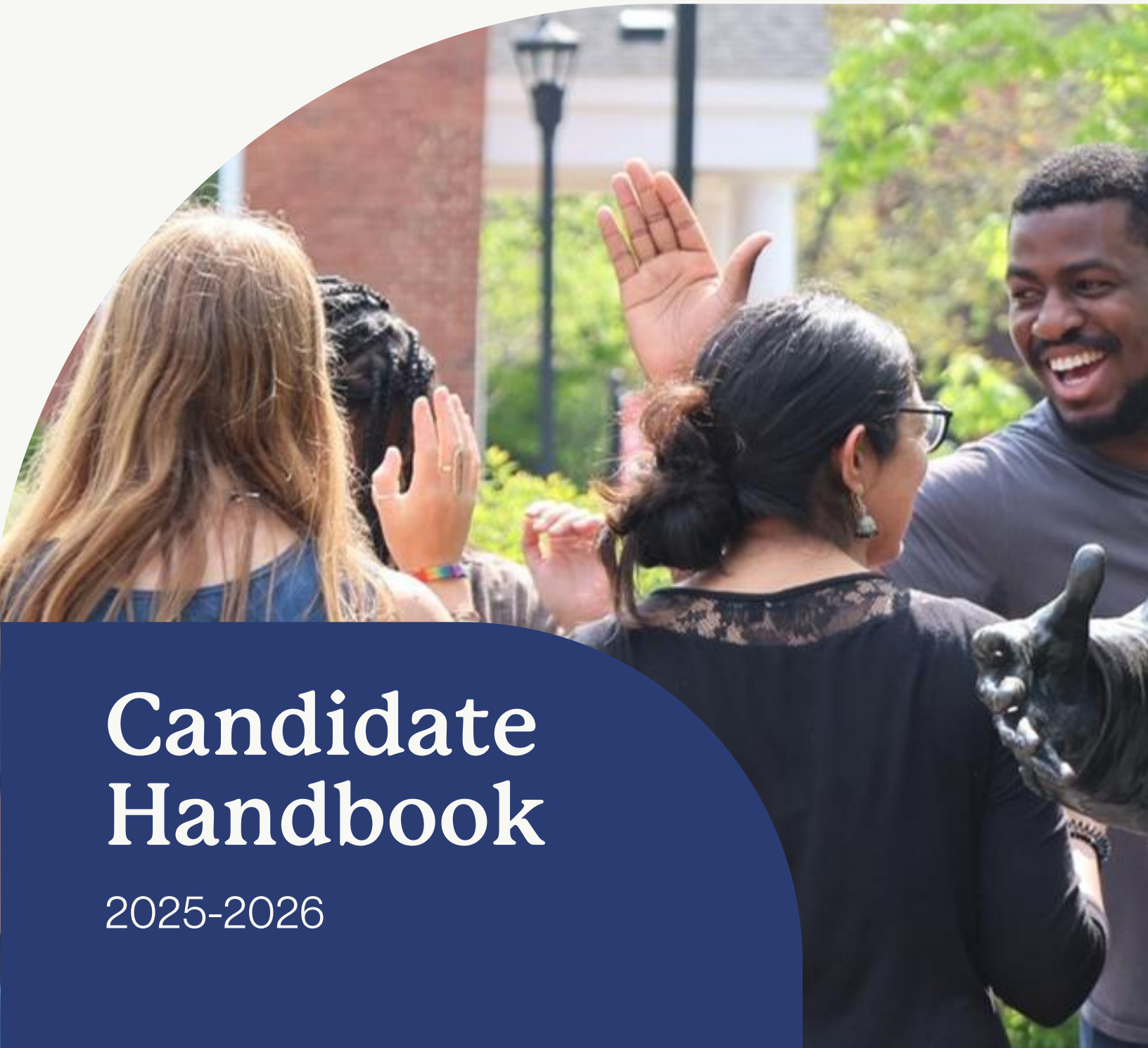




Pathy  
Foundation  
Fellowship



# Candidate Handbook

2025-2026



The Pathy Foundation Fellowship recognizes that land acknowledgements are only a small part of disrupting colonial structures. “Canada” is a settler-colonial state built on stolen land, pursued and formalized through ongoing attempted assimilation, violence, and genocide against Indigenous Peoples across Turtle Island. In pursuing the objectives of the Pathy Fellowship, our work takes on two primary territories: the unceded territory of the **Kanien’kehá:ka (Mohawk)** Nation, and the unceded territory of the **L’nuk (Mi’kmaq)** Nation. **Tiohtià:ke** (Montreal, the location of our head office) has long been a gathering place for many First Nations, including the **Anishinaabeg**, the **Wendat**, and others. **Nalikitquniejk** (Antigonish, the location of our programming), is governed by the Treaties of Peace and Friendship, a covenant chain of treaties first signed in 1725. These lands have never been surrendered. They have been protected, cared for, and respected by generations of Indigenous Peoples who maintain deep relationships with it to this day. Our commitment is not just to name the land, but to actively work towards being in right relationship with it and with the Peoples to whom it belongs. We strive to bring these words and values to life in our actions.



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- ✱ 3-Legged stool and application guidance
- ✱ Application supports



# About The Pathy Foundation Fellowship

## Are you ready to lead?

The Pathy Foundation Fellowship provides comprehensive training and wrap-around supports for graduating students to lead a socially innovative initiative in a community they have a meaningful connection with, anywhere in the world.

Since 2015, the Pathy Foundation Fellowship has been supporting young leaders in undertaking impact-driven work in their communities, while building tangible personal and professional competencies that will serve them for life.

You will begin your Fellowship journey with state-of-the-art training, where you'll be introduced to leading principles, practices, tools, and philosophies of youth leadership, project management, and community development. A hybrid education model will balance on-campus learning at the Coady Institute in Antigonish, Nova Scotia, with periods of home-based online learning during the Pre-Community Planning phase of your Fellowship year. During the program's Community Phase, you will put your skills and training to the test, planning, designing, and implementing your impact initiative alongside your community.

As a Fellow, you will have access to international professional networks, gain technical support from leading development practitioners, be provided with generous funding, participate in building and maintaining robust peer support systems, and receive dedicated, ongoing, and individualized support through one-on-one leadership coaching and other resources to implement your visions for change.

## Want to learn more?

Watch our Informational Video by scanning the QR code below or visit our website to start your application today at [www.PathyFellowship.com](http://www.PathyFellowship.com)



Information Video



Website



## Implementing Partners

The Pathy Foundation Fellowship began in 2015 as a partnership between the Pathy Family Foundation and Coady Institute to invest in Canada's youth leaders and strengthen resilient communities.

### About the Pathy Family Foundation

The Pathy Family Foundation supports organizations that provide critical aid to meet basic human needs, and that empower individuals and communities to generate and sustain positive social change. The Foundation works hand in hand with partners to build vibrant communities and promote equal opportunities for all, investing in people, organizations, and ideas that empower marginalized groups in Canada and globally. Their philanthropic interests lie in community development and engagement, social entrepreneurship and inclusive economies, education and leadership, and rights and empowerment. For over 15 years, their work and support has helped strengthen organizations and communities in their pursuit of social change.



#### Scan me

To learn more about the Pathy Family Foundation



### About Coady Institute

Established in 1959 at St. Francis Xavier University to honour the legacy of the Antigonish Movement, Coady Institute works in collaboration with partners across Canada and the globe to transform societies by strengthening local economies, building resilient communities, and promoting social accountability and good governance. Coady Institute is committed to accompanying generations of global leaders skilled in the application of citizen-led, asset-based, and community-driven leadership for economic and social change. Through relevant adult education programs, effective partnerships, and applicable research, Coady Institute is equipping community leaders and their organizations with the knowledge and practical tools needed to bring about the change they want for themselves.



#### Scan me

To learn more about Coady Institute

# Eligibility

✓ Are you a full-time student in your final year of a Bachelor's, Master's, or post-graduate Certificate/Diploma program at a Canadian University?  
*\*Students who hold or are currently pursuing a PhD, Pharmacy, Medical, or Dentistry degree are not eligible.*

✓ Will you be under 30 years of age at the start of the program and hold Canadian Citizenship or Permanent Residency?

✓ Do you have a meaningful connection to a community anywhere in the world and an idea of how to strengthen that community?

✓ **You are eligible!**



**Scan me**  
For more on eligibility



## Foundations for Community

📍 Antigonish, Nova Scotia

During FCC, Fellows are introduced to and engage with leading community development tools, and concepts and approaches that will guide the direction of your initiative and personal learning throughout the year. Training content is adapted annually to provide targeted topics of interest based on Fellows' learning desires and initiative topics. Fellows can expect a range of facilitation techniques, an active peer-learning environment, and robust supports.

## Transition Phase

📍 Home Location

During the Transition Phase, Fellows return home and further develop their initiatives based on learning from FCC. Transition Phase includes regular check-ins with peers and the program team, along with further distance-based learning and planning before beginning the Community Phase.

# Program Timeline

Applications open every year at the start of the school year, and close in late fall. Following the review of applications, shortlisted candidates will be invited and funded to attend a Selection process in Montréal. Selection consists of participatory and interactive activities with other candidates and an individual interview with the Selection Committee. All shortlisted candidates must make themselves available to attend the Selection Days (and potentially travel days on either side). Selected Fellows will participate in a year-long Fellowship, including comprehensive training, a community-based initiative implementation phase, and a debrief period.

## Pre-Community Phase



## Community Phase

📍 Community Location

The Community Phase is when Fellows will work in and with their identified communities. During this phase, Fellows will receive ongoing support and distance learning from the program team, as well as regular sessions with the leadership coach. This phase is experiential in nature and is guided by our philosophy of supported autonomy.



## Debrief

📍 Montreal, Quebec

A Debriefing will be held in Montreal. During this final Fellowship component, Fellows will evaluate personal and professional growth, outcomes from the community phase, and identify next steps. Fellows will celebrate their Fellowship year, and complete a visioning of possibilities in their journey as changemakers.

- ✳ Program dates and locations are subject to change without notice.
- ✳ Please note that the program only covers travel within Canada for candidates and Fellows.
- ✳ Each Phase of the Fellowship incorporates initiative reporting, reflective assignments, and continual learning touch-points.



Please refer to our website for this year's **Program Timeline**



# What does a Pathy Initiative look like?

Your initiative can be anything that works to address your community's priorities in an innovative way, whether they be social, environmental, cultural, economic, or anything else! To help you conceptualize what past Pathy initiatives have looked like, here are some profiles of past Fellows!



## Damai Siallagan

ꦥꦱꦢꦲꦲꦺꦤ꧀ꦥꦫꦱꦺꦴ | Pasadahon Parsolu:  
Enriching Community-Driven Tourism  
through Cooperative Innovation  
- Tao Toba, Indonesia



Damai spent his Fellowship year in Tuktuk Siadong, his ancestral village in Samosir Regency, North Sumatra, Indonesia. His initiative - Lake Toba's first grassroots digital transformation initiative - focused on cultivating local digital capacities and enhancing local tourism through programming, cultivating leadership among community members, and increasing access to digital tools for entrepreneurship, digital media, and advocacy. A central component of Damai's initiative was to work with his community to action their aspirations by democratizing access to digital resources and skillsets. Following the Fellowship, Damai continues to foster community growth while supporting the establishment of a sustainable digital innovation hub and online presence for Tuktuk.



## Danie K. Mahirane

Sasa-RDC: Now for the Future  
- Kyegegwa District, Uganda



Danie led Sasa-RDC in the Kyaka II Refugee Settlement in Kyegegwa District, Uganda, working with pregnant girls and young mothers. The initiative sought to reduce stigmatization, foster resilience, and create pathways for young mothers to return to education and vocational training. The initiative also organized income-generating activities through a Girls Co-op program and provided emergency support, such as medical care and housing assistance, for at-risk young mothers. Over 100 girls benefited from these initiatives, which supported their resiliency in navigating diverse challenges. Post-Fellowship, Danie has continued her work as Sasa-RDC Coordinator, and facilitated advocacy training as the Liaison Officer for the Women-led Initiatives for Development and Resilience in Communities (WIDRC). She is now pursuing a Master's degree in Feminist and Gender Studies at the University of Ottawa to deepen her skills in advocacy and systemic change.



## Lauren Sobot

Proud Pairs: Mentorship with  
2SLGBTQIA+ Youth  
- Halifax, Nova Scotia



Lauren created a one-on-one mentorship program connecting 2SLGBTQIA+ youth (ages 15-23) with 2SLGBTQIA+ adults (ages 24+) in the Halifax Regional Municipality. The initiative aimed to foster a generation of confident, secure, and thriving individuals by pairing them with adults with a similar lived experience. This one-on-one support addressed an absence of intergenerational spaces in the 2SLGBTQIA+ community by connecting individual youth and adults in a mentoring relationship. In addition to one-on-one mentorship, Proud Pairs facilitated group programming with all mentors and mentees which fostered an intergenerational 2SLGBTQIA+ community in the Halifax region. Following the Fellowship, Lauren went on to pursue Medical School at the University of Toronto to pursue her dream of supporting 2SLGBTQIA+ patients in health care.



## Daniela Gallardo

Learning and Technology Mentoring  
with Moncton's Newcomers  
- Moncton, New Brunswick, Canada



Daniela created a technology and digital literacy program in the Greater Moncton Area, partnering with MAGMA, the local settlement agency, to support newcomers in enhancing their language learning through technology. By implementing weekly mentorship workshops in newcomer language classes, Daniela aimed to provide accessible technology and foster community-led learning. The initiative resulted in notable growth in both technology and language skills, fostering confidence and resilience among participants. Following her Fellowship, Daniela completed a Graduate Diploma at United Nations University, earned her Master's in Global Health from McMaster University, and began working as a Research Fellow at the Nova Scotia Health Innovation Hub. She also served as a Queen Elizabeth Scholar and recently began a new social impact role at Dalhousie University with the Dallaire Institute for Children, Peace and Security.



## Nanda Kishore Daggupati

Educational Development through  
Research, Consulting, and Policy  
- Chennai, India



Kishore led an educational development initiative in Chennai, India with a key focus on institutionalizing change through a government partnership. Working with over 20 schools, the initiative focused on improving learning retention in mathematics at the middle school level, introducing and creating innovative educational technology, and working with low-income students in pursuit of education and meaningful employment. After his Pathy Fellowship, Kishore completed a Master of Education in Policy & Analysis at the Harvard Graduate School of Education. He also led the creation of a learning ecosystems platform, turning cities into spaces of intergenerational and decentralized learning.

## Faduma Gure

Somali Interdisciplinary  
Health Network  
- Ottawa, Ontario



Faduma developed the foundation for an interdisciplinary health network in Ottawa's Somali community. She conducted interviews with key stakeholders in the community, held group meetings, attended community wide forums, functions, and other relevant events, conducted research on the development of networking platforms, and developed resources to solidify network development. Her Pathy Fellowship culminated with the formation of a steering committee for the health network, as well as the acquirement of funds to hire a full-time project coordinator based in Ottawa. Following her Pathy Fellowship, Faduma became a registered Midwife, and pursued research on multiple topics within the field. Later, Faduma founded LISS Technologies, a health organization that provides easy-to-use, low-cost, solar-powered breast pumps to mothers in Somalia.



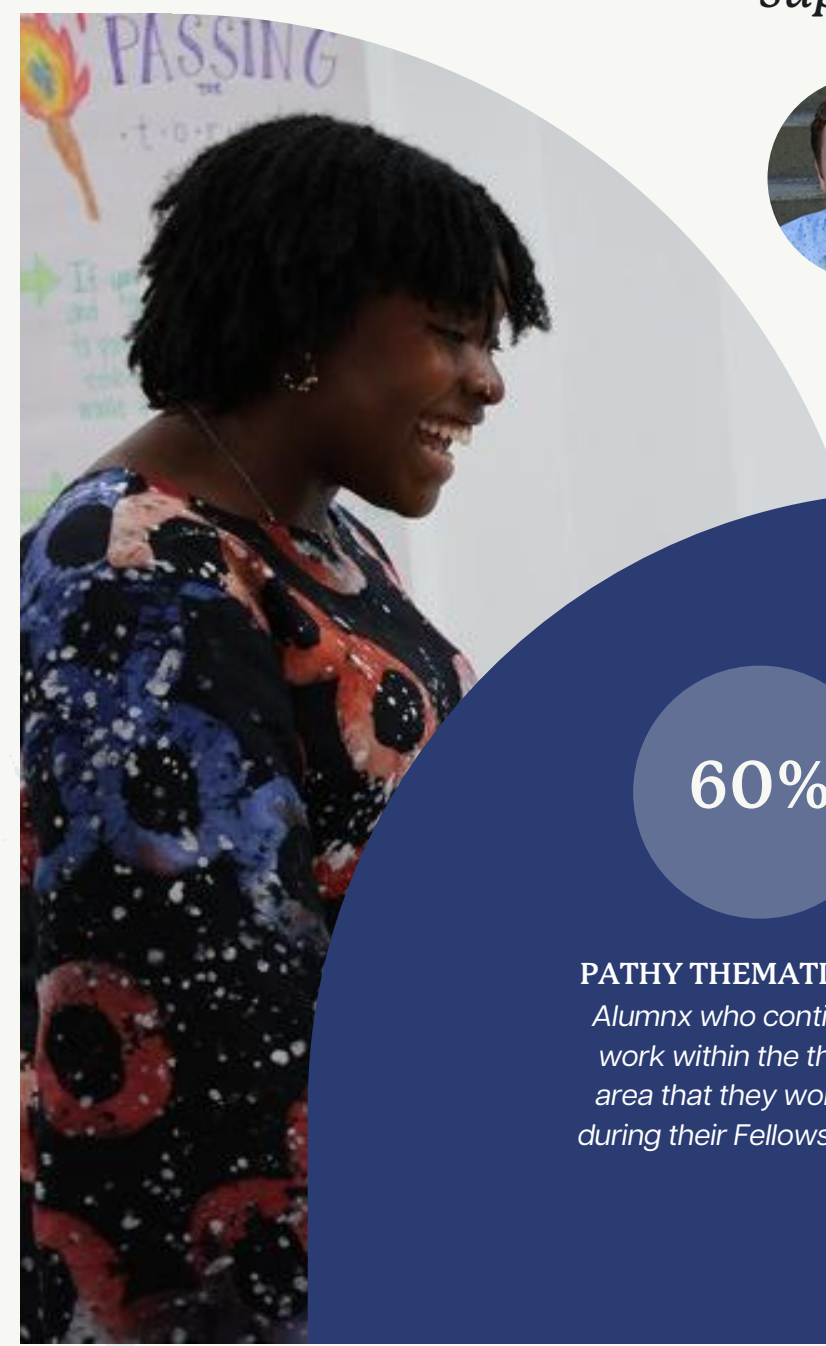
Explore  
more Alumnx  
stories



*“The Fellowship was an incredible year and a transformative experience. I firmly believe that being a Pathy Fellow was the best place for me after my university graduation. I was challenged to become confident, mature, and outspoken in my leadership through the self-directed initiative and in ongoing support.”*



**Stewart Langley**  
Cohort 5, 2019-2020



60%

### PATHY THEMATIC AREA

Alumnx who continued to work within the thematic area that they worked on during their Fellowship year.

42%

### HIGHER EDUCATION

Alumnx who pursued additional higher-education opportunities post-Fellowship.





## Application Guidance & 3- Legged Stool

### General Application Guidance

- Be authentic in your application! Personal growth and development is a core objective of the Fellowship, and we are looking for candidates who demonstrate openness to this approach. Let us see the real you, not just your professional persona.
- We want a holistic view of what has brought you to applying to this Fellowship. We encourage candidates to take a narrative approach to this application – tell your story and how it relates to your community and your proposed initiative.
- References are an integral part of the application. **Failure to meet the reference deadline will result in a disqualified application.** Reach out to your references early to confirm their availability to submit the reference form. We recommend selecting references who know you well and can speak in-depth to your passions, motivations, community involvement and/or professional and academic experience. With few exceptions, **your references should never be family members or friends.** References should know you well enough to provide insightful and supportive written responses to our reference questions.  
  
For more information on how to select a strong reference, please visit the FAQs on our website. It is your responsibility to ensure your references complete their questionnaires by the reference deadline. If you need to change your reference or update reference contact information, you can edit reference information and re-send your requests through the application portal. While applications with incomplete references will be reviewed, they are rarely considered competitive.



Respond to each question and sub-question in the application directly and completely and be sure to optimize the character count. Failure to demonstrate adequate thought and effort in the application process generally does not reflect well in the competitive review process.



You do not need to develop a full initiative proposal for your application. At application stage, we're looking for the core idea behind an initiative, including details on your community, anticipated benefits, and indicative thoughts on implementation details. Your initiative idea should be well-thought-out and detailed, but does not need to be fully-developed.



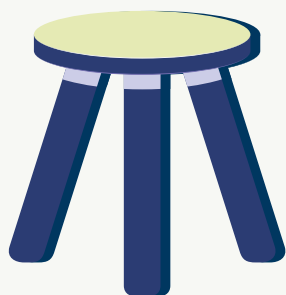
We recognize that AI is a tool that can offer legitimate support in completing your application, including brainstorming and editing. We are also aware that over-reliance on AI may compromise the authenticity and integrity of responses.

The Selection Committee has a comprehensive AI review process, including human reviewers and technological assistance. Over-reliance on AI may result in your application being removed from consideration for a Fellowship. Ensure that, if choosing to use AI as an assistive technology, the ideas represented in your application are your own, and academic and ethical standards for the use of artificial intelligence are applied.



## The “3-Legged Stool”

The Selection Committee looks for three main components in a strong application. We call this the three-legged stool, with the analogy being that you want all three legs of your “stool” to be equally strong. The components of a strong application are:



✱ You as a candidate

✱ The strength of your connection to community

✱ The strength of your initiative idea

### A strong candidate will demonstrate:

#### ✱ Readiness & Desire to Learn and Grow

You demonstrate an openness to both personal and professional development, and a desire to be in a challenging and transformative learning environment. You possess an open-minded approach to new experiences and challenges. You demonstrate self-accountability, proactiveness, and responsibility. You showcase a commitment to lifelong learning, collaboration, humility, and perseverance.

#### ✱ Relevant Skills, Experiences, Knowledge & Background

You bring pertinent and relevant academic, professional, volunteer, and/or lived experiences, skills and knowledge(s), which are relevant to the implementation of your proposed initiative. Your background will contribute positively to peer learning and collaborative community environments. We do not want to see your CV elaborated on in narrative form – you will have the opportunity to attach your CV for reference later in the application.

#### ✱ Passion & Motivation

You demonstrate a profound passion for contributing towards positive change, and this is tangibly expressed in the application. The Fellowship and your proposed initiative is aligned to the your long-term goals, objectives, and motivations. You express an interest in the holistic Fellowship experience (beyond the funding) and it is clear that you are passionate about and connected to the topic at hand.

#### ✱ Leadership Skills & Potential

You demonstrate an individual leadership journey and a history of service to others. You demonstrate potential and capacity to continue evolving into an active and effective changemaker. Your values and philosophies are indicatively evident/expressed. How you wish to further develop your leadership within the program is explored. Candidate will be able to step into a leadership role in their proposed initiative.



### A strong community connection will demonstrate:

#### ✱ Meaningful Connection to Community

You have a strong, meaningful, pre-existing connection with your chosen community. A reasonable sense of shared belonging, connection, or solidarity to this community is expressed. You demonstrate that your connection and passion towards this community is genuine. You address the nature of your positionality/role within this community. The community is receptive/welcoming of you and the Fellowship.

#### ✱ Knowledge of Community & Context

You demonstrate deep knowledge of your chosen community. The identified community is well-defined for the purpose of the application, and it is clear who the key interest-holders will be. You demonstrate an ability to navigate community life and demonstrate cultural/community competence, situational awareness, and knowledge of community priorities, histories, and visions for change.

#### ✱ Motivation of Candidate & Community

Both you and your community are driven and committed to collaborating on the initiative. You are able to express how your connection to this community was formed, and whether the community is equally motivated to work with you. Parties are not solely interested in funding.

### A strong initiative idea will demonstrate:

#### ✱ Innovative Nature & Design

Your proposed initiative addresses community priorities in an innovative, new, creative, or entrepreneurial way. The initiative contributes to solutions-oriented approaches to community development. It is evident that you are not attempting to reproduce or replicate existing initiatives, and that this Fellowship would not serve as internship funding within an existing organization/project.

#### ✱ Feasibility

The initiative is feasible within the time and budgetary constraints of the Fellowship and the goals and outcomes are clear and achievable. You identify potential initiative challenges and ways to address them. You are realistic about what can be achieved within the Fellowship, and have identified potential resources to be leveraged.

#### ✱ Sustainability & Impact

The initiative has the potential to contribute to lasting impacts in the community, and to be continued in some capacity outside of the Fellowship year. You demonstrate considerations for the long-term sustainability of the initiative. Potential benefits of the initiative are evident. Community context and environment appears suitable to the adoption of the initiative in the long-term.

#### ✱ Potential Scalability

The initiative has the potential to be scaled or replicated within the community or elsewhere and/or there is potential for the impact of the initiative to grow beyond the pilot year.

# Worksheet

Use this worksheet to get a head-start on your Pathy Application. The following questions are designed to support you in developing a strong application that is grounded in personal self-awareness, innovative thinking, and community connection. For more application supports, be sure to visit our website.

**A. What does your community mean to you and why do you want to work with this specific community? How are you connected to this community, and how has this community influenced who you are?**

## B. What is your “why”?

What purpose has guided you to this path? What are your core values? What motivates you to want to impact the world, or your community? Why do you want to contribute to a better world? Take some time now to make some notes or write out a few sentences that outline what drives you to make change.



C. Identifying your assets

The Pathy Fellowship is underpinned by a strengths-based, community-centered philosophy, meaning we value existing skills, opportunities, assets, and potential as our starting place for individual and social change. Using the table below, identify any skills, strengths, and talents that you are confident in, working on, and want to learn or develop further. Where do these skills come from? How do they influence who you are and how you show up in the world? What do you have to contribute to the world that you are most proud of?

| What I’m confident in (strengths) | What I’m currently working on | What I’d like to learn (areas for development) | Influential experiences connected to my personal assets |
|-----------------------------------|-------------------------------|------------------------------------------------|---------------------------------------------------------|
|                                   |                               |                                                |                                                         |

D. Combining your strengths and passions for social change

What communities do you belong to that would benefit from the gifts and strengths that you carry? What experiences (personal, work, volunteer) have helped you to build community connections? What are you passionate about that you would want to dedicate a year of your life to building? If you could create anything to benefit your community, what would it be? Use the space below to begin connecting your personal strengths and passions to an idea for change in a community you are connected to.

| The communities I am most connected to are... | The things I am most passionate about are... | The ideas for change I have are... |
|-----------------------------------------------|----------------------------------------------|------------------------------------|
|                                               |                                              |                                    |

Application Supports

The Pathy Foundation Fellowship believes in supporting candidates to shine their brightest in their application. We have a suite of resources available to you as you work to develop your initiative idea, select your references, learn about the Fellowship, and put your passions on paper. We want to support you in creating the strongest application possible, reflective of all that you are and will bring to the program! **We highly recommend engaging with the following supports before you submit your application:**

Resources to learn more about the Pathy Foundation Fellowship

- ✱ **Register for an Info-Session, Workshop, and Group Application Support**

Attend our sessions to learn more about the Pathy Foundation Fellowship, ask questions, develop your initiative idea, and meet other Candidates.
- ✱ **Watch our Pre-Recorded Information Session**

If you’re unable to attend a live Information Session, a pre-recorded session is also available.
- ✱ **Check out our website**

Our comprehensive FAQs provide additional detailed information on the program. You will also find past initiative information from all previous Fellows on our website. Not sure what you want to do in your community yet? Review our Alumnx stories to assist with initiative ideation, and to see what initiatives we have supported in the past.
- ✱ **Watch “The Pathy Foundation Fellowship - A Short Film”**

In 2024, the Pathy Foundation Fellowship released a short film featuring Fellows from Cohort 1 & 8. The 3-minute video provides a snapshot into the experience of the Fellowship and the transformational journey of a Fellow.

Find Listed Supports









# Pathy Foundation Fellowship

Are you ready to lead?

