



new
Pathways
FOUNDATION

Annual Report

2019-2020



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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Messages from the President and the Director



Hello dear friends and collaborators of the Foundation,

The year 2019-2020 has been full of accomplishments and there has been a significant increase in activities. The Foundation also innovated in its initiatives this year, notably by offering a leadership camp directly in a community and according to local needs.

More than 1,700 young people have benefited from the activities offered by the Foundation. The impacts are so real and the young people so grateful that we will continue to provide these experiences that have the power to change lives.

Meanwhile, we continued our thought processes, with the help of specialists, in order to clarify our desired results and all the theory of change to achieve those results. We evaluated our projects to guide us in their development as part of a social innovation lab.

Thanks to the help of generous volunteers who are invested in the Foundation's cause and an exceptional donation from Québec Issime, we were able to see to the realization of a magnificent fundraising event. The impacts of events like this are manifold for the Foundation and, consequently, for young people.

We would like to take this opportunity to sincerely thank all those who help us on a voluntary basis and who support us in our mission. We would also like to thank the members of the Foundation's Board of Directors and our team for their involvement and dedication, which allow the Foundation to continue to serve First Nations youth.

We are very satisfied with this year's results and we are proud and motivated to tackle the next one with all the challenges that will arise.

Happy reading!

Mickel Robertson,
President

Marie-Claude Cleary,
Director

Our 2019-2020 initiatives

FOUNDATION CAMPS

At the heart of the Foundation, there are camps...

This year:

This year, **112 young people from different nations in Quebec** took part in one of the four camps offered by the Foundation. So many young people experienced a magical moment of fun, development, strengthening and fulfillment during these camps that were designed specifically for them and according to their needs.

The programming for these camps offered a range of possibilities allowing participants to experience several activities in the form of sports, recreational, theatrical or reflective games focused on helping them discover their strengths and interests, develop their leadership skills and improve their self-esteem.

In addition, during their stay, the young people are encouraged to surpass themselves daily by taking up challenges both big and small. The camps, which are not focused on performance, give participants the opportunity to make their personal progress at their own pace, which in turn boosts their self-confidence and gives them a sense of accomplishment.

At the heart of the camps, culture is prioritized and omnipresent. Young people are encouraged to express their culture and share it with pride. Activities and workshops are carefully prepared and facilitated by bearers of culture to allow young people to develop more in terms of their cultural identity.

4 CAMPS
112 YOUNG PEOPLE REACHED
YOUNG PEOPLE AGED 10 TO 15 YEARS

ONE CAMP IN FRENCH AND ONE CAMP IN ENGLISH respectively took place from April 11 to 16, 2019 and from May 23 to 28, 2019 at the facilities of the Fondation Bon Départ. In all, 60 young people aged 10 to 14 years from ten different communities were able to enjoy a unique experience there.

A FALL CAMP IN FRENCH was also held from November 28 to December 3, 2019 at the facilities of the Fondation Bon Départ.

Finally, this year, we experienced for the first time **A CAMP IN A COMMUNITY**. Indeed, a worker from Nutashkuan appealed to the Foundation to set up **A SUMMER CAMP** for the young people in her community.



THE FOUNDATION'S "BECOME" JOB SHADOWING PROGRAM

A world to discover...

With the one-day "Become" job shadowing program, the Foundation wants to give First Nations youth in secondary 3, 4 and 5 the chance to discover new trades and careers, while exploring the resources of the urban environment. The Foundation wishes to support them at this decisive moment in their lives in order to encourage them to continue their educational journey. Education is a powerful tool against poverty and a guarantee of a better future.

For many First Nations youth, transitioning from high school to a post-secondary institution will require moving away from their families and communities and dealing with the many challenges of an urban environment that is culturally different. The school dropout rate among the First Nations is three to four times higher than that of the rest of the Quebec population.

This year, we planned to explore seven different job shadowing environments. However, due to the health measures related to COVID-19, we were able to explore five.

Explored job shadowing environments

- MNP administrative services (financial education)
- Cain Lamarre, a law firm which organized a visit to the Montreal courthouse and also organized a meeting with the Chief Justice of the Superior Court and the lawyers of this firm
- Digital arts, with Montreal Digital Spring (Printemps numérique), Behaviour Interactive, Uhu labos nomades and Google. The young people also visited the Campus en Arts et Divertissement Numérique (ADN) and were welcomed by Native Montreal to learn more about the services offered to First Nations youth in urban areas
- Radio-Canada, with personalized job shadowing

Cancelled job shadowing

- Engineering job shadowing at Ashini Consultants
- Public security job shadowing, one in English and one in French, at the École nationale de police du Québec in Nicolet, and at the public security offices in Quebec City



SUPPORT FOR THE “NISKA” SPORTS ACTIVITY

“By adopting a physically active lifestyle, young people strengthen their holistic health.”

For a second year, the New Pathways Foundation invited local organizations to submit community projects focused on physical and sports activities intended for the young people in their communities. The call for proposals encouraged local stakeholders to offer activities for young people, during evenings, after school and/or on weekends, in the spring and summer of 2019. Thus, the Foundation wanted to encourage First Nations youth to be more active.

Funded projects

The call for proposals from communities was launched on February 20th. In total, the Foundation received 23 applications. Nineteen of these applications were successful as they met the criteria and totaled \$47,500. Therefore, eleven communities and five nations saw their projects funded by the Foundation as part of Niska for the year 2019-2020.

**1,642 YOUNG PEOPLE REACHED
13 DIFFERENT COMMUNITIES
4 URBAN AREAS**

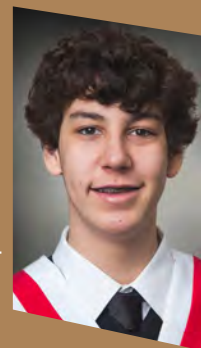
DESJARDINS FOUNDATION SCHOLARSHIPS

On my way to my first diploma

The scholarships aim to promote the academic perseverance of young First Nations in Quebec in high school in order to help them in the pursuit of their goal of obtaining a high school diploma.

The scholarships, valued at \$500 each, consist of a one-time payment to be used to purchase material resources or obtain services that meet a specific student need.

This year, nine scholarships were awarded to nine young people from different communities for the purchase of electronic equipment, the purchase of equipment for practicing sports and for specialized educational support services.



The Foundation wants to support young people in their personal journeys.

The proportion of Indigenous people with a high school diploma is known to be increasing, according to the last census in 2011, but compared to their non-Indigenous counterparts, they are clearly lagging behind.

According to the First Nations Regional Early Childhood, Education and Employment Survey conducted by the First Nations of Quebec and Labrador Health and Social Services Commission in 2017, “dropouts account for 37.9% of adults” and “remoteness greatly reduces the likelihood of earning a high school diploma”.



2019-2020 Foundation fundraising event

Québec Issime offered us a magnificent show for our annual fundraiser in the fall of 2019. Profits of \$10,000 were raised during this magical evening...

It was under the honorary co-chairmanship of Mr. Patrick Courtois, a councillor for the Pekuakamiulnuatsh Takuhikan, and Mr. Benoît Amyot, a lawyer with Cain Lamarre, lawyers and notaries, that the New Pathways Foundation held its fundraising event on November 22nd.

The event took place in the charming Saint-Jacques church in Jonquière, which was transformed into a cabaret room. Québec Issime, a producer of large-scale shows, presented its "Party" production for the benefit of First Nations youth.

"It is a great gesture of generosity that the producer, Robert Doré, has made for the benefit of First Nations youth. He decided to reach out to us and help us in our mission to them by offering us the premiere of his "Party 2019" show for our annual fundraiser." Marie-Claude Cleary

An electrifying show and a cheerful crowd despite Mother Nature's interference!

Party is an explosive musical cocktail. It offers a new and interactive concept, where the audience is in the middle of the action! Party features all of the biggest musical party hits from the 1930s to today and, for the occasion, the addition of an Indigenous component.

Almost 150 people attended the event, despite Mother Nature's mood swings. The winds, mixed with rain and snow, came to mingle with the show, but many braved the elements to attend this event, making it a unique experience.



Generosity and commitment at the heart of this evening

Jeff Boudreault, an actor, and Mélanie Paul, a businesswoman from Mashteuiatsh, made us laugh and skillfully hosted our fundraising event. This dynamic duo, who are long-time friends, volunteered their time and talent for the cause of First Nations youth. Many sponsors also gave generously. The crowd also gathered on site to participate in an auction, a 50/50 raffle and games that allowed us to collect additional donations. Finally, many volunteers donated their time and energy in making the event come to fruition.

Our 2019 fundraising event was a success thanks to a collective effort!

SPONSORS:

Thank you to our major sponsors for the event

Pekuakamiulnuatsh Takuhikan
Cain Lamarre

Thank you to our associate sponsors for the event

Granules LG
Raymond Chabot Grant Thornton
NBP Financial Group
RBC Royal Bank
Native Commercial Credit Corporation (NCCC)

Thank you to our other event sponsors

Caisse Desjardins Pekuakami
First Nations of Quebec and Labrador Economic Development Commission
Beemer microbrewery
O98.3 and Hit Country





OUR THEORY OF CHANGE (TOC)

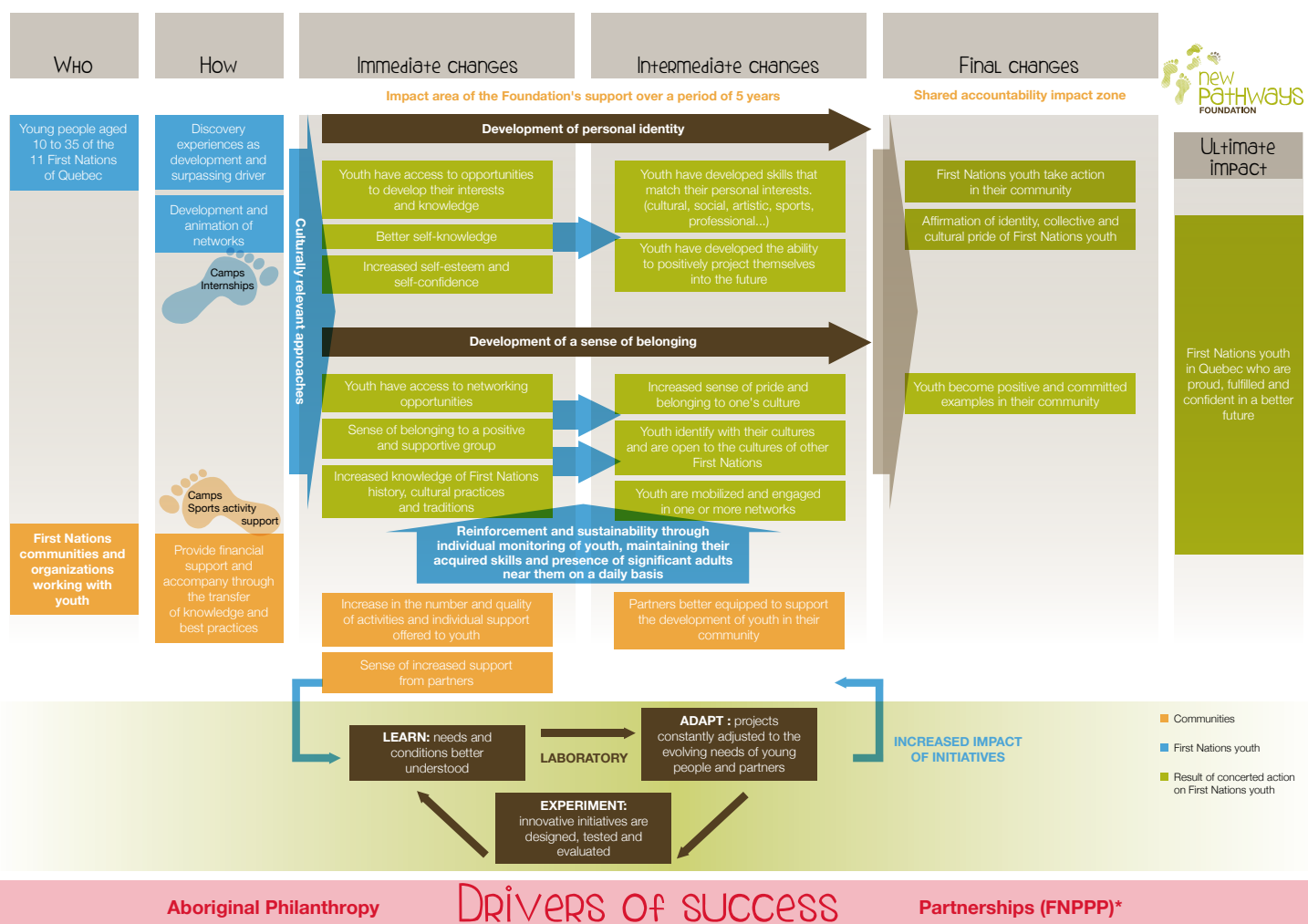
Last year, the Foundation embarked on a process of developing a theory of change (ToC), and this year we have focused our efforts on completing it.

The ToC helps us to clarify the social transformations and profound changes that the Foundation is aiming for through its actions among the First Nations youth in Quebec.

Also, this theory is guiding the steps we are going to take in order to contribute to the transformations that we want to see materialize in the medium and long term.

ToC is a social innovation tool that will make it possible to increase the impacts of our actions and help us make progress for our young people.

Here is the result of our reflection which presents, in a diagram form, what the New Pathways Foundation is looking to achieve.



SOCIAL INNOVATION LABORATORY

Our theory of change is and will be constantly evolving because it is fueled by a social innovation laboratory, namely a process of consultation and research on the major social issues and problems affecting the youth of the First Nations in Quebec.

The Foundation's social innovation laboratory mobilizes different parties to identify and experiment with elements of solutions and strategies for social transformation.

This year, the social innovation laboratory began a program of monitoring and evaluation focused on learning from its experiments.

Our theory of change will continue to evolve thanks to the lessons learned by the social innovation laboratory so that the Foundation and also all the artisans of the laboratory can work towards testing common innovative solutions for the development of the First Nations youth in Quebec.

OTHER ACTIVITIES IN BRIEF:

May 2019

The Équiterre Change the World Run

On May 4th, the team of Dionne Schulze, a law firm, decided to take up the challenge and participate in the Équiterre Change the World Run. This event, which takes place at Mount Royal Park, enabled the Dionne Schulze team to raise \$5,000 to support the cause of the New Pathways Foundation. Thank you for this wonderful initiative!

Relocation of the Foundation

The New Pathways Foundation has relocated. Since May 2019, we are located at 22, rue Homme-Célèbre (Kondiaronk) in Wendake.

August 2019

Major partner of the NBP Annual Golf Tournament

Once again, this year, the New Pathways Foundation had the privilege of being a major partner of the NBP Financial Group Golf Tournament. A check for \$10,000 was given to the Foundation on this occasion. Thank you to the NBP Foundation for this faithful support over several years.

\$30,000 for the First Nations youth from the Canadian Union of Public Employees (CUPE)!

This year, the CUPE and its Quebec Indigenous Council made the New Pathways Foundation the beneficiary of their annual fundraiser.

At the end of a wonderful day of golf and an evening fundraising event, CUPE members raised \$30,000 and generously donated this money to the New Pathways Foundation to support its mission and commitment to First Nations youth.

Many thanks to all CUPE members for their donation and a special thank you to the great team that organized this event and made this great donation possible. Thank you to the President and Secretary-General of CUPE-Quebec, respectively, Denis Bolduc and Benoît Bouchard. Thank you to Nathalie Claveau, President of the Quebec Indigenous Council of CUPE. Finally, we wish to extend our sincere appreciation to our volunteers and youth who came out to spend the day with us.

A tent in the colours of the New Pathways Foundation

We received another donation from the CUPE and its Quebec Indigenous Council: a promotional tent that can follow us to all the events in which we participate. The tent features a beautiful photo by Luc Leclerc offered by Québec Aboriginal Tourism.

September 2019

The Fox Challenge in Ekuanitshit

The New Pathways Foundation was in Ekuanitshit on Friday, September 13, 2019 for phase 2 of the pilot project it is supporting through its Niska project, namely the Fox Challenge. The experience was a resounding success, both among the young people from the school and among the adults in the community. In all, nearly 150 people took up the 2 km challenge. Congratulations to David Gill for designing and putting together such an amazing project in which we were proud to participate! Thank you to the members of the community of Ekuanitshit for the warm welcome.

December 2019

"Draw me a Christmas in your home" drawing contest

This year, we organized a Christmas drawing contest in collaboration with the Pathy Family Foundation and Migwan School in Pikogan. The Pathy Family Foundation and the New Pathways Foundation selected two drawings to create their Season's Greetings cards.

The two winning elementary school girls each won \$250, which was donated by the Pathy Family Foundation.



The Foundation Team

BOARD OF DIRECTORS



Mickel Robertson,
President



Marjolaine Sioui,
Vice-President



Claudine Gros-Louis,
Secretary-Treasurer



Michelle Picard,
Board member

STAFF



Marie-Claude Cleary,
Director



Mélanie Brière,
Project Coordinator



Vanessa Sioui-Verret,
Administrative Assistant
and Financial Clerk



Martine Picard,
Project Manager

A SPECIAL THANK YOU TO OUR VOLUNTEERS



Jason Picard-Binet,
fundraising event
committee



Jeff Boudreault,
volunteer host



Jinny Thibodeau
Rankin, fundraising
event committee



Julie Alain, fundraising
event committee



Marie Gill-Couture,
fundraising event
committee



Mélanie Paul,
fundraising event
committee

2019 FOUNDATION DONOR WALL

DONORS FOR 2019-2020

The Visionary

\$25,000 or more in the same year

- Fondation J.A. DeSève
- Fonds en Fiducie FIC
- Pathy Family Foundation
- SCFP-Québec

The Builder

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

- First Nations of Quebec and Labrador Health and Social Services Commission (FNQLHSSC)
 - Fondation Bon départ
- Les Frères de Saint-Gabriel du Canada
- NBP Foundation

The Creative

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

- Desjardins Foundation
- Sœurs de Saint-François d'Assise

The Partner

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

- Aboriginal Savings Corporation of Canada (ASCC)
- Native Commercial Credit Corporation (NCCC)

The Ally

\$999 or less in the same year

- Gaston St-Pierre et associés inc.

Other donors

- Brothers of the Christian Schools
 - Congrégation de Notre-Dame
 - Oeuvres Louis-Rhéaume
 - Sœurs de la Charité de Québec
- Contribution of discretionary funds from various government departments of Quebec

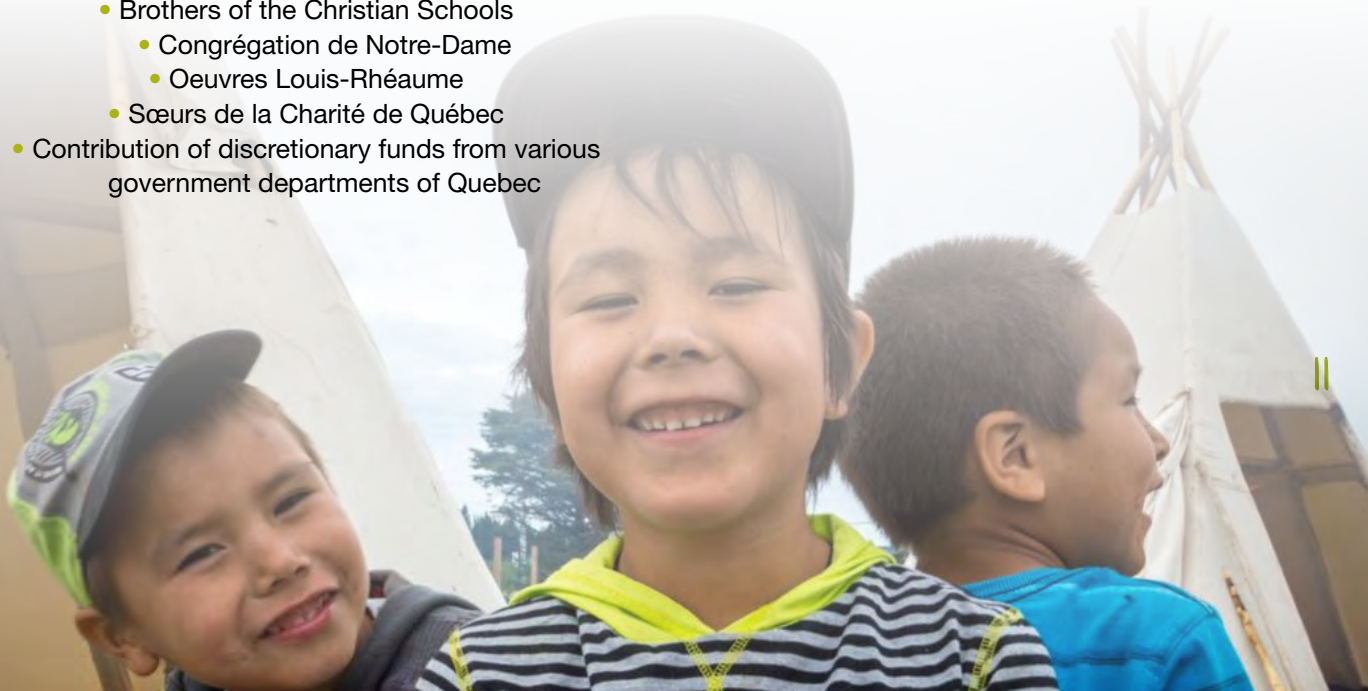
Donations in services

- First Nations of Quebec and Labrador Economic Development Commission (FNQLEDC)
- FNQLHSSC – graphic design, communications, human resources and IT services
- Jean-Conrad Dussault, accountant, Native Commercial Credit Corporation (NCCC)

Financial partners

- Secrétariat aux affaires autochtones (SAA)
- Indigenous Services Canada (ISC)

Dear donors, thank
YOU FOR YOUR
SUPPORT.
Every donation
can make a
difference!



My experience at the First Nations Leadership camp as a chaperone

One cannot truly understand what the First Nations leadership camp is without having experienced it from start to finish. Nothing is left to chance. Indeed, every little detail is thought out in such a way as to develop in the participants (both the young people and chaperones) mutual aid, sharing, resourcefulness as well as many other qualities that can be attributed to a positive leader. For example, let's talk about how things work during meals. Young people, facilitators and chaperones are distributed around large tables that can accommodate up to fourteen people. The dishware, utensils and food are in the middle of the table. All together (TOGETHER), we set the table and we share the food. When the time comes to clean up, everyone pitches in and helps out. The participants quickly realize that, at camp, you don't just take care of yourself. Therefore, everyone cleans up whatever they can, regardless of who used what.

Along the same lines, all the games that are offered to the young people aim to develop the qualities that are sought in a positive leader. For example, they played the game of rocks, where young people had to choose between scoring a point or saving the life of a teammate. Most of the time, young people chose to help a member of their team and I am sure that many of them discovered or rediscovered the happiness that comes from the feeling of belonging to a group and helping each other out.

Among the many goals of the camp is that of creating a judgement-free environment. The young people are encouraged to be who they want to be, without fear. In this regard, the coordinator as well as the facilitators play a crucial role. They are wonderful examples of people who let their personalities shine through without fear of being ridiculed.

Let me tell you about an activity where young people had to first partner with a leader among those proposed. One of these was Kent Monkman, an artist who deals with topics such as homophobia and power relations between Indigenous and non-Indigenous people. During this activity, I saw young people happily expressing themselves about their gender identity, their gender expression as well as their sexual orientation. I could feel their relief that they no longer felt so alone in belonging to the LGBTQ+ community.

On another note, camp participants got to meet wonderful people like Bryce, Isabelle and David Gill. These guests were able to capture the attention of young and old alike with ease. Bryce and Isabelle exchanged with the young people on First Nations culture concerning traditional spiritual rituals and objects, among other things. It was due to the prevailing serenity in the room during their presentation that I could tell that many hearts were touched in addition to mine. Bryce and Isabelle helped us understand the importance of spirituality in our lives and encouraged young people to follow the path of their ancestors, which is a path on which drugs and alcohol do not exist.

David's visit was different, but just as inspiring. I sincerely believe that after hearing the story of his journey, the young people understood that it is not impossible to



Testimony

achieve one's dreams, however crazy they may seem. The athlete insisted on one point in particular: when we want to achieve something daunting, simply making good decisions will inevitably get us to our goal faster than one might think. Making good decisions could consist of, for example, refusing to take drugs, joining a sports team, or talking to someone new.

After some very interesting words from David Gill, it was time to take action. All were invited to run or walk a distance of 2 km to earn a magnificent "Fox Challenge" medal. This challenge is an initiative that was created by the athlete himself, who was looking for a motivating and fun way to encourage First Nations people to be more active. This activity was a success, like all the others.

I would like to wrap things up by insisting on the irreproachable involvement of the facilitators and the coordinator. They are very talented people. They made me want to be a better person, learn new things and excel. During the six days that the camp lasted, they applied themselves in body and soul. Their day started at 6 am and ended at midnight. Yet, they were still upbeat, funny and attentive. Their interventions were beyond reproach at all times. Some facilitators were responsible for a group of eight or nine young people. On the penultimate day of the camp, the facilitators

in question offered personalized praise to each young person in their group. During the two minutes of the offered praise, the facilitator highlighted two qualities for each young person and supported these two qualities with things they had observed since the beginning of the camp. This activity was very moving and the young people were profoundly touched.

Finally, when we returned to school, I was more than a little amazed with the attitudes of the two students I had accompanied. They acted as leaders and were happy to share with their colleagues the games they had learned as well as their experiences.

Marie H  l  ne Tougas

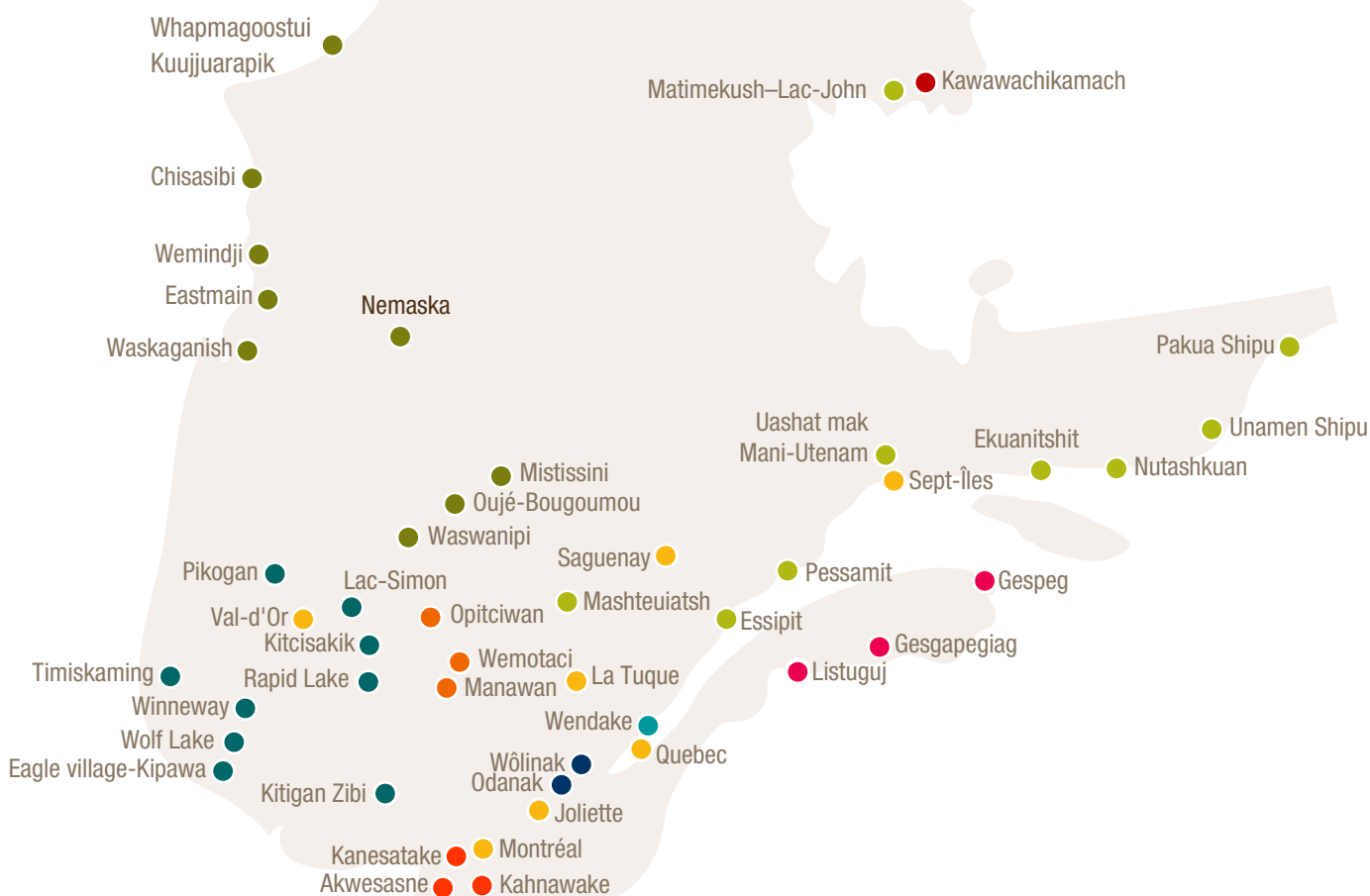
Teacher at the Pakua-Shipu School



Geographic Locations 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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Mireille Gagnon – First Nations of Quebec and Labrador Health and Social Services Commission (FNQLHSSC)

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New Pathways Foundation

Pierre Gill, GillCom Communications – Sponsorship for the fundraising event

Luc Leclerc – TAQ Ekuanitshit

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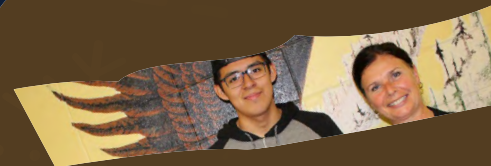
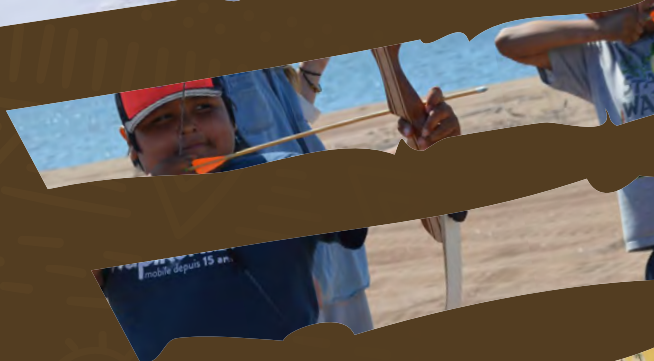
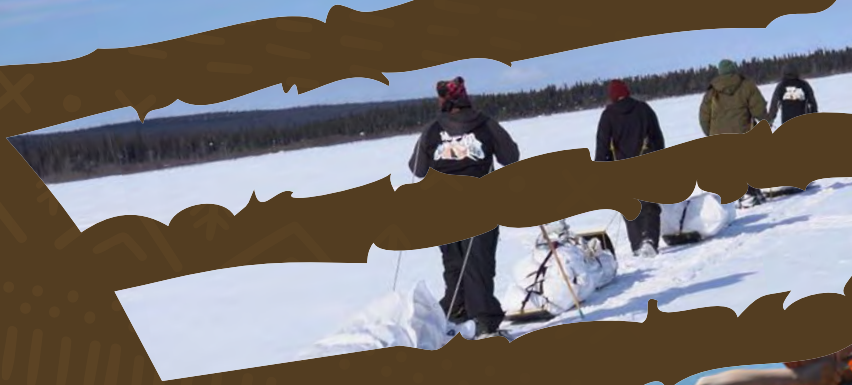
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