

Rocky View County
Family & Community Support Services (FCSS)

2021 FCSS GENERAL FUNDING APPLICATION

(FUNDING PERIOD: January 1 – December 31, 2021)

ALL INFORMATION PROVIDED IS PUBLIC

APPLICATION DEADLINE IS 4:00 P.M. SEPTEMBER 30, 2020 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)	\$108,000
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)
Patricia Sproule
Print Name

Executive Director
Title

9/29/2020
Date

Submit Completed Documents to, or for further assistance contact:

Randy Ell, FCSS Coordinator 403.520.1289
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	54
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:	ATTACHED
<u>Do not provide other attachments unless requested to do so.</u>	
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 checked="" 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 individuals and local nonprofits. Through resiliency building programs, community-based activities, and professional facilitation services, we provide opportunities to develop healthy relationships and cultivate our community's potential. 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 also promotes the volunteer sector as a valuable resource and develops individual 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	20	%
Youth	40	%
Families		%
Adults		%
Seniors		%
Volunteerism	20	%
Community Development	20	%
Total	100	%

7.4 SOCIAL SERVICE CONTINUUM

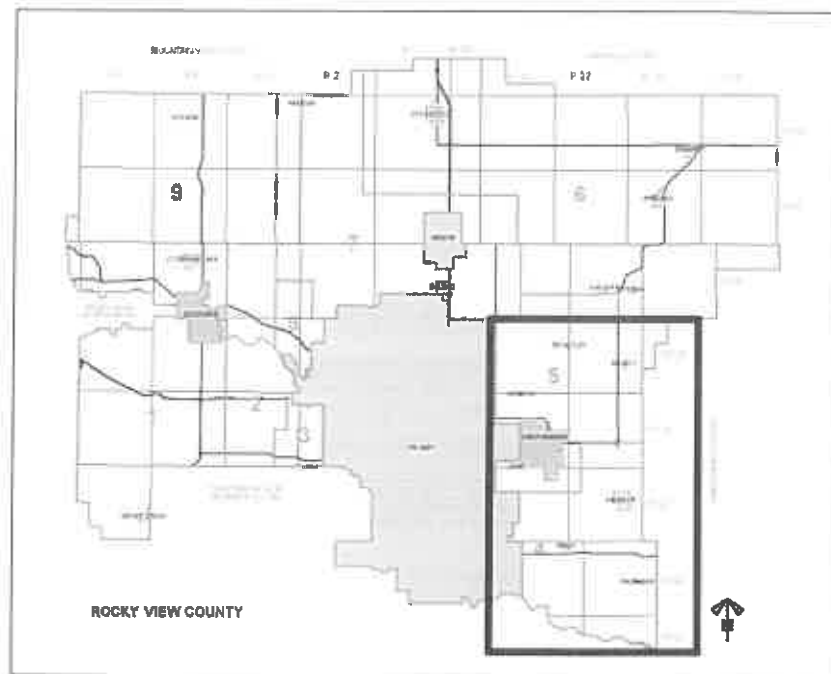
Please indicate the percentage of each section below that your program provides.

• Promotion: Programs and services that promote public education and awareness of social needs.	30	%
• 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.	10	%
• 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 increased and strengthened network which normally takes a significant amount of time and money to establish.

Over the past eight years, we have improved 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 by the sharing of knowledge, through resources or with our volunteers. Synergy representatives connect with all groups and agencies to keep the conversation going regarding the current needs of the community 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 and Langdon Community Collaborative. We consistently connect with local schools to offer support, whether it be by offering free programs to the schools 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. Aside from the general focus of most of these groups, they are also usually only offered for a short-term 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 with these organizations and welcome any of their participants to our programs. Synergy was able to seamlessly transition to online programming, via Slack and Zoom platforms, during the onset of the pandemic and was able to resume to in-person programming as soon as it was deemed safe to do so.

Synergy currently has 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. Since the beginning of summer 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 with the COVID-19 General Relaunch Guidance. 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 current 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 in supporting and educating 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.

We believe that if youth experience healthy relationships and community support, the development of their cognition will progress/improve in a healthy manner. Also, if youth are given an opportunity to make positive contributions to the community, they will develop leadership skills, life skills, and positive self-perception.

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 youth programs and staying connected with the community and local organizations. Our programs are created 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. We incorporate the research into experiential programs and services, 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 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) and health care professionals, not-for-profit groups and community members allow us to support them, whichever way we can, 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 are able to 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 we can 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 sectors and allows us to extend the level of support we are able to 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 South East 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.

Knowing that this community has experienced a number of suicides and tragic deaths in the past few years, 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 the 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.

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 with the onset of the pandemic and the wariness of what the future holds for youth and families.

In addition, local not-for-profit organizations require 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.

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. In 2020, we were able to offer the Langdon Drop In program as a registered “Day-Camp” style program in order to maintain Alberta Health Services safety protocols. The program was offered 2 times a day for an hour and a half, Monday to Thursday throughout the months of July and August. By offering the program 2 times a day in smaller groups we were able to reach more youth.

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 three years and plans to continue to provide this service in 2021. 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 invention 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 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 South East 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 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/csp/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 (NASSET). 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

United Way Calgary

FCSSAA (COVID-19 Relief Funding)

Government of Alberta – Enhanced Capacity Advancement Program (ECAP)

Alberta Culture and Tourism - Community Initiatives Program (CIP)

Canada Alberta Job Grant

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 (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) 110 Number of County Residents: 100

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, Friday Fam, Volunteer Training, Summer Drop In Program, LCC Facilitation, Community Support, Youth Internship Program, Dabble, Homework Helpers

Number of Groups: 10 Total Number of Participants: 150 Number of County Residents: 125

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: 300 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 – to 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:	125
d) Total number of volunteer hours in 2019:	5384
e) Estimated number of volunteer hours until the end of 2020:	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.

Our ongoing relationships with organizations across sectors have made it possible for Synergy to have meaningful impact on the community. We can connect health services with schools and families in a way that other nonprofit organizations may not be able to, due to our connections and proven commitment to supporting the community. The impact of our collaboration is evident with one of the families we work with. Last fall we were approached by the CDA of one of the schools in Langdon. The school was having difficulty with one of their students who had been acting out, skipping school, and not completing assignments. At this point the student was the School Administration's biggest concern for dropping out. One of our Program Coordinators was asked to speak to this student, as they had a previous connection through the SHOUT School program. The Program Coordinator met with the student and was able to find out why they were having challenges at school and at home. The student was having difficulty making and keeping friends and was going through a lot personally as they had just come out as Transgender to one of their parents.

Our Program Coordinator was able to connect the student with the Nurse Practitioner who contracts with Synergy to make an appointment to discuss options and assess their mental and physical state. From there, the student started coming out to one of our Langdon youth programs to meet with the Program Coordinator on a weekly basis and to make connections with other youth in the community. It was also a chance for the Program Coordinator to meet with the student regarding their schoolwork. The School Administrator, CDA and Leadership Advisor have worked with the student and Synergy Program Coordinator to develop a work plan and get the student back on track to pass their grade. The student has been improving each week and is on track to graduate. It is important to note that the Synergy program is one of the only activities the student will continually commit to attending and leave the house for. The student's mother is thrilled and relieved that their child is coming out to the program. Even more impressive, is that the student has volunteered as a mentor for one of our Langdon SHOUT programs. The youth was able to hold a part-time summer job over the summer and is now working with the Synergy Program Coordinator and the Nurse Practitioner to tell both parents that they would like to be fully acknowledged as trans, be referred to by their new name and begin hormone therapy.

**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.)			
2021 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 2021 Costs to be paid or contributed by the Applicant and other funding partners (Agency Contribution)	Column 2 2021 Costs to be funded by County FCSS (Program Request)	Column 3 2021 Projected Year End Total Program Budget (Total Cost)
EXPENSES			
PERSONNEL (specify positions and hours per week)			
Executive Director (0.5 FTE)	39,000.00	20,000.00	59,000.00
Program Team Leader (1.0 FTE)	47,000.00	23,000.00	70,000.00
Program Staff (3.5 FTE)	129,000.00	64,000.00	193,000.00
Clinical Support	25,000.00	0	25,000.00
Administrative Support	25,000.00	0	25,000.00
Summer Student	2,000.00	1,000.00	3,000.00
a. SUBTOTAL PERSONNEL	267,000.00	108,000.00	375,000.00
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)	302,000.00	108,000.00	410,000.00
REVENUE (specify other sources of funding including fundraising, fees for service, other grants, etc.)			
Fundraising/Donations	30,000.00		
Program Fees	2,000.00		
Chesternere FCSS	148,000		
United Way	37,000		
ECAP (Provincial Government Grant)	60,000.00		
Small Grants	25,000		
f. TOTAL REVENUE	302,000.00		

g. FCSS REQUEST (DEFICIT = Total of Column 3 Expenditures – Total Revenue)	108,000.00
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Microsoft Excel
Worksheet

COMPLETE THIS SECTION ONLY IF YOU RECEIVED 2020 COUNTY FCSS FUNDING AND ARE APPLYING FOR AN INCREASE.

12. 2021 FUNDING INCREASE REQUEST EXPLANATION	
A. 2020 County FCSS Grant	\$85,000 + \$8,441 = \$93,441
B. 2021 County FCSS Request	\$108,000
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	
E. Provide a rationale together with supporting data, using demographics as necessary.	
<p>Synergy's request for 2020 was \$108,000 and we received \$85,000 for which we are extremely grateful. We fully acknowledge that there may not be available funds to fulfill our full funding request, but our application reflects what we have deemed necessary to improve the community based on years of local experience and research. Having a deficit resulted in us not being able to offer as much programming or services as we had originally proposed. For example, the Homework Helpers programs had to be eliminated; Youth Council and the Intern Programs did not have sufficient funding to fully operate year-round; the number of workshops we provided had to be reduced and SHOUT sessions could not be increased to meet demand. Receiving an additional \$8,441.00 in one time funding, due to the Pandemic, allowed us to extend programming that we had reduced, offer year round service without a summer break and almost double the number of summer programs we offered, in Langdon, to ensure our ability to keep groups small and safe.</p> <p>According to the most recent national census, over 35% of the Langdon population is nineteen years of age or younger (Census 2016) with the population increasing by 9.5% from 2013 to 2018 (2018 Rocky View County Census). This population is particularly in need as they typically do not have access to transportation, as older adults do, to access services or engage in meaningful activities to help support their growth and reach developmental milestones.</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?	
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. Should we receive reduced funding, we will be required to reduce programming much in the same way we have in 2020.	
G. Outline the efforts already taken to accommodate the proposed program adjustment.	
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 to what we consider to be very reasonable for the quality and quantity of service we provide to the community of SE Rocky View.	
H. How many years have you received County FCSS funding?	
Eight	