

# Continuing Your Pathways Journey

## Three Paths

There are three potential paths for organizations and participants to continue in Pathways beyond your first full year of participation: Full, Extended, and the new Community Circle.

Organizations can be actively participating in the Full or Extended programs, but not both at the same time.

Community Circle is open to all individuals who have completed one year of the Full program, regardless of the organization's participation in the other program streams, and individuals who are no longer with the organization they were representing during the Full program.

## Full Program (Round Two)

At the close of the first year, some participants find that they are just getting into the groove of their learning and action plans and feel that they require the support of a full second cycle of the program. For some organizations, taking the work further requires having two different participants engage in the full program. For others, it makes sense for participants who have done a full cycle to continue into a second full round.

### The Full Cycle Program is suitable for organizations that:

- Are building upon ideas or initiatives from the first year and would benefit from additional support from a Guide and/or cohort to maintain momentum.
- Would benefit from another year of peer connections within a community of practice and lack alternative options.

OR

- Would benefit from additional members of the organization experiencing the program, to deepen or build on the work accomplished thus far.

### Eligibility

- Returning organizations must continue to be eligible based on the overall program eligibility criteria
- Can articulate why returning for a second year of the Full program would have an impact.

### Program Guide Pairing

Organizations continuing in the program for another year may or may not be paired with the same Guide to prevent over-reliance on a single Guide.

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## Extended Program

The Extended program recognizes the ongoing value of periodic check-ins and the potential benefits of continued peer interaction within cohorts, offering a less intensive, yet still supportive, environment for sustained growth. This program aims to bridge the gap between intensive support and complete independence, providing a flexible pathway for continued engagement and progress.

Note: The Extended program is only available when both individuals from the organization have completed the Full program and are continuing into the Extended program.

### The Extended Program is suitable for organizations that:

- Would benefit from continued access to learning resources and guidance throughout the year, but need less frequent check-ins.
- Are building upon ideas or initiatives from the first year, and continued connection to a Guide and/or cohort would help maintain momentum.
- Would benefit from another year of peer connections within a community of practice, on a less frequent schedule.

### Eligibility

- Participants must have completed the Full program. New individuals from the organizations are not eligible for Extended but may apply for the Full program.
- Returning organizations must continue to be eligible based on the overall program eligibility criteria.
- Can articulate why returning for a second year under the Extended program would have an impact.

### Program Guide Pairing

Organizations continuing in the program for another year may or may not be paired with the same Guide to prevent over-reliance on a single Guide.

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## The Community Circle

The Community Circle is intended to maintain connections with past participants by providing continued access to learning opportunities and fostering a community of practice. This allows individuals to continue their development, implement positive changes, and engage in individual and peer learning beyond the Full or Extended program streams. It serves participants who may not need or have the capacity for the more intensive program streams but still value ongoing engagement with Pathways resources and community.

### The Community Circle is open to participants who:

- Value continued access to workshops, panels, and ad hoc learning opportunities.

### Eligibility

- Participants must have completed at least one program cycle
- Note: participants may join the Community Circle regardless of whether they remain at the organization

### Program Components

- Access to Pathways-hosted workshops and webinars
- Access to Affinity Spaces
- Access to Extended Cohort groups (as space permits)

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# Pathways Next Steps

## Which Path Is Right For Me?

We are just getting into the groove and feel that continuing with the full program would be important to continue the momentum

We found the program valuable and believe having two other people in our organization participate would deepen the impact

**Full Program  
(Round Two)**

We've completed a full year and built a strong foundation. Bi-monthly meetings and optional cohort participation would help us stay accountable and continue learning at a sustainable pace.

**Extended  
Program**

Having completed a full year, we're not able to commit to regular meetings but want to stay connected to the Pathways community through workshops, affinity spaces, and occasional cohorts.

**Community  
Circle**

# Pathways Next Steps

## Which Path Is Right for Me?

	FULL	EXTENDED	COMMUNITY CIRCLE
2:1 Guide Meetings	12 Meetings	6 Meetings	N/A
Pathways Platform	Yes	Yes	No
Commitment	5+ hrs	5+ hrs/bi-monthly	Variable
Peer Cohorts	9 Meetings	5 Meetings	Potential for Extended Cohorts if space allows
Affinity Spaces (If applicable)	Yes	Yes	Yes
Workshops and Webinars	Yes, Priority Invite	Yes, Secondary Invite	Yes, Third Invite
Community Care Program	Open	Open	N/A
Access to Subsidized Resources	Yes	Yes	N/A

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