



Rocky View County
Family & Community Support Services (FCSS)

2022 FCSS GENERAL FUNDING APPLICATION
(FUNDING PERIOD: January 1 – December 31, 2022)

ALL INFORMATION PROVIDED IS PUBLIC

APPLICATION DEADLINE IS 4:00 P.M. AUGUST 30, 2022 NO EXCEPTIONS

1. ORGANIZATION INFORMATION	
Organization Name	Synergy Youth and Community Development Society
Program Name	Synergy
FCSS Funding Request (over \$7,500) (from Section 9.6 C Proposed Budget)	\$115,000
E-Mail Address and Website	involved@yoursynergy.ca www.yoursynergy.ca
Mailing Address (include postal code)	#101, 340 Merganser Drive West, Chestermere, AB, T1X 0Z6
Street Address (for courier purposes)	Same as above
Agency Telephone Number	403-212-0242
Agency Fax Number	587-387-2876
Executive Director Name	Patty Sproule
Program Contact Name	Coralee McIntosh
Phone Number (If different from above)	Same as above

2. CERTIFICATION OF COMPLIANCE
This is to certify that to the best of my knowledge and belief, the information included in this application complies with the requirements and conditions set out in the Family and Community Support Services Act and Regulation. (https://www.alberta.ca/family-and-community-support-services-fcss-program.aspx)


Signature (Agency Signing Authority)

Executive Director
Title

Patricia Sproule
Print Name

8/13/2021
Date



Submit Completed Documents to, or for further assistance contact:
Dimitri Dimopoulos, FCSS Coordinator
Rocky View County
262075 Rocky View Point
Rocky View County, AB T4A 0X2

Please note that faxed or e-mailed copies of the application will not be accepted. All proposals (printed single sided pages only) must be received in the Rocky View County main administration building by 4:00 p.m. SEPTEMBER 30, 2020. It is strongly recommended that you courier or hand deliver your proposal and request confirmation of receipt. APPLICATIONS NOT RECEIVED BY THIS DEADLINE WILL NOT BE ACCEPTED.

☒ Please email confirmation of receipt of this application to: coralee@yoursynergy.ca

Please indicate how you heard of the Rocky View County FCSS Program:

_____ newspaper ad _____ social media _____ website visit/search
_____ word of mouth X other (specify) They are our current funders

3. SOCIETY MEMBERSHIP (current)	
Number of Members	XX
Membership Fee Per Member	\$0

4. TYPE OF ORGANIZATION		
Alberta Societies Act Registration Number:	5017832279	
Charitable Number (if have one):	84233 9988 RR0001	<input type="checkbox"/> Government Agency

5. DAYS AND HOURS OF OPERATION OF THE PROGRAM							
OPERATING HOURS	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
	9am-9pm	9am-9pm	9am-9pm	9am-9pm	9am-5pm	Intermittent	Intermittent
Dates not Open:	Some Saturdays & Sundays						
Statutory Holiday:	Usually Closed			Other			

6. DOCUMENTATION REQUIREMENTS: <u>Do not provide other attachments unless requested to do so.</u>	ATTACHED
List of current agency Board of Directors by name and Board position (Board information is requested to ensure sufficient governance and make members accessible to administration, if required.) Do not include personal contact information (home addresses, emails, or phone numbers).	<input checked="" type="checkbox"/>
Fee Policy and Schedule (if applicable)	<input checked="" type="checkbox"/>
Organizational Chart of Agency	<input checked="" type="checkbox"/>
Certificate of Incorporation under the Societies Act if new applicant. (Not applicable to other municipal governments and associated departments)	<input type="checkbox"/> Included <input type="checkbox"/> Not Applicable
Constitution and Bylaws (first time applicants only unless changes were made by previously funded groups)	<input checked="" type="checkbox"/>
Job description(s) for County FCSS funded positions requested (first time applicants only unless changes were made by previously funded groups)	<input type="checkbox"/>
Most recent Audited Financial Statement	<input checked="" type="checkbox"/>

The personal information on this form is being collected for the purpose of determining eligibility of an applicant to receive FCSS funding; to assist in administering the FCSS funding; and to monitor, assess, and evaluate your program. This information is collected under the authority of Section 33 (c) of the Freedom of Information and Protection of Privacy Act and may become public information once it is submitted to the FCSS program. Questions regarding the collection of this information can be directed to the Manager, Recreation and Community Services at 403.520.6307.

7.1 PROGRAM DESCRIPTION

Provide a brief program description in a few sentences (to be used for publication by FCSS)

Synergy empowers youth and community groups to build strong connections through relationships, education, leadership and programming to create connected, engaged and healthy communities.

Synergy offers leadership and wellness education for both individuals and local nonprofits. Through resiliency building programs, community-based activities, and professional facilitation services, we provide opportunities to develop healthy relationships and build our community's capacity. We also host the Lifepath Centre for Community Leadership, a collaborative gathering space for the nonprofit sector to meet, deliver programs and services and access resource tools, relevant information, and training opportunities.

Synergy promotes the volunteer sector as a valuable resource as well as developing both individual's and nonprofit agencies' capacity to increase skills, competencies, and self confidence, which serves to enhance our community's quality of life.

7.2 PREVENTION

In what way(s) is your program preventive in nature? Check the appropriate items from the following list. You will be required to report on each of the Outcomes that you have selected.

Provincial Outcome	Rocky View County Outcomes	
Improved social well-being of individuals	Outcome 1: Individuals experience personal well-being. Indicators: Resilience; self-esteem; optimism; capacity to meet needs; autonomy; competence; personal engagement; meaning and purpose.	<input type="checkbox"/>
	Outcome 2: Individuals are connected with others. Indicators: Quality of social relationships; social supports available; trust and belonging.	<input type="checkbox"/>
	Outcome 3: Children and youth develop positively. Indicators: Developmental assets.	<input checked="" type="checkbox"/>

Provincial Outcome	Rocky View County Outcomes	
Improved social well-being of families	Outcome 4: Healthy functioning families. Indicators: Positive family relationships; positive parenting; positive family communications.	<input type="checkbox"/>
	Outcome 5: Families have social supports. Indicators: Extent and quality of social networks; family accesses resources as needed.	<input type="checkbox"/>

Provincial Outcome	Rocky View County Outcomes	
Improved social well-being of the community.	Outcome 6: The community is connected and engaged. Indicators: Social engagement; social support; awareness of the community; positive attitudes toward others and the community.	<input checked="" type="checkbox"/>
	Outcome 7: Community social issues are identified and addressed. Indicators: Awareness of community social issues; understanding of community social issues; agencies and/or community members work in partnership to address social issues in the community.	<input checked="" type="checkbox"/>

7.3 PRIMARY TARGET

Indicate the Primary target at whom the program is aimed by estimating the percentage of the program's FCSS allocation that is directed to services in the following categories.

Children	25	%
Youth	30	%
Families		%
Adults		%
Seniors		%
Volunteerism	20	%
Community Development	25	%
Total	100	%

7.4 SOCIAL SERVICE CONTINUUM

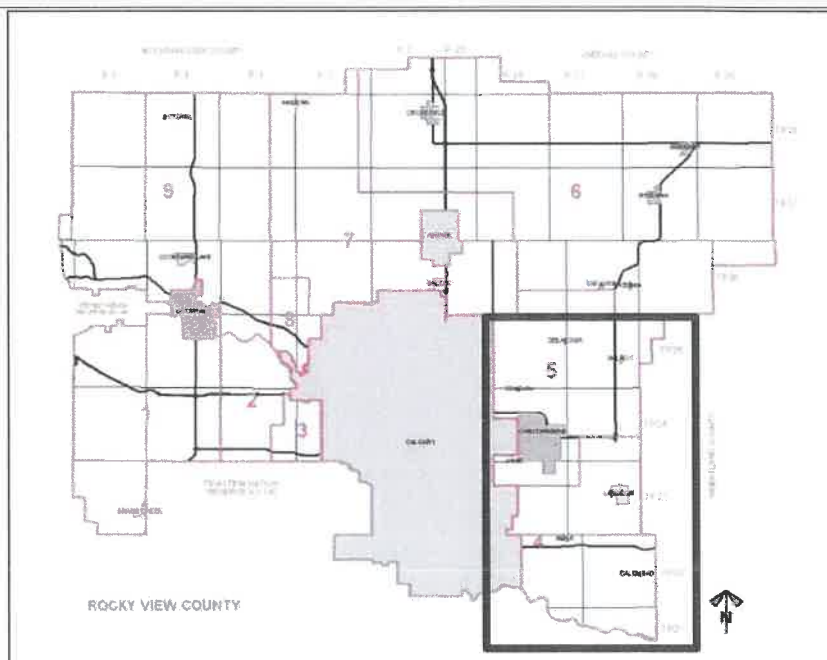
Please indicate the percentage of each section below that your program provides.

• Promotion: Programs and services that promote public education and awareness of social needs.	25	%
• Prevention: Programs and services focused at the earliest opportunity on individuals and families whose social well-being in community life is at risk.	40	%
• Early Intervention: Programs and services focused on individuals and families with identified early signs of unmet needs, who require support to enhance their social well-being.	20	%
• Specialized Services: Programs and services for individuals and families focused on emerging social needs not yet sufficiently addressed by community support.	15	%
• Remediation Services: Programs and services for individuals and families with clearly defined unmet needs, who require assessment, intervention, and treatment to enhance their social well-being.		%
Total	100	%

8. COORDINATION AND COMMUNICATION

A. Identify organizations within the program's catchment area (define your region of operation; include towns and border of service area and also clearly mark it on the map with thick black lines) that provide similar services.

Synergy's region of operation is Chestermere, Langdon and South East Rocky View County area. Synergy connects with local organizations to ensure there is no duplication of services and we are known for providing unique programming that fills gaps, particularly for underserved populations. Organizations we have connected with include Chestermere Community Support Services, Bow Valley Scouts, Girl Guides, Camp Chestermere, Scouts, Cadets, 4H, and community churches.



B. What cooperative and coordinative steps has the program taken with these agencies?

Synergy's philosophy is deeply rooted in the premise that we can achieve much more by working in partnership than we can in isolation. We are highly collaborative in everything we do, and we emphasize that with youth. What makes us unique and well-suited to deliver this program is that we are already well-established within the community and have achieved an increasing, enhanced and strengthened network which normally takes a significant amount of time and money to establish.

Over the past eight years, we have developed and deepened our relationships, supports and resources. We continually nurture these relationships by supporting local agencies to the best of our ability whether it be through the sharing of knowledge, resources, services and/or volunteers. Synergy representatives connect with all groups and agencies to keep the conversation going regarding current community needs and how we can collectively address them. We have shared our resources with the South East Rocky View Food Bank, OK Seniors, Langdon Community Association, Langdon Community Collaborative and all four Ward 2 Schools (Chestermere High, Indus, Langdon and Sarah Thompson Schools). We consistently connect with local schools to offer support, whether it be offering free/subsidized programs or by assisting with a local playground build. We also support the Langdon Community Garden Society by planting, weeding and watering the garden plots.

We have notably been one of the only agencies to address youth needs whether it be youth-at-risk or high-achieving students as well as supporting local organizations and volunteers of any age looking to give back to the community. This has continued throughout the pandemic whether it be through online platforms or in-person groups.

C. Describe the similarities and differences between the proposed program and those identified as being delivered by other organizations.

Synergy offers an alternative opportunity for youth, most of whom do not have an aptitude or interest in traditional groups/activities such as sports. We focus on inclusion, building self-esteem/confidence, finding a place to belong, discovering passions and developing citizenship through the provision of barrier-free programming. Many other organizations provide options to develop leadership (e.g. Guides, Scouts, Cadets, Camp Chestermere), but these groups tend to be either narrowly focused (i.e. Christian Leadership) or are not flexible enough to adapt to the needs of the community. Our community's other amazing organizations tend to offer short-term programs and/or have a significant cost associated with them. Synergy is flexible and adaptive enough to allow for year-round programming that fits the needs of the community and at reduced or no cost. We consistently connect and collaborate with other organizations and welcome any of their participants to attend our programs. Synergy was able to seamlessly transition to online programming, via Slack and Zoom platforms, during the pandemic, as per restrictions, and was able to resume to in-person programming as soon as it was deemed safe to do so.

Synergy continues to have updated Biosafety Protocols in place for all our staff, volunteers and program participants. Our protocols are based on Alberta Health Services and the current Chief Medical Officer of Health orders but are somewhat more conservative in that we still require masking indoors when physical distancing is not possible. Since the beginning of summer 2021 programming, we have implemented practices to minimize the risk of transmission of infection among attendees, provided procedures for rapid response if an attendee develops symptoms of illness and ensured that attendees maintain high levels of sanitation and personal hygiene so that we are complying to the extent possible and beyond. Our biosafety information can be found on our website and includes pre-screening and tracing protocols along with our sanitization and physical distancing requirements. Our safety practices have been extremely successful in allowing everyone to participate safely in Synergy programming, especially with many other options for youth engagement being limited.

Synergy also incorporates mentoring as a key component in all our programs. The mentor's role is to be a consistent, healthy, non-parent, adult or young adult relationship support within the community. Adult and teen mentors work with both large and small groups, as well as, one-on-one with youth in need, connecting them with appropriate professional services and when feasible, engaging them in community activities and programs. This is by far the most cost-effective, efficient and impactful strategy to support and educate youth.

OUTCOMES MODEL

(For further information on the outcomes model contact the County FCSS program for a copy of a toolkit.)

9.1 AGENCY/PROGRAM VISION

Desired social condition. May be your agency's existing vision statement.

Synergy's vision is for connected, engaged and healthy communities.

9.2 AGENCY/PROGRAM MISSION

Unique role in working towards the desired social condition. What are you currently doing to achieve your mission (e.g. other programs and services that are not a part of this application for funding)?

Synergy's mission is to empower youth and community groups to build strong connections through relationships, education, leadership and programming. We achieve this by providing quality youth programs as well as being unconditionally supportive and connected with the community and local organizations. Our programs are developed from evidenced-based curriculums and current research. As an organization, we are consistently seeking training and resources to identify best practices and trends in working with youth and the community. We incorporate the research into experiential programs and services with consideration for the fact that rural areas have distinct needs and issues that many urban centric agencies do not adequately address. Since our relationships extend beyond our service area, we have noted that many rural areas in Alberta have similar or differing struggles that larger urban agencies do not identify with or are not equipped to handle. Our ongoing relationships with local schools (i.e. with their Child Development Advisors), health care professionals, not-for-profit groups and community members allow us to support them, as well as identify current needs or issues that need to be addressed. Through our support, wellness referrals and our Connection and Care program we can connect individuals, youth and families with the health and wellness programs and services that will enhance their well-being and build resilience. Furthermore, we accommodate our participants as much as possible by bringing SERV participants out to events/programs that they normally would not have access to due to transportation barriers and including them in our online programming.

Synergy continues to be one of a select group of not-for-profit sector agencies receiving provincial funding through the Enhanced Capacity Advancement Program. This program focuses on building the capacity of the not-for-profit and voluntary sector and allows us to extend the level of support we can offer community groups in their efforts to build capacity.

9.3 STATEMENT OF NEED

Problem statement; description of the situation you wish to change.

A need has been identified in South East Rocky View County for quality, community based, youth social skills development programming that can support the positive development of children and youth. This need is evident in ongoing client feedback surveys, allied professionals' letters of support, professional networks, client testimonials, and population demographics. South East Rocky View (SERV) youth require alternative sources of mentorship to provide opportunities for increasing their level of confidence, independence and resiliency. They also need support in growing their leadership skills, discovering their passions and finding a sense of belonging in their community.

Having worked with youth, families and community groups in Southeast Rocky View for several years, we have identified an increasing and significant need for wellness support for youth and their families. Even with supports available, many youth, families and community members struggle with identifying their wellness needs or knowing how to access these supports and resources. More importantly, they do not know WHEN to get help (i.e. importance of prevention and early/timely intervention). Recent demographic data (Census 2016 from Statistics Canada and 2018 census data from Rocky View County) has shown increasing populations of over one third of the residents being under the age of 20. It is statistically inevitable that the needs and issues of this population will continue to grow and change as well.

Perhaps the most significant impact on our community's youth, families, caregivers and professionals has been the Covid 19 pandemic which has especially affected youth mental wellness due to the long periods of isolation required in order for families to stay physically safe. At Synergy we have already experienced an uptick in counselling referrals and expect that trend to continue for some time to come.

This community has experienced an increase in suicides and other sudden deaths in the past few years and we have seen first-hand the impact these tragedies have had on local youth and families. Research shows the devastating impact that these types of tragedies can have on the community along with the compounding issues (grief, depression, substance abuse, etc.) that tend to go along with it. There is growing evidence that children exposed to trauma or sustained toxic stress can experience lifelong learning, physical health and/or mental health challenges.

The well-being and resiliency model of providing an umbrella of support through offering prevention and early intervention programs supports the positive development of youth at risk (Children's Services, Government of Alberta. (2019). Children's Services Well-being and Resiliency: A Framework for Supporting Safe and Healthy Children and Families). The YELL Youth Council Community Youth Survey demonstrated a definite trend with a large number of youth expressing the need for more wellness supports (44.2%, 834 participant response rate). Our agency is well suited to identify the issues and address the needs of our community. Additionally, Synergy is the lead agency in a Community Coalition that is developing a comprehensive survey with the goal of identifying what is needed to make our communities safer.

Synergy programs work directly to identify and enhance individual, family and community assets using a prevention and/or early intervention strategy through a community development lens. This project emphasizes collaboration, connection, and empowerment for participants, while engaging the community to work with each other for positive growth and change. Synergy's objective is to reduce risk factors and increase protective factors including decreasing internal/external barriers to community-based mental health supports and increasing access to information about programs and services available, so that families are healthy, connected and supported in the community and that further tragedies are avoided or the effects minimized. These issues have only been magnified due to the pandemic and the wariness of what the future holds for youth and families.

In addition, local not-for-profit organizations need opportunities to strengthen their capacity through collaboration, discover resource efficiencies, and gain experiential knowledge through volunteerism and community development. Our community engagement and capacity building programs support the goals of the 2018 Rocky View County Plan as well as acknowledging the needs outlined in the 2020 Rocky View County Recreation Needs Assessment Study.

9.4 STRATEGY/ACTIVITIES

How will the program address the specified need? What goal or long-term change or impact do you want to achieve? What are you going to do in the program to achieve your goal(s)?

ADOLESCENT PROGRAMS

All of our programming is holistic in nature and intrinsically connected. We take a well-rounded approach to building resiliency through a focus on healthy relationships in every program we offer. Healthy relationships with peers, mentors, volunteers, and community is a foundation for the development of resilient children and youth. All programming is intentionally preventative, utilizing relationship to build resiliency and prevent adverse childhood experiences. However, when necessary, we provide timely intervention that can assist youth with getting back on track and preventing future challenges. Through weekly programming, youth can learn and practice their skills in a safe and encouraging environment without the pressures or issues of school and family. Activities within the programs are taken from evidence-based curricula and proven strategies.

Synergy offers an important social experience for those who are looking for a place to belong. Our youth welcome new members and guests always, no matter what, with diversity and individuality strongly respected. Youth are supported by adult and teen mentors and a network of community leaders, but the youth undoubtedly give at least as much, if not more, than they receive and our Volunteers receive at least as much as they give.

The programs and relationships that Synergy develops produces a 'ripple effect' in the community. Through investing in youth by building long lasting relationships and providing targeted, well-developed programs and services that grow and adapt with the needs of participants, Synergy is committed to enduring positive and lasting change in the community as a whole. This commitment supports the individuals who are a part of Synergy to grow into their authentic selves, make healthy and positive choices as well as gain confidence to be leaders in their communities. This approach to programming produces a ripple effect in the community as youth who are healthy, confident, and empowered pass those skills and attitudes on to their friends, families, and co-workers, creating a healthy, confident and empowered community and society. Research and experience has shown that this can only be accomplished when emphasis is placed on quality versus quantity, in regards to capping participant numbers within each program.

YELL Youth Council (13 – 17+ years) - began in 2007 - weekly

A formal leadership program that as of 2017 began incorporating the City of Calgary's credible and well-known LEAD (Leadership, Empowerment, Achieving a Difference) curriculum. Teens can earn a LEAD certificate that is recognized in and around Calgary, as well as on post-secondary and scholarship applications. Council members complete nine modules incorporating specific learning activities that include *Communication, Conflict Management, Diversity, Leadership, Leisure Education, Personal Wellness, Planning and Organizing, Teamwork, Problem Solving and Decision Making*.

The council uses structured time to develop projects and organize volunteer opportunities and events. They often facilitate consultations to determine issues and trends as well as to set plans to advocate for positive change. Youth Council activities include a Civic Engagement Project that connects them with prominent adult community leaders for reciprocal mentorship opportunities, working on community projects with the Werklund School of Education as well as the Pretty In Pink campaign for local schools which involves them facilitating assemblies to educate youth on bullying (this includes the difference between what is bullying versus what is mean or rude and taking a more positive and encouraging perspective on kindness). This Campaign brings much needed awareness and education for bullying both in schools and the community at large. Research shows that one of the most effective ways to educate youth is through youth, therefore the school assemblies provide a unique and effective method for students to understand the definition and impact of bullying. Designing, creating, marketing and selling the Pretty in Pink buttons helps Council members understand the nature of entrepreneurship and remind the community in a positive way that bullying is still an issue and it can be prevented.

YELL is also looking into the Canadian Mental Health Association Calgary's School of Peer Support for Youth which is a 40-hour virtual learning program for youth to support their peers in the community. Having a supported and structured Youth Council like this provides youth and volunteers opportunities to support their community directly.

Youth Internship Program (15 – 21 years) – began in 2014 – year-round

A youth leadership education and employment skills program providing extensive training and hands-on work experience within community organizations through reciprocal mentoring relationships. Interns take the lead on important community programs such as the Langdon Summer Drop In Program (description below). Other examples of Intern projects include assisting with Dabble/SHOUT programs, community art/gardening projects, the Positive Ticketing program, supporting local not-for-profits and SERV community events.

Friday Fam (13+ years) – began in 2019 – weekly

An evolution from our original Coffee Talk program, this program provides necessary support, sense of community and fun for teens in Langdon. In the format of a conversation circle, youth learn to build healthy relationships with peers and mentors through learning about important social/personal issues and team-building activities. Wellness education is the focus while youth learn how to address and prevent personal mental/physical/spiritual health issues.

Retreats and Workshops – began in 2008 – Four to Six per year

Camps and workshops provide a platform for youth-to-youth mentorship and for Youth Interns to practice their leadership skills while facilitating a leadership education focused retreat for children, pre-teens and younger teens. Workshops on a variety of topics such as Suicide Prevention, Mental Health First Aid, Program Facilitation, Resume Writing, Interview Skills, Mindfulness, Cultural Diversity and Financial Literacy are offered regularly.

PRETEEN PROGRAMS

SHOUT (10 – 12 years) – began in 2013 – weekly

Based on the One Circle Curriculum, the weekly SHOUT Boys/Girls Program has been delivered to the community and local schools for the past four years. Program Coordinators can adapt the program content and activities to meet the specific needs of youth in each session. The program components have been working very well and the only changes that we have already made is to incorporate the COVID-19 biosafety protocols (e.g. masks, physical distancing etc.). SHOUT programs incorporate key themes and formats from the One Circle Foundation curricula. The gender-responsive circle models and interventions are designed in evidence-based principles and practices, incorporating Motivational Interviewing, Cultural Responsivity, Strengths-Based approaches, and Trauma-Responsive practices. Weekly sessions allow youth and their mentors to have their authentic voices heard in a safe space while building trust as a group to allow youth to fully learn the fundamental life skills to be successful in school, relationships and within

their family. Each week, youth focus and learn concepts such as *Social Skills, Emotion Identifying, Problem Solving, Educational Goal Setting, Goal Achieving Skills, Culture and Diversity, Impulse Control, Anger and Conflict Management* skills.

Over time, youth can make positive relationships with mentors and utilize the confidence from that to build healthy relationships with other youth. Weekly hands-on and challenging activities give youth an opportunity to practice what they learned including how to handle negative emotions in a healthy and productive way. Regular opportunities for brief check-ins and identification of possible concerns allows us to direct youth and their families to services and provide referrals more efficiently.

Youth are more likely to indicate needs, such as bullying or suicidal ideation, to a trusted facilitator or group once a relationship has been established. Small group settings provide opportunities for observation and increased staff-mentor-youth connection. These programs also increase community engagement as youth are given projects that provide opportunities to support and connect with other groups, such as senior populations, which has greatly fostered intergenerational reciprocal mentorship.

Dabble (7 – 9 years) – began in 2019 – Eight-week sessions

A structured program that provides children with the opportunity to try activities they might not otherwise get the chance to, in a safe and welcoming atmosphere. Children develop positive relationships with other children their age, and are mentored by caring adults while learning from professional facilitators during all the activities they participate in. Many find they have a passion for a particular sport, skill or hobby and are inspired to pursue it further. Activities have included: skateboarding, equine therapy, coding, gardening, smudging ceremonies, traditional Indigenous medicine and making nutritional snacks.

Langdon Summer Drop In/Day Camp (10+ years) – began in 2013 – weekday mornings and afternoons from July through August

A structured outdoor program for youth to engage with each other and connect through physical literacy games, problem-solving activities, creative art projects and to be mentored by older Synergy Youth Interns and volunteers in a safe and encouraging environment. This serves as an alternative to screen time or just sitting at home and helps youth build social skills and healthy relationships. Some of the youth present challenging behaviours which allow our trained staff and interns to help them navigate their problems and support their social-emotional learning.

PRETEEN, YOUNG ADULT & FAMILIES

Child Safe Programs (10+ years) –Six – Eight per year

Synergy offers a variety of programs facilitated by Child Safe Canada. The main programs offered are the Babysitter Course and Home Alone. Others such as Friendship Builders are offered as the need is determined through community consultation. Home Alone is a safety training program for youth age 10 years + (younger siblings can attend). Participants learn through interactive games and role playing the skills needed to safely and confidently stay at home alone. Babysitter Course is a course for youth age 11 years + that are interested in babysitting or have started babysitting. Participants learn what it means to be a responsible babysitter, safety tips for children, feeding and diapering, basic first aid and what to do in case of emergency.

Homework Helpers (grades 4 – 12) – Once to Twice per Month

Offers help with homework in all academic areas. Students are mentored by older students as well as adult staff and volunteers. The focus is on developing problem-solving skills, using an adaptive learning model, and emphasizing fundamentals. Wellness education techniques are used to reduce test anxiety, increase academic self-confidence, and maintain a positive attitude towards education.

Facilitation of Langdon Community Collaborative – bi-monthly meetings plus workshops

The Langdon Community has played an active role in advocating for the development of local amenities and facilities in Langdon for the past six years. As a Collaborative, the member organizations work together to promote a healthy community through multiuse facilities and programs, assisting diverse groups of all ages and abilities. With projects such as Quad Ball Diamonds and a joint use facility in conjunction with Rocky View County and Rocky View Schools, there are a number of projects underway in the hamlet of Langdon. The Langdon Community Collaborative continues to meet and move forward with collaborative fundraising efforts and community partnerships. As an active service provider in Langdon, Synergy has been a member of the Langdon Community Collaborative for over five years,

partnering with a number of organizations for community events and program space. Synergy has been coordinating and facilitating these meetings for over four years and plans to continue to provide this service in 2022. Taking on this role has allowed the already stretched community volunteers to focus their efforts on fund development and awareness building. The Langdon Community Collaborative is also currently working with Alberta Health Services to complete the Alberta Healthy Communities Initiative in Langdon. This initiative will identify ways for residents to live a healthier and more active lifestyle.

Connection and Care services - began in 2019 - ongoing

While great strides have been made in trying to reduce the stigma and stereotypes associated with mental health issues, we continue to experience the detrimental impact that stigma has on individuals, particularly in our own community. This stigma often results in people refusing to seek help until they run into trouble or require costly and extensive intervention. In January 2019, Synergy piloted a project in response to a need we had learned about through our participants and the professionals we collaborate with. This program has continued to help support those in need of accessible health and wellness supports. Since then we have provided referral services for direct, no-cost access to a Nurse Practitioner (for sexual health issues and/or diagnose/treat physical and mental health issues) and a Counsellor (for youth, adult, group and/or family counselling), within the Centre for Community Leadership or available local space (e.g. home, clinic, coffee shop, etc.) serving as an indiscriminate, safe space for individuals to access these services. This program has been promoted throughout our service area through our programs, events, social media, and community networks. Individuals, youth and families are provided with local health specialist services that are as close to barrier free as possible – barriers such as wait times, cost and transportation. The Nurse Practitioner and Counsellor are able to connect with clients quickly and set appointments on weekends and evenings, when it best suites the client, in their home community. Both health professionals are also well connected in the community and can refer clients to other local programs for additional preventative and early intervention supports.

An extension of the services provided by the health specialists is consultation for staff and volunteer mentors who are supporting complex youth. Direct consultation with health specialists allows staff and volunteer mentors that have developed relationships with youth that may be at risk to support them in a timely manner, provide them with information and knowledge on how they can become more resilient, manage their challenges, and provide appropriate referrals.

Wellness and Wellbeing Support/Supported Referrals - began in 2013 – ongoing

Synergy has been directly involved with the community since it was established in 2013 and has been notably recognized as a safe and accessible agency, we have always been a referral service for anyone who has been in need or just needs some added support. This includes but is not limited to; youth of any age, their family members, not-for-profit agencies, for-profit agencies, first responders, public figures and vulnerable populations. Our open-door policy is conducive to community members calling or dropping in, often without an appointment, seeking confidential advice, ideas, resources or simply a listening ear. We continue to be a source of referral and support as we have developed relationships with many individuals, families and organizations in the community, either through our weekly programs, community events, volunteer involvement, or professional networks. Staff are highly responsive to meet the needs of these community members, encouraging referral to longer term supports and often ‘walking with’ the community member until they make the appropriate connection. Successful connection with mental health professionals often takes a significant amount of time due to the need for research, wait lists, lacking transportation to access services and/or resistance from the community member to start working with someone they are unfamiliar with.

9.5 RATIONALE

An explanation of why you believe this strategy or approach will work; include research if possible.

Our programs have evolved over the past few years in keeping with the ever-changing needs of our youth and community population. What has been consistent, however, has been the fact that mentorship from older peers and adults has always had a significant impact on the young people’s ability to learn new skills and become valued community leaders. We know that the earlier we can positively impact youth, the more likely they are to become life-long contributors to society; increasing the age continuum to include pre-teens provides the opportunity to make that impact.

Many of the local not-for-profit organizations that are active in the area are completely volunteer run. This puts a great deal of pressure on volunteers to implement programs and services, maintain facilities and recruit new volunteers.

With a growing population in Southeast Rocky View, specifically Langdon, the need for capacity building supports is increasingly evident. By providing resources and support to all of them as well as facilitating opportunities for collaboration, we can assist them in increasing their capacity without overloading their existing leaders.

The rationale we use from our logic model is that...

- If youth experience healthy relationships and community support, then the development of their cognition will improve in a healthy manner.
- If youth are given an opportunity to make positive contributions to the community, then they will develop leadership skills, life skills, and positive self-perception.

Synergy program plans are always centred on evidenced based curricula and current research. As an organization, we are consistently seeking training and resources to identify best practices and trends in working with youth. We incorporate the research with our experiential results as findings show that rural areas have distinct needs and issues that many urban centric agencies do not adequately address. Since our relationships extend beyond our service area, we have already noted that many rural areas in Alberta have similar or differing struggles that larger urban agencies do not identify with or not equipped to handle.

Our pre-adolescent program lessons plans are based on the One Circle Foundation (Boys Council and Girls Circle Curricula) and various Health Relationships toolkits. We also utilize Canada's High Five training program and resources as it is the national standard for children's programming. Staff, interns and many volunteers have taken Principles of Healthy Child Development and Strengthening Children's Mental Health training. We also use tools and training from the Alberta Mentoring Partnership as well as from the National Mentoring Partnership and The Alberta Centre for Child, Family, and Community Research as there is extensive research available about the importance of adult mentorship for child and youth development. Education practices re: healthy relationships, bullying awareness and prevention can be found on the Government of Alberta website (www.alberta.ca/bullying-prevention-resources.aspx) as well as survey reports on how bullying and family violence is still a significant problem in Alberta.

There is a large amount of information that we cannot adequately capture here but some of the relevant topics we encounter and must continually research include but are not limited to; the latest information on LGBTQ+ & gender identity issues, self-harm & suicidal ideation, fact-based anti-bullying education, diversity & inclusiveness, wellness practices & mental health education, age & gender appropriate social skills development, as well as handling social-emotional or family issues. Incorporating our research into our programs while utilizing the Community & Social Development Social Investment Framework as well as the Search Institute's 40 Development Assets has resulted in us achieving significant outcomes and impact for our programs.

Further evidence that supports our activities, goals and objectives include:

- One Circle Foundation (Entire Curricula Set): <https://onecirclefoundation.org/research.aspx>
- City of Calgary LEAD: <https://www.calgary.ca/csps/recreation/lead-youth-program.html>
- CMHA Youth Smart toolkits: <https://www.youthsmart.ca/>
- The Teen Compass Toolkit: <https://www.samaritanfamilywellness.org/>
- Alberta Mentoring Partnership; <https://albertamentors.ca/mentoring-basics/> and <https://albertamentors.ca/resources/tools-research/>
- Physical & Health Education Canada (2014) Mental Health Education in Canada: <https://phecanada.ca/sites/default/files/content/docs/resources/mentalhealtheducationincanada.pdf>
- National Collaborative on Workforce and Disability for Youth. (2016). Organizational and programmatic components of effective youth programs. www.ncwd-youth.info/publications/organizational-programmatic-components-of-effective-youth-programs/
- Promoting Quality Individualized Learning Plans throughout the Lifespan: A Revised and Updated ILP How to Guide 2.0 (2018) <http://www.ncwd-youth.info/wp-content/uploads/2018/03/Promoting-Quality-ILPs-Throughout-the-Lifespan-WEB.pdf>
- National Alliance for Secondary Education and Transition (NASET). 2010. Youth Development and Youth Leadership: Standards & Indicators and Supporting Evidence & Research. Retrieved June 2018, from <http://nasetalliance.org/youthdev/index.htm>
- Adolescent Brain Development, Adverse Childhood Experiences, and Adult Support - The value of healthy adult relationships on developing children and youth is also examined in the Alberta Family Wellness Initiative, The Adverse Childhood Experiences Study, the Search Institute, and the Align Association of Community Services' June 2015 - Foundations of Caregiver Support.
- www.search-institute.org/our-research/development-assets/developmental-assets-framework/
- International Journal of Mentoring and Coaching in Education (2019) https://www.researchgate.net/publication/335659645_I_love_this_stuff_a_Canadian_case_study_of_mentor-coach_well-being

9.6 INPUTS

***Please see end of application for budget shell. Budget sheet(s) MUST follow the template as provided.**

A. Have you researched or sourced other methods of funding? How do you propose to sustain this program?

Yes, we are continually working to diversify our fund development in order to sustain our programs. We have integrated an extensive fundraising component into our fund development plan which we have been able to match through the Shaw Birdies for Kids program for the past two years. Synergy operates the Lifepath Centre for Community Leadership in partnership with the City of Chestermere. As the operating partner of the Centre, Synergy shares the facility with other Not for Profits on a daily basis.

We currently receive funding and in-kind support from the following:

Chestermere Family and Community Support Services (FCSS)

United Way/Chestermere Partnership

Government of Alberta – Enhanced Capacity Advancement Program (ECAP)

Alberta Culture and Tourism - Community Initiatives Program (CIP)

Canada Alberta Job Grant

Epcor

TD Bank

The Track Golf Course

Steel River Group

Qualico Homes

Canada Summer Jobs

Lifepath Wellness

Werklund School of Education

Werklund Foundation

Calgary Foundation

Calgary Shaw Charity Classic Foundation

Mountain View Financial

Langdon Medical Clinic

Langdon Bottle Depot

Many individuals, families and small businesses

Various fundraisers and nominal program fees for some programs (total subsidies always available)

Past and Potential Future Funders:

Alberta Culture and Tourism - Community Facilities Enhancement Program (CFEP)

In-kind support and funding from other sources is allocated to program expenses and additional projects that enhance SYNERGY's core programs and services

We have full intentions of applying to all the above for ongoing funding and are consistently sourcing other funding opportunities. We have charitable status which has allowed us to successfully receive and apply for grants that we previously were not available to our organization, such as the Calgary Foundation, Canada Post, Canada Youth Corps and Werklund Foundation.

B. Has this budget been authorized by your Board of Directors? Yes ☒ No ☐ If no, please explain:

N/A

9.7 PROJECTED OUTPUTS (Count of products and services delivered to the target group. For definitions, see the end of the report)

Please report the projected direct product of your activities, usually measured by volume of work accomplished. Must include projected number of individual participants, volunteers and volunteer hours. Other outputs may include projected number of training sessions, workshops, and community development programs. Include projected number of County residents utilizing services. Rocky View County residents do not include people who reside in Airdrie, Beiseker, Chestermere, Cochrane, Crossfield, Irricana or Redwood Meadows. It does include those who live outside of these municipalities and within the hamlets located within the County's borders.

A. PROJECTED NUMBER OF INDIVIDUAL PARTICIPANTS SERVED:

People served should only be counted once unless they are part of a family being served (see definitions). DO NOT include group participants, contacts, or community development initiatives if counted below.

Provide general summary of outputs here:

These are unique individuals that receive direct service through our programs as defined by FCSS.

Number of Children/Youth (0 to 18 years) 500 Number of County Residents: 450

Number of Adults (19 to 64 years) 10 Number of County Residents: 10

Number of Seniors (65+ years) 5 Number of County Residents: 5

Number of Families Number of County Families:

B. PROJECTED NUMBER OF GROUPS SERVED:

(e.g. workshops, training and/or education groups)

Provide general summary of outputs here:

YELL Youth Council, SHOUT Boys/Girls/Teen, Friday Fam, Volunteer Training, Summer Drop In Program, LCC Facilitation, Community Support, Connection and Care (counselling and referral), Youth Internship Program, Dabble, Homework Helpers, Resume Workshops, Job Interview Training, Financial Literacy as well as other life skills development workshops and training.

Number of Groups: 16+ Total Number of Participants: 500 Number of County Residents: 450

C. PROJECTED NUMBER OF CONTACTS PROVIDED:

(e.g. providing assistance with forms/referral; telephone, mail outs, email, and social media)

Provide general summary of outputs here:

Program registration, telephone/email inquiries, wellness referrals, social media posts, & member newsletters

Number of Clients: 200 Number of County Residents: 100

D. PROJECTED NUMBER OF COMMUNITY DEVELOPMENT INITIATIVES:

(E.g. community assessment, mobilization, and/or advocacy committees. Do not include service to individuals)

Provide general summary of outputs here:

Previous examples – Pretty In Pink Campaign, Cyber Bullying School Talks, Sarah Thompson Mental Health Week Presentation, Youth Serving Meetings, Langdon Days, Pancakes in the Park, World Suicide Prevention Day, All Candidates Forums, Community Christmas Stores, Langdon Pumpkin Patch, Bullying Prevention Meetings, Langdon Community Collaborative, Alberta Health Communities Initiative, Mental Health Coalition

Number of Initiatives: 14 Number of Clients: 1500 Number of County Residents: 1250

E. VOLUNTEERISM

a) What are the roles of volunteers in the program?

Synergy is fortunate to have a variety of volunteer roles for community members of all ages to help with. We work with our volunteers to determine their passion and assign volunteer roles that are of more interest to them and easier to commit to long-term.

Volunteer roles include but are not limited to the following:

- Event Volunteers – includes youth, family members of participants and other community members
- Adult/Teen Mentors – for program participants (e.g. YELL and SHOUT)
- Program Facilitators and Presenters
- Youth Interns/Volunteers – community initiatives as well as mentoring younger youth
- Board/Committee Members
- Office Assistance
- IT Specialist – updates our website and troubleshoots IT issues
- Special Projects – Assisting with specific projects (e.g. organizational risk assessment, community garden maintenance, etc.)

b) How does the program promote, encourage, and facilitate the use of volunteers?

Through our youth leadership development programs, we are able to provide high quality training to youth with a passion for giving back to their community while giving them the opportunity to gain practical, hands-on volunteer work experience throughout the entire year.

Synergy is very fortunate to attract volunteers from a variety of professional and volunteer backgrounds due to the nature of our work. We provide orientation, training, coordination, supervision and support to all volunteers. Additionally, we have become a safe place for socially isolated, disabled and otherwise challenged youth and/or adults to volunteer their time. Parents, Caregivers and Rehabilitation Professionals seek out opportunities for their charges to give back whilst receiving training and experience that contributes both to their resume and to the community. We also work with other local organizations to promote and recruit new volunteers to help support community projects and initiatives.

c) Total number of volunteers in agency/program:	244
d) Total number of volunteer hours in 2020:	4441
e) Estimated number of volunteer hours until the end of 2021:	5000

9.8 EXPECTED OUTCOMES

Statements, which describe the difference the agency/program intervention will make with clients in the short term, mid-term, and long term. These must logically connect to the Provincial and Rocky View County Outcomes in Section 7.2.

Outcome 3: Children and youth develop positively

Indicators: Developmental assets.

Using evidence-based techniques and years of experience working with local youth, our programs and relationships focus on key developmental assets and milestones for children and youth to develop positively.

Outcome 6: The community is connected and engaged

Indicators: Social engagement; social support; awareness of the community; positive attitudes toward others and the community.

As an organization, we utilize our growing network of relationships to keep community members engaged. Regardless of age, gender or background, we offer various opportunities for the community to get engaged and feel connected.

Outcome 7: Community social issues are identified and addressed

Indicators: Awareness of community social issues; understanding of community social issues; agencies and/or community members work in partnership to address social issues in the community.

Providing safe space for community members to discuss the local issues that impact them is critical for this outcome and Synergy not only identifies these issues, but helps individuals take steps to addressing them to help empower the community.

9.9 OUTCOME INDICATORS

List the specific items of information that you will track to measure your program's success on outcomes. These are generally in the form of a cluster of questions or surveys and relate directly to the Rocky View County Outcome Indicators listed in Section 7.2. Copies of the Provincial FCSS Measures Bank are available upon request.

Please see attached surveys.

10. ADDITIONAL INFORMATION

Please provide a brief agency/program history.

Synergy was created in 2013 in response to specific service gaps identified by local municipalities. Several community assessments and a formal Social Plan, conducted by The City of Chestermere, identified youth programming, volunteerism and community leadership as areas requiring more formal support and development. Particularly evident was the fact that there was insufficient programming for youth aged seven and older in Chestermere and the surrounding area. Collaborating with organizations from larger communities was attempted but ultimately unsuccessful due to their lack of connection to the community itself.

Over the years, Synergy programs and services have continued to meet the changing needs of our growing rural communities by integrating health and wellness programs to our programming continuum. We strongly believe that a person's wellness is intrinsically linked to their ability to be an engaged, connected and active member of their community.

In 2017, Synergy began operating the Centre for Community Leadership, a hub for community nonprofits. From this location we have been able to expand our program delivery and support services. Our current connections with youth,

families, local schools and community organizations allows us to serve as an intermediary between groups to gather and share necessary information in order to best serve the community. Current assessments and demographics (Census 2016 and 2018 Rocky View County Census) highlight a trend toward an increasing youth population and the corresponding need for services and programs both on the prevention and early intervention scales. The highly inclusive nature of Synergy's programs and our 'Relationships First' philosophy have shaped a keen awareness that our programs are safe, accepting places to be involved. This has resulted in our agency becoming a natural haven for marginalized youth and families who are struggling with a number of issues including, but not limited to, mental health concerns, disability, isolation, family discord, bullying, school avoidance, gender identity issues and suicidal ideation. Synergy has been a registered charitable organization since January of 2018.

11. STORIES

Please provide 1 or 2 short anecdotal stories about some of your County rural clients who have received services from your organization, and how their situation has improved as a result of their involvement in this program. This story may be used for publication by FCSS. Please do not include any client identifying information.

At Langdon Day Camp, the group can often be large and diverse, giving youth who attend the opportunity to meet new people their age. For many youth, this can be very nerve-wracking, and we often notice that they may appear shy or reserved, especially for those who have not met many of the youth in the group. However, for many of the youth, having a safe space to be themselves and have fun can help them to begin breaking out of their shell and making new friends.

█████ joined Langdon Day Camp halfway through the summer. She opened up to a couple of the facilitators that she did not have many friends and that she had experienced bullying from other youth in the past, making her nervous to meet new people. While she was naturally a more shy and quiet youth, we noticed that she was always excited to tell a smaller group of people stories about herself. At first, she would often stick with one of the facilitators, but as she continued to come to Day Camp, she also began to make new friends. Eventually, she became good friends with a couple of girls who lived nearby her who would bike to and from Day Camp with her. Seeing her slowly break out of her shell and be able to make new friends that lived near her was very encouraging because it showed us that the environment created by Langdon Day Camp made her feel comfortable enough to put herself out there again and make new friends despite having had bad experiences with youth her age in the past.

Tim joined us at Langdon Day Camp right at the beginning of summer and continued to come most days. From the beginning we noticed that he was not always interested in the large group games or activities and would often be much happier to do other activities by himself. The program facilitators and interns all worked together to try to engage him with the group or get him to join activities with a smaller group of youth. We quickly picked up on some of his interests and got him to connect with other kids using those common interests. Although he never became a fan of joining the big group games, after meeting more of the other youth and getting to know them, he became much more comfortable with playing other games with a smaller group. He would often be part of a small group of youth who loved crafting, and playing board games, and telling each other stories. Through being at Day Camp regularly he was able to develop his abilities to connect with other youth around his age and slowly became more comfortable joining the large group for short times. Like with █████ the environment at Langdon Day Camp allowed him to be himself and grow his social skills.

INSERT BUDGET DETAILS ON THE FOLLOWING PAGE
DO NOT INCLUDE IN-KIND SUPPORTS, ONLY ACTUAL DOLLARS
AN EXCEL SPREADSHEET IS AVAILABLE FOR INSERTION

Please ensure that section 9.6 C starts on a page(s) with no other sections on the page(s). For consistency purposes, it is **IMPERATIVE** that you use the following template as provided and **NOT** modify it, other than adding additional lines.

9.6 C. INPUTS (Resources dedicated to the program. Include staff and budget for one year.)			
2022 PROPOSED BUDGET (Ensure all calculations are correct. Use the second column to itemize the program expenses to which you plan to direct the County FCSS funds. Column 1 + Column 2 = Column 3)			
ITEM	Column 1 2022 Costs to be paid or contributed by the Applicant and other funding partners (Agency Contribution)	Column 2 2022 Costs to be funded by County FCSS (Program Request)	Column 3 2022 Projected Year End Total Program Budget (Total Cost)
EXPENSES			
PERSONNEL (specify positions and hours per week)			
Executive Director (0.5 FTE)	33,000.00	17,000.00	50,000.00
Community Dev Manager (1.0 FTE)	47,000.00	23,000.00	70,000.00
Program Staff (3.5 FTE)	130,000.00	64,000.00	194,000.00
Clinical Support	25,000.00	5,000.00	30,000.00
Administrative Support	25,000.00	5,000.00	30,000.00
Summer Student	2,000.00	1,000.00	3,000.00
a. SUBTOTAL PERSONNEL	262,000.00	115,000.00	377,000.00
TRAVEL & TRAINING (specify)			
Staff Training	2,000.00	0.00	2,000.00
Volunteer Training	1,000.00	0.00	1,000.00
Volunteer Appreciation	1,000.00	0.00	1,000.00
Travel & Training	1,000.00	0.00	1,000.00
b. SUBTOTAL TRAVEL & TRAINING	5,000.00	0.00	5,000.00
MATERIALS AND SUPPLIES (specify)			
Program Supplies	10,000.00	0.00	10,000.00
Office Supplies	6,000.00	0.00	6,000.00
c. SUBTOTAL MATERIALS AND SUPPLIES	16,000.00	0.00	16,000.00
OTHER (specify)			
Liability Insurance	2,000.00	0.00	2,000.00
Vehicle Insurance	1,500.00	0.00	1,500.00
Vehicle Operation	1,500.00	0.00	1,500.00
Facilitator Fees	3,000.00	0.00	3,000.00
Bookkeeping/Audit Services	6,000.00	0.00	6,000.00
d. SUBTOTAL OTHER	14,000.00	0.00	14,000.00
e. TOTAL EXPENDITURES (e=a+b+c+d)	297,000.00	115,000.00	412,000.00
REVENUE (specify other sources of funding including fundraising, fees for service, other grants, etc.)			
Fundraising/Donations	45,000.00		
Program Fees	2,000.00		
Chestermere FCSS	128,000.00		
United Way	27,000.00		
ECAP (Provincial Government Grant)	60,000.00		
Small Grants	35,000.00		
f. TOTAL REVENUE	297,000.00		
g. FCSS REQUEST (DEFICIT = Total of Column 3 Expenditures – Total Revenue)		115,000.00	

COMPLETE THIS SECTION ONLY IF YOU RECEIVED 2021 COUNTY FCSS FUNDING AND ARE APPLYING FOR AN INCREASE.

12. 2022 FUNDING INCREASE REQUEST EXPLANATION	
A. 2021 County FCSS Grant	\$83,500.00
B. 2022 County FCSS Request	\$115,000.00
C. Does this request result from a decrease in other funding support? Specify.	
No	
D. Identify requested funding increase. List each category and the amount of increase (e.g. Personnel, Materials and Supplies).	
Personnel and Clinical Counselling	
E. Provide a rationale together with supporting data, using demographics as necessary.	
<p>Synergy's 2021 request to Rocky View County FCSS was \$108,000. While we were grateful to receive \$83,500.00, not receiving the full amount requested meant we had to reduce our programs and services and limit the numbers we could offer service to. Given that as well as the anticipated increase in the need for youth wellness programming, mentorship and counselling due to the effects of the pandemic, we are attempting to build on our capacity to meet those needs as well. The difference between what we received in 2021 and what we are requesting for 2022, equates to one half-time front-line worker.</p>	
F. How will this increase impact clients and services? How will the change be measured? If the increase is not granted, what effect will it have?	
<p>Should Synergy receive the full amount requested, we will be able to offer full programming as outlined in this application with increased numbers being served and all programs being enhanced. Additionally, we will be able to offer counselling services for more youth and families as needed. Should we receive reduced funding, we will be required to reduce programming much in the same way we have in 2021 and provide no local access to counselling services.</p>	
G. Outline the efforts already taken to accommodate the proposed program adjustment.	
<p>Synergy continuously writes grant proposals and does fundraising events on a regular basis to pay for all the program and general operating fees and expenses required to provide our programs. The sole expense we apply to FCSS to cover is personnel. We will continue to do this in order to keep our FCSS funding requests at a level we consider to be very reasonable for the quality and quantity of service we provide to the community of SE Rocky View.</p>	
H. How many years have you received County FCSS funding?	
Eight years	



Synergy Board of Directors

(As of August 1, 2021)

Chair

Rody Visotski

Vice Chair

Heather Skippen

Secretary

Megan Desplanque

Treasurer

Deborah Hitchcock

Director

Sheryce Hains

Director

Michael Impey

Director

Stacia Leonard

Executive Director

Patricia Sproule



**Parent Volunteer Expectations
and
2021/2022 Program Fees**

Parent Volunteer Expectations: Volunteerism is highly valued at Synergy, and it is a skill we strive to develop in all youth participants. As an opportunity to role model service to others, Synergy strongly encourages parents/guardians to volunteer their time in support of Synergy programs. Additionally, with a very small staff team, it is beyond our capacity to deliver all the programs, services, and events we do without volunteer assistance.

Registration fees directly support the program(s) your child(ren) are registered in. The fees are used to purchase program supplies, snacks, cover facilitator fees, facility rentals and transportation.

As part of our program registration process, parents/guardians can receive 50% of their registration fee returned to them, when they volunteer a set number of hours with Synergy.

Below is a list of volunteer opportunities that parents can choose from. We ask that you complete this form at the same time as you register your child for programs and pay their fees. Synergy staff will connect with parents/guardians throughout the program session with more details.

Volunteer hours will be tracked throughout the program sessions. Those who choose to volunteer will receive 50% of the registration fee back once they have contributed the number of hours required, per participant, per session.

Parent/Guardian Name: _____ Date: _____

Participant Name(s): _____

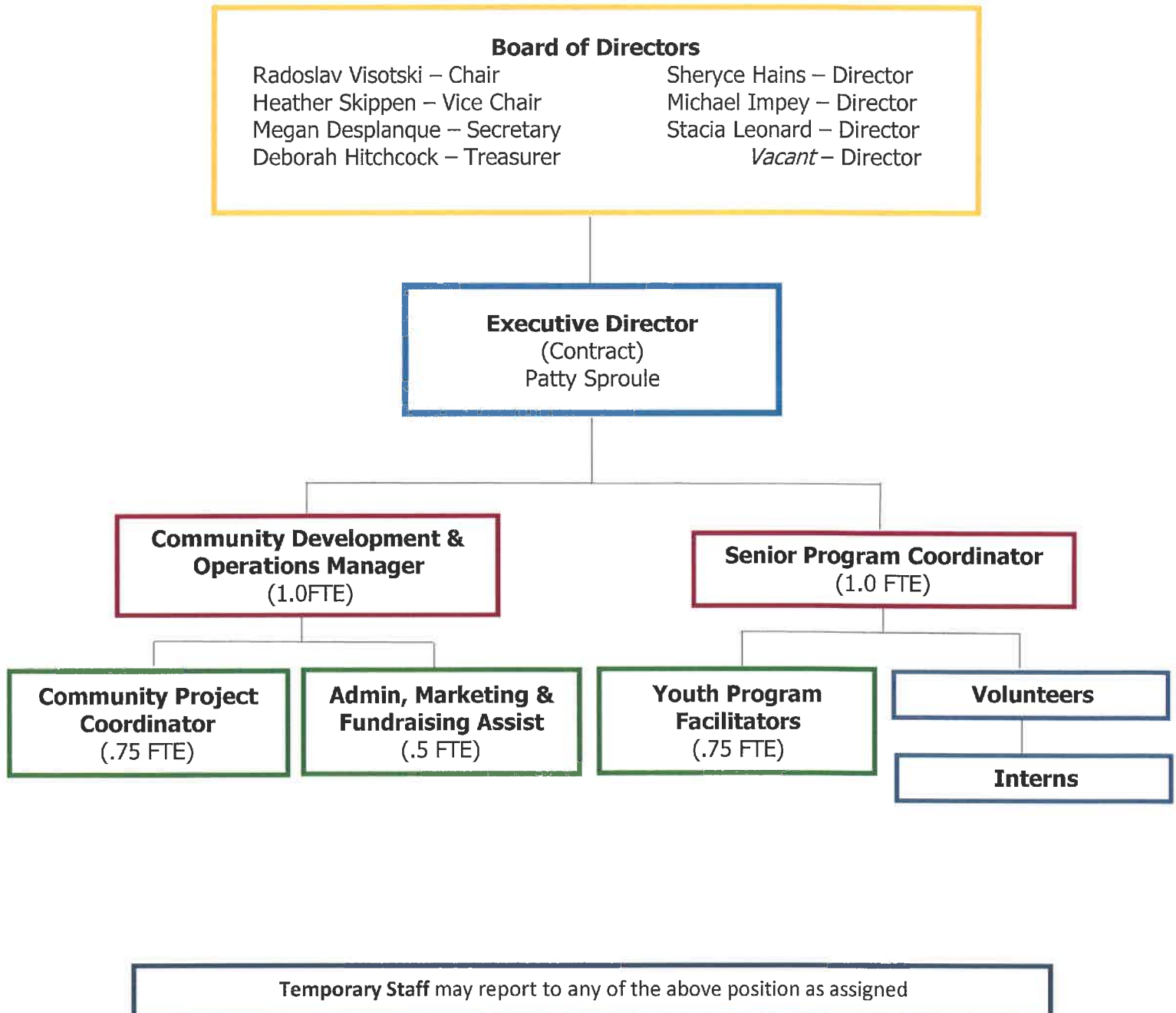
Session Dates	Registration Fee	Volunteer Hours	*Registration Refund
October to December (~10 weeks of programming)	\$100/Participant	5 hrs/Participant	\$50/Participant
February to June (~20 weeks of programming)	\$200/Participant	10 hrs/Participant	\$100/Participant

***Registration Refund** – Registrants are eligible for a 50% refund of their registration fee once they volunteer the minimum number of hours required per participant, per session.



Organizational Chart

(As of June 30th, 2021)





Bylaws

1. The name of the Society is Synergy Youth and Community Development Society, referred to as the "Society."
2. This document is the general bylaws of the Society. These bylaws regulate the transaction of business and affairs of the Society.

Membership

3. Any person residing in Alberta, may become a society member upon annual registration as a Society Volunteer and/or Program Participant. Any member wishing to withdraw from membership may do so upon a notice to the Board through its Secretary. Any member upon a majority vote of all members of the Society in good standing may be expelled from membership for any cause which the Society may deem reasonable.

President

4. The President shall be ex-officio a member of all Committees. They shall, when present, preside at all meetings of the Society and of the Board. In their absence, the Vice-President shall preside at any such meetings. In the absence of both, a chairperson may be elected at the meeting to preside.

Board of Directors

5. Board of Directors, Executive Committee or Board, shall mean the Board of Directors of the Society.
6. The Board shall, subject to the bylaws or directions given it by majority vote at any meeting properly called and constituted, have full control and management of the affairs of the Society, and meetings of the Board shall be held as often as may be required, but at least once every three months, and shall be called by the President. A special meeting may be called on the instructions of any two members provided they request the President in writing to call such meeting, and state the business to be brought before the meeting.
7. Meetings of the Board shall be called by eight days' notice sent either personally, by delivery, courier or by mail posted to such Board Member's Registered Address, or, where the Board Member has provided a fax number or e-mail address, by fax or e-mail, respectively. Any notice delivered personally, by delivery or courier, facsimile, or electronic mail will be deemed to have been given on the day it was so delivered or sent. 50% of the total number of elected Board members shall constitute a quorum, and meetings may be held without notice if a quorum of the Board is present, provided however, that any business transactions at such meeting shall be ratified at the next regularly called meeting of the Board; otherwise they shall be null and void.

The Board of Directors and Officers shall be appointed or elected, for a one-year term, by a majority vote of all members in good standing. A person appointed or elected a director becomes

a director if they were present at the meeting when being appointed or elected, and did not refuse the appointment. They may also become a director if they were not present at the meeting but consented in writing to act as director before the appointment or election, or within ten days after the appointment or election, or if they acted as director pursuant to the appointment or election. Vacancies may be filled at any time throughout the fiscal year through nomination by any member and elected unanimously by the Board of Directors.

8. Any director or officer, upon a majority vote of all members in good standing, may be removed from office for any cause which the Society may deem reasonable.

Secretary

9. It shall be the duty of the secretary to attend all meetings of the Society and of the Board, and to keep accurate minutes of the same. They shall have charge of the Seal of the Society which whenever used shall be authenticated, unless otherwise authorized by resolution of the Board, by the signature of the Secretary and the President, or in the case of the death or inability of either to act, by the Vice-President. In case of the absence of the Secretary, their duties shall be discharged by such officer as may be appointed by the Board. The Secretary shall have charge of all correspondence of the Society and be under the direction of the President and the Board.

The Secretary shall also keep a record of all the members of the Society and their addresses, send all notices of the various meetings as required, and collect and receive the annual dues or assessments levied by the Society. Such monies shall be promptly turned over to the Treasurer for deposit in a Bank, Trust Company, Credit Union or Treasury Branch as required. The Secretary will have staff support to accomplish their duties.

Treasurer

10. The Treasurer shall receive all monies paid to the Society and be responsible for the deposit of same in whatever Bank, Trust Company, Credit Union or Treasury Branch the Board may order. They shall properly account for the funds of the Society and keep such books as may be directed. They shall present a full detailed account of receipts and disbursements to the Board whenever requested and shall prepare for submission to the Annual Meeting a statement duly audited of the financial position of the Society and submit a copy of same to the Secretary for the records of the Society. The Office of the Secretary and Treasurer may be filled by one person if any annual meeting for the election of officers shall so decide. The Treasurer will have staff support to accomplish their duties.

Signing Authority

11. The Treasurer, Executive Director and a staff member assigned by the Executive Director will have signing authority on cheques with two out of three signatures required. If any of the prior are unable to fulfill their duties of signing authority, then another Board Member may be assigned signing authority on cheques upon majority vote of the Board. All Board Members, the Executive Director and the staff member assigned by the Executive Director will have signing authority on funding applications, reports and contracts. When two signatures are required, at least one will be a Board Member.

Committees of the Board

12. Committees shall be comprised of society members in good standing and include at least one Board Representative. The Committees of the Board include but are not limited to Strategic Governance, Fund Development, Volunteer Engagement, Finance and Policy and various Ad Hoc Committees as required. Committee Members may attend Board Meetings in the capacity of

Observer/Advisor and/or as requested by the Board of Directors to present a report or provide expert advice. Committee Members are not permitted to vote on Board motions and will be excused from the meeting during in camera discussions (legal, finance or personnel). Committee Members are not required to attend Board meetings on a regular basis but must attend 90% of their respective Committee's meeting, throughout the year, as dictated by that committee's TOR.

Auditing

13. The books, accounts and records of the Secretary and Treasurer shall be audited at least once each year by a duly qualified accountant or by any two members of the Society elected for that purpose by the Board. A complete and proper statement of the standing of the books for the previous year shall be submitted by such auditor at the Annual Meeting of the Society. The fiscal year end of the society in each year shall be December 31st.
14. The books and records of the society may be inspected by any member of the Society at the Annual Meeting or at any time upon giving reasonable notice and arranging a time satisfactory to the officer or officers having charge of same. Each member of the Board shall at all times have access to such books and records.

Meetings

15. This Society shall hold an Annual Meeting on or before May 31st in each year, of which 14 days' notice prior to the meeting may be sent by the Society to a Member either personally, by delivery, courier or by mail posted to such Member's Registered Address, or, where the Member has provided a fax number or e-mail address, by fax or e-mail, respectively. Any notice delivered personally, by delivery or courier, facsimile, or electronic mail will be deemed to have been given on the day it was so delivered.
At this meeting there shall be elected a President, Vice-President, Secretary, Treasurer, (or Secretary-Treasurer), and up to eight directors. The officers and directors so elected shall form a Board, and shall serve until their successors are elected and installed. Any executive member (President, Vice President, Secretary, Treasurer) vacancy occurring during the year may be filled by appointment of the remaining Directors. Such appointments shall be ratified at the next meeting of the Society members. Any member in good standing shall be eligible to hold any office in the Society. A financial statement of income disbursement, assets and liabilities, audited and signed by the society's auditor shall be presented at this meeting.
16. General meetings of the Society may be called at any time by the Secretary upon the instructions of the President or Board by eight days' notice prior to the date of such meeting. Notice of a General Meeting may be sent by the Society to a Member either personally, by delivery, courier or by mail posted to such Member's Registered Address, or, where the Member has provided a fax number or e-mail address, by fax or e-mail, respectively. Any notice delivered personally, by delivery or courier, facsimile, or electronic mail will be deemed to have been given on the day it was so delivered or sent. The accidental omission to give notice of a General Meeting to a Member, or the non-receipt of notice by a Member, does not invalidate proceedings at that meeting.
17. A special meeting shall be called by the President or Secretary upon receipt of a petition signed by one-third of the members in good standing, setting forth the reasons for calling such meeting, which shall be by eight days' notice prior to the meeting. Notice of a special meeting will follow the guidelines outlined for Annual General Meetings in the Society's Bylaws.

18. 50% of the total Board must be in attendance, for quorum, at all Board meetings including the Annual General Meeting. Any Board Member who misses three consecutive board meetings, without an authorized Leave of Absence from the President, will be automatically removed from the Board and notified in writing.

Voting

19. Any member who has not withdrawn from membership nor has been suspended nor expelled shall have the right to vote at any meeting of the Society. Such votes must be made in person and not by proxy or otherwise. Members of the Society being the full age of 18 are entitled to one vote per family at any meeting. Families with more than one membership are entitled to one vote at any meeting.

Remuneration

20. No officer, director or member of the Society shall receive any remuneration for their services. Specifically, no remuneration will be given to any member of the Board

Borrowing Powers

21. For the purpose of carrying out its objects, the Society may borrow or raise or secure the payment of money in such manner as it thinks fit, and in particular by the issue of debentures, but this power shall be exercised only under the authority of the Society, and in no case shall debentures be issued without the sanction of a special resolution of the Society.

Distributing Assets and Dissolving the Society

22.
 - a. The Society does not pay any dividends or distribute its property among its officers, directors or members.
 - b. If the Society is dissolved, any funds or assets remaining after paying all the debts are to be paid to a charitable organization with objects similar to those of the Society.
 - c. If the Society is dissolved, the Board of Directors will select the charitable organization to receive the assets by special resolution. In no event do any Board Members receive any assets of the Society.
 - d. No action will be taken which contravenes the provisions of the Societies Act (Alberta) or the *Income Tax Act* (Canada).

Bylaws

23. The Bylaws may be rescinded, altered or added to by a "Special Resolution".

SYNERGY YOUTH AND COMMUNITY DEVELOPMENT SOCIETY
Financial Statements
Year Ended December 31, 2020

SYNERGY YOUTH AND COMMUNITY DEVELOPMENT SOCIETY
Index to Financial Statements
Year Ended December 31, 2020

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Chartered Professional Accountants

INDEPENDENT PRACTITIONER'S REVIEW ENGAGEMENT REPORT

To the Members of Synergy Youth and Community Development Society

We have reviewed the accompanying financial statements of Synergy Youth and Community Development Society that comprise the statement of financial position as at December 31, 2020, and the statements of revenues and expenses, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Practitioner's Responsibility

Our responsibility is to express a conclusion on the accompanying financial statements based on our review. We conducted our review in accordance with Canadian generally accepted standards for review engagements, which require us to comply with relevant ethical requirements.

A review of financial statements in accordance with Canadian generally accepted standards for review engagements is a limited assurance engagement. The practitioner performs procedures, primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures, and evaluates the evidence obtained.

The procedures performed in a review are substantially less in extent than, and vary in nature from, those performed in an audit conducted in accordance with Canadian generally accepted auditing standards. Accordingly, we do not express an audit opinion on these financial statements.

Basis for Qualified Conclusion

In common with many not-for-profit organizations, the Society derives revenue from fundraising activities, the completeness of which is not susceptible to us obtaining evidence we considered necessary for the purpose of the review. Accordingly, the evidence obtained of these revenues was limited to the amounts recorded in the records of the Society. Therefore, we were not able to determine whether any adjustments might be necessary to fundraising revenue, excess of revenues over expenses, and cash flows from operations for the year ended December 31, 2020, current assets and net assets as at December 31, 2020.

Independent Practitioner's Review Engagement Report to the Members of Synergy Youth and
Community Development Society *(continued)*

Qualified Conclusion

Based on our review, except for the possible effects of the matter described in the *Basis for Qualified Conclusion* paragraph, nothing has come to our attention that causes us to believe that the financial statements do not present fairly, in all material respects, the financial position of Synergy Youth and Community Development Society as at December 31, 2020, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Calgary, Alberta
May 25, 2021

InFocus Accountants LLP

CHARTERED PROFESSIONAL ACCOUNTANTS

SYNERGY YOUTH AND COMMUNITY DEVELOPMENT SOCIETY
Statement of Financial Position
December 31, 2020

	2020	2019
ASSETS		
Current		
Cash	\$ 165,537	\$ 79,968
Accounts receivable	15,286	4,395
Government remittances recoverable	1,168	2,204
	<u>181,991</u>	<u>86,567</u>
Equipment (Note 3)	<u>19,931</u>	<u>28,726</u>
	<u>\$ 201,922</u>	<u>\$ 115,293</u>
LIABILITIES		
Current		
Accounts payable and accrued liabilities	\$ 72,619	\$ 25,915
Deferred income (Note 4)	12,029	12,228
	<u>84,648</u>	<u>38,143</u>
NET ASSETS		
Restricted fund	23,552	11,614
Operating fund	73,791	36,811
Net investment in equipment	19,931	28,725
	<u>117,274</u>	<u>77,150</u>
	<u>\$ 201,922</u>	<u>\$ 115,293</u>

Extraordinary event (Note 10)

ON BEHALF OF THE BOARD

 _____ Director

See notes to financial statements

SYNERGY YOUTH AND COMMUNITY DEVELOPMENT SOCIETY
Statement of Revenues and Expenses
Year Ended December 31, 2020

	2020	2019
Restricted revenues		
Rocky View County Family & Community Support Services (RV FCSS) (Note 5)	\$ 93,441	\$ 83,886
Chestermere Family & Community Support Services (Note 6)	92,280	125,712
Enhanced Capacity Advancement Program (Note 7)	60,000	60,000
Family & Community Support Services AB	37,750	-
United Way	26,737	14,237
Canada Summer Jobs	10,760	13,843
Calgary Foundation	8,045	-
RV Community grant	7,126	865
Community Facility Enhancement Program (CFEP)	6,329	-
PC Financial Grant	5,000	-
Chestermere Community	4,675	-
Rural Mental Health	2,134	-
Sandbox	1,406	-
Youth Forum	498	2,470
Canada Alberta Job Grant	465	1,163
Bow North Rec Board	-	7,731
Choosewell Healthy Community Grant	-	2,000
Summer Temporary Employment Program	-	4,287
Community Initiatives Program	-	(148)
Homework Helpers Grant	-	5,000
	<u>356,646</u>	<u>321,046</u>
Restricted expenses		
RV FCSS expenses	93,441	83,886
Chestermere Family & Community Support Services expenses	92,280	125,742
Enhanced Capacity Advancement Program expenses	53,629	71,733
Family & Community Support Services AB expenses	37,750	-
United Way expenses	26,737	14,237
Canada Summer Jobs expenses	7,174	13,843
Calgary Foundation expenses	8,045	-
RV Community Grant expenses	3,730	865
CFEP expenses	6,329	-
PC Financial Grant expenses	5,000	-
Chestermere Community expenses	4,675	-
Rural Mental Health expenses	2,059	-
Sandbox expenses	1,406	-
Youth Forum expenses	498	2,470
Canada Alberta Job Grant expenses	-	1,622
Bow North Rec Board expenses	1,955	5,864
Choosewell Healthy Community Grant expenses	-	2,000
Summer Temporary Employment Program expenses	-	4,287
Community Initiatives Program expenses	-	3,271
Homework Helpers Grant expenses	-	5,000
Chestermere Conrich Rec Board expenses	-	1,359
	<u>344,708</u>	<u>336,179</u>
Excess (deficiency) of restricted revenues over expenses	11,938	(15,133)
Operating fund excess (deficit) (Schedule 1)	28,186	(2,557)
Excess (deficiency) of revenues over expenses	\$ 40,124	\$ (17,690)

See notes to financial statements

SYNERGY YOUTH AND COMMUNITY DEVELOPMENT SOCIETY
Operating Fund Excess (Deficit)
Year Ended December 31, 2020
(Schedule 1)

	2020	2019
Operating fund revenues		
Fundraising (Note 8)	\$ 23,574	\$ 44,860
Building rental income	23,488	17,238
Donations	15,054	13,522
Program workshops and fees	9,324	13,564
Membership	3,150	3,350
Interest	2,077	935
	<u>76,667</u>	<u>93,469</u>
Operating fund expenses		
General expenses	13,581	32,764
Building expenses	9,669	12,468
General program expenses	8,358	20,951
Administrative expenses	8,079	16,971
Amortization	8,794	12,872
	<u>48,481</u>	<u>96,026</u>
Operating fund excess (deficit)	<u>\$ 28,186</u>	<u>\$ (2,557)</u>

SYNERGY YOUTH AND COMMUNITY DEVELOPMENT SOCIETY
Statement of Changes in Net Assets
Year Ended December 31, 2020

	Restricted Funds	Operating Funds	Net assets invested in equipment	2020	2019
Net assets - beginning of year	\$ 11,614	\$ 36,811	\$ 28,725	\$ 77,150	\$ 94,840
Excess (deficiency) of revenues over expenses	11,938	28,186	-	40,124	(17,690)
Amortization	-	8,794	(8,794)	-	-
Net assets - end of year	\$ 23,552	\$ 73,791	\$ 19,931	\$ 117,274	\$ 77,150

See notes to financial statements

SYNERGY YOUTH AND COMMUNITY DEVELOPMENT SOCIETY
Statement of Cash Flows
Year Ended December 31, 2020

	2020	2019
Cash flows from operating activities		
Excess (deficiency) of revenues over expenses	\$ 40,124	\$ (17,690)
Item not affecting cash:		
Amortization	8,794	12,872
	<u>48,918</u>	<u>(4,818)</u>
Changes in non-cash working capital:		
Accounts receivable	(10,891)	(4,395)
Government remittances recoverable	1,036	(1,498)
Accounts payable and accrued liabilities	46,705	2,406
Deferred income	(199)	5,228
	<u>36,651</u>	<u>1,741</u>
Increase (decrease) in cash flow	85,569	(3,077)
Cash - beginning of year	79,968	83,045
Cash - end of year	\$ 165,537	\$ 79,968
Cash consists of:		
Cash	\$ 160,346	\$ 74,853
Term deposits	5,191	5,115
	<u>\$ 165,537</u>	<u>\$ 79,968</u>

See notes to financial statements

SYNERGY YOUTH AND COMMUNITY DEVELOPMENT SOCIETY
Notes to Financial Statements
Year Ended December 31, 2020

1. Description of business

Synergy Youth and Community Development Society ("the Society") provides programs focused on healthy relationships and positive youth development, supports youths in finding their passions and purpose as they grow into thriving individuals and community leaders in the City of Chestermere. The Society receives funding from programs and services such as the Chestermere Family & Community Support Services, the Rocky View County Family & Community Support Services, and the Enhanced Capacity Advancement Program.

The Society was incorporated as a not-for-profit organization under the Alberta Societies Act in 2013 and is exempt from tax as a registered charity under the Income Tax Act.

2. Summary of significant accounting policies

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations in Part III of the CPA Canada Handbook. The Society's significant accounting policies are as follows:

Cash and cash equivalents

The Society considers cash on hand, all term deposits and highly liquid debt instruments purchased with a maturity of three months or less to be cash and cash equivalents.

Equipment

Equipment is stated at cost less accumulated amortization. Equipment is amortized over their estimated useful lives at the following rates and methods:

Motor vehicles	30%	declining balance method
Computer equipment	55%	declining balance method

The Society regularly reviews its equipment to eliminate obsolete items. Government grants directly related to the purchase of equipment are treated as a reduction of equipment cost.

Equipment acquired through non-monetary transactions are recognized at fair value when received through operating funds and amortized over its estimated useful life at the rates stated above.

Equipment acquired during the year but not placed into use are not amortized until they are placed into use.

Net assets

The Society's net assets are comprised of two funds and net assets invested in equipment:

- a) Restricted funds are funds which have been designated for a specific purpose by the Society's Board of Directors.
- b) Operating funds comprise the excess of operating revenues over operating expenses accumulated by the Society each year, net of transfers. These funds are available for general purposes, purchases of assets and transfers to restricted funds as needed to cover shortfalls.
- c) Net assets invested in equipment represents the amortized amount of equipment purchased with operating funds.

(continues)

SYNERGY YOUTH AND COMMUNITY DEVELOPMENT SOCIETY

Notes to Financial Statements

Year Ended December 31, 2020

2. Summary of significant accounting policies (*continued*)

Revenue recognition

The Society follows the restricted fund method of accounting for contributions.

Restricted contributions are recognized as revenues of the restricted fund in the year in which the related expenses are incurred.

Unrestricted contributions are recognized as revenues of the operating fund in the year received or receivable. Billings consist of monthly charges based on approved monthly budgets. The operating fund accounts for the Society's normal operating and administrative activities.

The Society recognizes rental income over the term of the lease agreement and is collectable monthly. Rental income earned from space bookings is recognized as earned.

Allocated expenses

The Society classifies expenses incurred for programs, administration, and salaries and wages by the function of contributions. Expenditures not directly attributable to the function of contributions is allocated to operating funds.

Contributed services

The Society would not be able to carry out its activities without the services of volunteers who donate a number of hours. Because of the difficulty of compiling and valuing these hours, contributed services are not recognized in the financial statements.

Financial instruments

The Society initially measures its financial assets and financial liabilities at fair value. The Society subsequently measures all of its financial assets and financial liabilities at amortized cost on a straight-line basis.

Financial assets measured at amortized cost include cash and accounts receivable.

Financial liabilities measured at amortized cost include accounts payable and accrued liabilities and deferred income.

Measurement uncertainty

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Such estimates are periodically reviewed and any adjustments necessary are reported in earnings in the period in which they become known. Actual results could differ from these estimates.

Significant accounts subject to such estimates and assumptions include accounts receivable, equipment, and accounts payable and accrued liabilities.

SYNERGY YOUTH AND COMMUNITY DEVELOPMENT SOCIETY
Notes to Financial Statements
Year Ended December 31, 2020

3. Equipment

	Cost	Accumulated amortization	2020 Net book value
Motor vehicles	\$ 68,921	\$ 49,308	\$ 19,613
Computer equipment	4,814	4,496	318
	<u>\$ 73,735</u>	<u>\$ 53,804</u>	<u>\$ 19,931</u>

During the year ended December 31, 2020, the Society utilized government grants received to purchase equipment with a cost of \$7,825. The government grants directly reduced the cost of the equipment and as at December 31, 2020, the net book value of the equipment is \$nil.

	Cost	Accumulated amortization	2019 Net book value
Motor vehicles	\$ 68,921	\$ 40,902	\$ 28,019
Computer equipment	4,814	4,107	707
	<u>\$ 73,735</u>	<u>\$ 45,009</u>	<u>\$ 28,726</u>

4. Deferred income

The following contributions were received in 2020 relating to programs for 2021:

	2020	2019
Werklund Foundation	\$ 10,000	\$ -
Chestermere Community	1,210	-
Community Facility Enhancement Program	819	7,148
RV Community Grant	-	5,080
	<u>\$ 12,029</u>	<u>\$ 12,228</u>

5. Rocky View County Family & Community Support Services (RV FCSS) Contributions

The Society applies annually to RV FCSS to receive funding for organizational and programming activities. The Society received \$93,441 in 2020 (2019 - \$83,886) which helped fund staff salaries and wages and program operating costs. The Society is required to submit an annual funding report which includes a schedule detailing how the funding was spent.

6. Chestermere Family & Community Support Services (Chestermere FCSS) Contributions

The Society applies for the Chestermere FCSS government grant annually to receive funding for organizational and programming activities. The Society received \$130,030 in 2020 (2019 - \$125,712) which helped the Society fund staff wages and salaries and program operating costs. The Society is required to submit six month and annual funding reports, including a schedule detailing how the contributions were spent.

SYNERGY YOUTH AND COMMUNITY DEVELOPMENT SOCIETY

Notes to Financial Statements

Year Ended December 31, 2020

7. Enhanced Capacity Advancement Program (ECAP) Contributions

The Society applied for the three year government grant in 2020 to receive funding for organizational and programming activities. The Society was granted to receive \$60,000 per year from 2020 to 2022, which will provide funding for the Society's staff salaries and wages and program operating costs. As at December 31, 2020, the Society has received \$50,000 of the annual amount and the remaining \$10,000 was received in January 2021. The Society is required to submit an annual funding report for the opportunity to apply for extended funding.

8. Fundraising

In 2020, the Society was a recipient of the Calgary Shaw Charity Classic - Birdies for Kids program. Donations made directly to Birdies for Kids in the Society's name or received through fundraising events between February 2020 and September 2020 were eligible to be matched by the Calgary Shaw Charity Classic Foundation at 50% of the first \$20,000 raised and 15% for the next \$15,000 raised. The Society received total funds of \$23,020 (2019 - \$37,119) in donations and fundraising. The Society is also approved to be a recipient in the 2021 Calgary Shaw Charity Classic.

9. Financial Instruments

The following analysis provides information about the Society's exposure to various risks through transactions in financial instruments as of December 31, 2020.

Fair value

The Society's carrying value of cash and cash equivalents, accounts receivable, accounts payable and accrued liabilities, and deferred income approximate its fair value due to the immediate or short term maturity of these instruments.

10. Extraordinary event

In March 2020, the World Health Organization declared a global pandemic due to the novel coronavirus (COVID-19). The situation is constantly evolving, and the government measures put in place are having multiple impacts on local, provincial, national and global economies.

As at December 31, 2020, the Society is aware of changes in its operations as a result of the COVID-19 crisis. Management is uncertain of the effects of these changes on its financial statements and believes that any disturbance may be temporary; however, there is uncertainty about the length and potential impact of the disturbance. As a result, we are unable to estimate the potential impact, if any, on the Society's operations as at the date of these financial statements. Accordingly, management believes going concern will not become an issue.






Mentor/Volunteer Post Survey

Event/Program: Volunteer/Mentor

Date:

Please circle your answers.

											
	Strongly Disagree		Disagree			Neutral		Agree		Strongly Agree	
Being a mentor helped me to get involved in neighbourhood/community events or activities	0	1	2	3	4	5	6	7	8	9	10
Being a mentor helped me spend more time helping others in my community	0	1	2	3	4	5	6	7	8	9	10
I feel that my role as a mentor is valuable to the group	0	1	2	3	4	5	6	7	8	9	10
Being a mentor has helped me become more confident in supporting youth	0	1	2	3	4	5	6	7	8	9	10

Why do you come to Program?

What do you like about being a Mentor/Volunteer?

What would you change about the Program?

How old are you: 10-12 13-17 18+

Where do you live? Chestermere SE Rocky View Other

Where was the event/program? Chestermere SE Rocky View Other






Core Programs Post Survey (13+)

Event/Program: FRIDAY FAM

Date: _____

Please circle your answers.

											
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree						
	0	1	2	3	4	5	6	7	8	9	10
At FRIDAY FAM, I feel supported by the staff/my mentor(s)	0	1	2	3	4	5	6	7	8	9	10
As a result of FRIDAY FAM, I am better at telling others about my feelings	0	1	2	3	4	5	6	7	8	9	10
FRIDAY FAM has helped me to feel I am better at handling whatever comes my way	0	1	2	3	4	5	6	7	8	9	10
FRIDAY FAM has helped me to understand it's okay to be myself	0	1	2	3	4	5	6	7	8	9	10

Do you enjoy coming to FRIDAY FAM? Why or why not?

What would you change about FRIDAY FAM?

What areas do you see growth in yourself?

What would you want to do again in the program next session? Or what new things would you like to do?

How old are you: 10-12 13-17 18+

Where do you live? Chestermere SE Rocky View Other

Where was the event/program? Chestermere SE Rocky View Other



Date: _____

Volunteer Post Survey

Event/Program: _____ Please circle your answers!

How old are you: 10-12 13-17 18+

Where do you live? Chestermere SE Rocky View Other

Where do you work/volunteer? Chestermere SE Rocky View Other

Where was the event/program? Chestermere SE Rocky View Other

Synergy has helped me to feel a sense of belonging to my neighbourhood/community

Strongly agree

Agree

Disagree

Strongly disagree

Synergy helps me to get involved in neighbourhood/community events or activities

Strongly agree

Agree

Disagree

Strongly disagree

I feel supported by the staff

Strongly agree

Agree

Disagree

Strongly disagree

As a result of Synergy, I was able to tell others about events, activities and resources in my community

Strongly agree

Agree

Disagree

Strongly disagree

As a result of Synergy, I was able to connect another person with something they needed

Strongly agree

Agree

Disagree

Strongly disagree

As a result of Synergy, I care more about other people in my community

Strongly agree

Agree

Disagree

Strongly disagree

Any comments?



Date: _____

Client Feedback Survey

Please circle your answers

How old are you: 10-12 13-17 18+

Where do you live? Chestermere SE Rocky View Other

As a result of this clinical consultation service, I/my family was able to access community-based mental health supports	Strongly agree	Agree	Disagree	Strongly disagree
Being able to meet with health professionals and supports in my community has made it easier for me/my family to get the help I/we need	Strongly agree	Agree	Disagree	Strongly disagree
As a result of this clinical consultation service I am better able to access the resources available for myself/ my family when we need them	Strongly agree	Agree	Disagree	Strongly disagree
As a result of this clinical consultation service I know more about how to access the community resources I need.	Strongly agree	Agree	Disagree	Strongly disagree
I/ my family is more connect and is aware of people we can go to for help and support	Strongly agree	Agree	Disagree	Strongly disagree
This service has helped me to feel I am better able to handle what comes my way.	Strongly agree	Agree	Disagree	Strongly disagree
I am better able to identify issues I am facing and know where to go for help.	Strongly agree	Agree	Disagree	Strongly disagree

How would you improve this service?

Comments?






Core Programs Post Survey (13+)

Event/Program: TEEN SHOUT

Date: _____

Please circle your answers.

											
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree						
At TEEN SHOUT, I feel supported by the staff/my mentor(s)	0	1	2	3	4	5	6	7	8	9	10
As a result of TEEN SHOUT, I am better at telling others about my feelings	0	1	2	3	4	5	6	7	8	9	10
TEEN SHOUT has helped me to feel I am better at handling whatever comes my way	0	1	2	3	4	5	6	7	8	9	10
TEEN SHOUT has helped me to understand it's okay to be myself	0	1	2	3	4	5	6	7	8	9	10

Do you enjoy coming to TEEN SHOUT? Why or why not?

What would you change about TEEN SHOUT?

What areas do you see growth in yourself?

What would you want to do again in the program next session? Or what new things would you like to do?

How old are you: 10-12 13-17 18+

Where do you live? Chestermere SE Rocky View Other

Where was the event/program? Chestermere SE Rocky View Other






Core Programs Post Survey (10-12)

Event/Program: SHOUT GIRLS

Date: _____

Please circle your answers.

											
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree						
	0	1	2	3	4	5	6	7	8	9	10
At SHOUT Girls, I feel supported by the staff/my mentor(s)	0	1	2	3	4	5	6	7	8	9	10
As a result of SHOUT Girls, I am better at telling others about my feelings	0	1	2	3	4	5	6	7	8	9	10
SHOUT Girls has helped me to feel I am better at handling whatever comes my way	0	1	2	3	4	5	6	7	8	9	10
SHOUT Girls has helped me to understand it's okay to be myself	0	1	2	3	4	5	6	7	8	9	10

Do you enjoy coming to SHOUT Girls? Why or why not?

What would you change about SHOUT Girls?

How has SHOUT Girls changed you, if at all?

What would you want to do again in the program next session? Or what new things would you like to do?

How old are you: 10-12 13-17 18+

Where do you live? Chestermere SE Rocky View Other

Where was the event/program? Chestermere SE Rocky View Other






Core Programs Post Survey (10-12)

Event/Program: SHOUT BOYS

Date: _____

Please circle your answers.

											
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree						
At SHOUT Boys, I feel supported by the staff/my mentor(s)	0	1	2	3	4	5	6	7	8	9	10
As a result of SHOUT Boys, I am better at telling others about my feelings	0	1	2	3	4	5	6	7	8	9	10
SHOUT Boys has helped me to feel I am better at handling whatever comes my way	0	1	2	3	4	5	6	7	8	9	10
SHOUT Boys has helped me to understand it's okay to be myself	0	1	2	3	4	5	6	7	8	9	10

Do you enjoy coming to SHOUT Boys? Why or why not?

What would you change about SHOUT Boys?

How has SHOUT Boys changed you, if at all?

What would you want to do again in the program next session? Or what new things would you like to do?

How old are you: 10-12

13-17

18+

Where do you live?

Chestermere

SE Rocky View

Other

Where was the event/program?

Chestermere

SE Rocky View

Other



Core Programs Post Survey (10+)

Event/Program: CHILD SAFE

Date: _____

Please circle your answers.

											
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree						
At the Home Alone course, adults listened to what I had to say	0	1	2	3	4	5	6	7	8	9	10
As a result of the Home Alone course, I feel more confident in myself	0	1	2	3	4	5	6	7	8	9	10
The Home Alone course has helped me to feel I am better at handling whatever comes my way	0	1	2	3	4	5	6	7	8	9	10

Did you enjoy taking the Home Alone course? Why or why not?

What would you change about the Home Alone course?

What areas do you see growth in yourself?

How has this program changed you, if at all?

How old are you: 10-12 13-17 18+

Where do you live? Chestermere SE Rocky View Other

Where was the event/program? Chestermere SE Rocky View Other



LLOYD'S

PROFESSIONAL LIABILITY / COMMERCIAL GENERAL LIABILITY

FOR MEMBERS OF THE CANADIAN PSYCHOLOGICAL ASSOCIATION (CPA) AND PROVINCIAL/TERRITORIAL ASSOCIATIONS OF PSYCHOLOGY WHO MAKE UP THE COUNCIL OF PROFESSIONAL ASSOCIATIONS OF PSYCHOLOGISTS (CPAP).

Policy Number: UMR B1284 CB211148A / CB211148A
UMR B1284 CB20A454H / CB20A454H

Effected with certain Lloyd's Underwriters through Lloyd's approved Coverholder ("the Coverholder"):

BMS Canada Risk Services Ltd. (BMS Group)
825 Exhibition Way, Suite 209
Ottawa, ON K1S 5J3

Named insured: Normand, Angela 48 Crystal Shores Pl Okotoks, AB T1S 2G3 Infinity Psychological Services 2501 Alyth Road SE Calgary, AB T2G 1P7	Declaration Page: Certificate of Insurance No. PSY-00052649-002 Renewal
Policy Period From: June 1, 2021 To: June 1, 2022	12.01 a.m. standard time at the postal address of the Named Insured stated herein.
Subscribing Underwriter: Lloyd's Underwriters	
Underwriter: Certain Lloyd's Underwriters under Agreement Nos. B1284 CB211148A and B1284 CB20A454H	
Premium: \$577.00 FULLY RETAINED	

INDIVIDUAL PROFESSIONAL LIABILITY: Policy Number CB211148A CLAIMS MADE BASIS Limit per claim 10,000,000 Aggregate Limit 10,000,000 Includes: Regulatory Legal Expense 300,000 per claim / aggregate Criminal Defence 300,000 per claim / aggregate Reimbursement Sexual Abuse Therapy Fund 20,000 aggregate Breach of Copyright 50,000 aggregate Loss of Earnings 1,000 per day Cyber Liability 50,000 aggregate	INDIVIDUAL COMMERCIAL GENERAL LIABILITY: Policy Number CB211148A OCCURRENCE FORM Limit per occurrence 5,000,000 Aggregate Limit 5,000,000 Includes: Products / Completed Operations: 5,000,000 per claim / aggregate Tenants Legal Liability: 500,000 per claim / aggregate Medical Expenses: 25,000 per claim / aggregate Non-owned Automobile: 5,000,000 per claim / aggregate Damage to hired vehicles: 50,000
BUSINESS PROFESSIONAL LIABILITY INSURANCE: Policy Number CB20A454H CLAIMS MADE BASIS Infinity Psychological Services 2501 Alyth Road SE, Calgary, AB, T2G 1P7 Limit per claim 5,000,000 Aggregate Limit 5,000,000 <i>If you are the only professional individual working for the business, your individual coverage will automatically extend to your business name / corporation.</i> Above and all other coverage as per Master Policy Wording, Terms and Conditions.	ADDITIONAL SERVICES Policy Number CB20A454H CLAIMS MADE BASIS Policy is extended to provide coverage for Animal Assisted Therapy and/or Equine Assisted Therapy when delivered as psychological professional services. PROFESSIONAL LIABILITY (CLAIMS MADE BASIS) Limit per claim 10,000,000 Aggregate limit 10,000,000 COMMERCIAL GENERAL LIABILITY (OCCURRENCE FORM) Limit per occurrence 5,000,000 Aggregate limit 5,000,000

This Certificate is issued to the Policyholder in respect of claims or actions instituted and defended within Canada. Territorial Limits has been extended to include injury which gives rise to a Claim or Action instituted within Canada or the United States, provided those services delivered in the United States do not represent more than 20% of the Insured's practice and/or if the Out of Country Endorsement applies

Animal Assisted Therapy and/or Equine Assisted Therapy Subjectivities:

Horse Handler must be present at all times, or insured must be a qualified Horse Handler. Services must be in an enclosed area (e.g. arena, pen). No running, no trotting, horse must be on a lead. Coverage extends to include liability for biting/kicking by horse.

Insured must possess qualification to provide animal assisted therapy. Coverage extends to biting/kicking & other injuries caused while engaging with the animal.

Broker: BMS Canada Risk Services Ltd. In witness whereof the Insurer has duly executed this policy, provided however that this policy shall not be valid or binding unless countersigned by a duly Authorized Representative of the Insurer.

Date: June 10, 2021

Countersigned Authorized Representative



Chelsea Howard

The insurance contract consists of this Declarations page as well as all coverage wordings, riders or endorsements forming part of Policy No. CB211148A and CB20A454H

For a full copy of the policy wording please contact BMS at 1-855-318-6038 or email psy.insurance@bmsgroup.com.

IDENTIFICATION OF INSURER / ACTION AGAINST INSURER

This insurance has been effected in accordance with the authorization granted to the Coverholder by the Underwriting Members of the Syndicate whose definitive numbers and proportions are shown in the Table attached to Agreement No. CB211148A and CB20A454H (herein after referred to as "the Underwriters"). The Underwriters shall be liable hereunder for each of his own part and not one for another in proportion to the several sums that each of them has subscribed to the said Agreement.

In any action to enforce the obligations of the Underwriters they can be designated or named as "Lloyd's Underwriters" and such designation shall be binding on the Underwriters as if they each had been individually named as defendant. Service of such proceedings may validly be made upon the Attorney in Fact in Canada for Lloyd's Underwriters, whose address for such service is 200 Bay Street, Suite 2930, P.O. Box 51, Toronto, Ontario, M5J 2J2.

NOTICE

Any notice to the Underwriters may be validly given to the Coverholder.

In witness whereof this policy has been signed as authorized by the Underwriters, by **BMS Canada Risk Services Ltd.**

Per:



Chelsea Howard

The Insured is requested to read this certificate, and if incorrect, return it immediately for alteration.

In the event of an occurrence likely to result in a claim under this insurance, immediate notice should be given to the Coverholder whose name and address appears above. All inquiries and disputes are also to be addressed to this Coverholder.

For purposes of the Insurance Companies Act (Canada), this document was issued in the course of Lloyd's Underwriters' Insurance business in Canada.

Claims Reporting Procedures

Claims must be reported to the Insurer within 30 days of you being made aware of a possible claim.

No written or oral statement should ever be made, except upon the advise of the Insurer. Please do not offer compensation or admit liability to a patient, as this could interfere legally with the Insurer's handling of the claim.

To report a claim, please call Crawford & Company (Canada) Inc. at 1-877-805-9168 or by email at BMSclaims@crawco.ca.

THIS POLICY CONTAINS A CLAUSE WHICH MAY LIMIT THE AMOUNT PAYABLE



Core Programs Post Survey (13-17+)

Event/Program: YELL

Date: _____

Please circle your answers.

	Strongly Disagree	Disagree			Neutral			Agree			Strongly Agree	
At YELL, I feel supported by the staff/my mentor(s)	0	1	2	3	4	5	6	7	8	9	10	
As a result of YELL, I am better at telling others about my feelings	0	1	2	3	4	5	6	7	8	9	10	
YELL has helped me to feel I am better at handling whatever comes my way	0	1	2	3	4	5	6	7	8	9	10	
YELL has helped me to understand it's okay to be myself	0	1	2	3	4	5	6	7	8	9	10	
Adults in my neighborhood/community value youth more	0	1	2	3	4	5	6	7	8	9	10	

Do you enjoy coming to YELL? Why or why not?

What would you change about YELL?

What areas do you see growth in yourself?

What would you want to do again in the program next session? Or what new things would you like to do?

How old are you: 10-12 13-17 18+

Where do you live? Chestermere SE Rocky View Other

Where was the event/program? Chestermere SE Rocky View Other