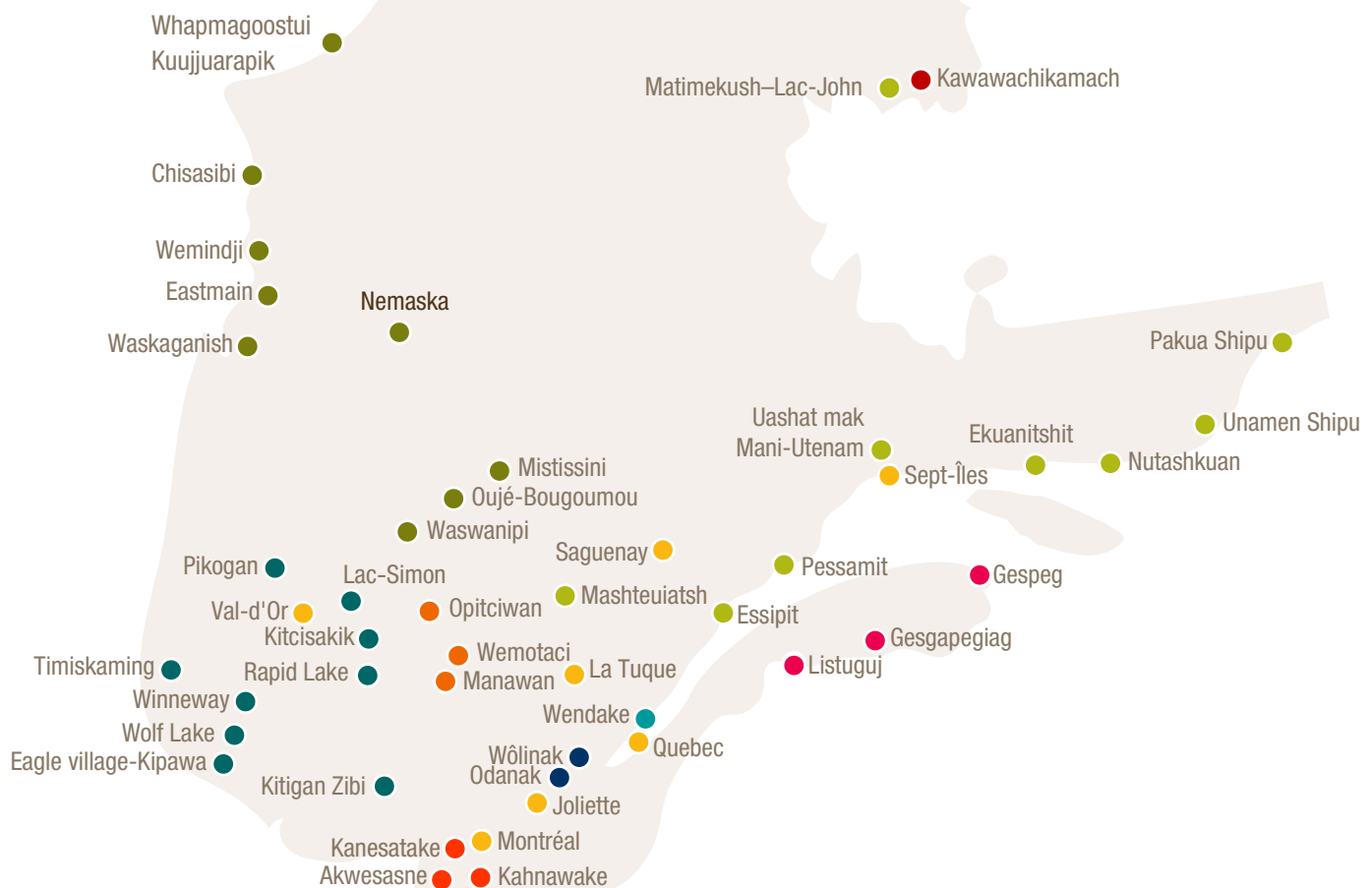
- First Nations of Quebec and Labrador Economic Development Commission (FNQLEDC)
- Indigenous Services Canada (ISC)
- M361
- Ministère de la Sécurité publique (MSP)
- Secrétariat à la jeunesse (SAJ)
- Secrétariat aux affaires autochtones (SAA)
- The Myriagone McConnell-UdeM Chair

We would like
to express our
gratitude to
our donors and
financial partners
because thanks to
them, everything
becomes possible.

Geographic layout of the nations and communities served by the New Pathways Foundation

The Nations in Quebec

- | | |
|------------|---------------|
| Abenakis | Mi'gmaq |
| Algonquins | Naskapis |
| Atikamekw | Hurons-Wendat |
| Crees | Mohawks |
| Innus | Urban areas |



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Photos

New Pathways Foundation

MEDIAWEB

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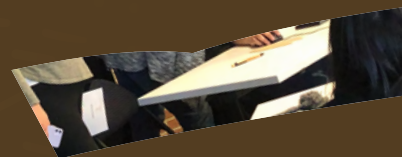
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