

GENERAL INFORMATION

Name of Organization Requesting Grant: <i>(Please list parent/sponsor organizations in parenthesis)</i>	Zero Ceiling Society of Canada
Name of the program (if applicable):	Work 2 Live Alumni Support
Society Registration Number:	897518916RR0001
Organization Mailing Address:	PO Box 61, Whistler, BC, V0N 1B0
Contact Name & Title:	Emily Suckling, Development Manager
Organization Phone Number:	(604) 962-5000
Organization Email Address:	info@zeroceiling.org
Organization Purpose or Mandate: (Please provide this answer in one sentence.)	To end youth homelessness.
Organization Category (choose between Environment, Social Service, Community Service, Recreation and Sports, Arts and Culture)	Social Service

ORGANIZATION INFORMATION

How many years has the organization existed?	27
How many active members/participants does the organization have in the current year? (e.g. how many athletes have signed up for this year)	110 Alumni Graduates 9 current W2L Participants 300+ Adventure Session Participants
For sport organizations, how many youth (U18) participants are enrolled in your programs?	
How many Whistler residents members does the organization have in the current year?	74
How many volunteers/executive/staff are required to administer the organization in the current year?	53 -12 Permanent, Full-Time staff -4 Permanent, Part-Time staff -8 Casual staff -9 Board of Directors -20 Community Volunteers
Age range of participants in the organization:	16 - 27 years of age

Please list active website URLs and active social media accounts (Facebook, Twitter, Instagram, etc.):	Website: www.zeroceiling.org Facebook: www.facebook.com/zeroceiling/ Instagram: www.instagram.com/zeroceilingsociety/
What are the membership and participation requirements?	We consider participants/alumni from Work 2 Live, participants from the Adventure Sessions, Board members, staff, volunteers, and voting members (i.e. people who register for and attend our AGM) as our membership. They are required to register with us as members. Membership is free.
Does the organization have any outstanding debts or other means of funding from the RMOW? If yes, please state the amount and reason. <u>Note:</u> Please include any Value In Kind support that you receive from the RMOW (eg. reduced rent, utilities in RMOW buildings)	No

GRANT INFORMATION

1. Purpose of Grant	<i>Explain in detail how the funding will be spent. Please refer to Council Policy A-7 Community Enrichment Program, available at www.whistler.ca/cep for funding criteria and eligibility. Please be as concise as possible using the space below.</i>
<p>We are requesting \$10,000 to support the current and upcoming alumni of our Work 2 Live program. These participants have found a home in our community and continue to work, live, and explore in the Sea to Sky Corridor. Over 111 participants have graduated from Work 2 Live since 1998. We are currently actively supporting 8-10 graduates at any one time (approximately 16 total per year). Our largest cost is staffing, which is the most impactful and also the most difficult to find funding for. For this reason, we rely on the RMOW's support to help cover this incredibly important part of our program.</p> <p>Work 2 Live is a thriving supportive employment and housing program for our province's most vulnerable young people—those who are experiencing poverty, mental health issues, and/or homelessness. Most are Indigenous, 2SLGBTQ+, or have aged out of government care, or a combination of the three. They come to Whistler to find stability and family in the mountains, just like generations of other young people have done for years.</p> <p>Unlike some other programs that serve youth, we do not allow our participants to age out; rather, we continue to support them with the same unconditional care we give to current participants in the program while we help them transition into stable, healthy independence. Throughout the program, we become a part of their safety net, many of whom have no close, reliable, natural support systems.</p> <p>Similar to 2021, 2022 and 2023, we will again go toward wages of our Co-Executive Directors and one-on-one support for alumni of our Work 2 Live program. This will look like:</p> <ul style="list-style-type: none"> - Mental health support (trauma-informed, low-barrier counselling provided through Vancouver Coastal Health, WCSS, the Howe Sound Women's Centre, and referrals to community programs) - Emergency funding (groceries, bills, healthcare, debt and other emergency costs) - Housing support (help finding, securing, and maintaining healthy housing in the Sea to Sky Corridor) - Employment support (help finding, securing, and maintaining employment in the Sea to Sky Corridor) - Life skills education & training (RentSmart Certificate, budgeting, soft skills, etc.) - Practical and emotional support (through individual check-ins) - Providing direct support to alumni (ranging from driving them to and from appointments, supporting them through suicide attempts, helping them pack and move out of bad living situations, buying bags of groceries and dropping them off when they've been ill, providing personal references for jobs and landlords, and more!) - Training and supporting the rest of the Programming Team to follow through with other supports for grads, as-needed 	

2. Is This a New Program or Activity?	<i>If yes, what are your targets and goals for this program/activity?</i>
<p>No. This program has been funded by the RMOW's CEP grant since 2017. Our 2021, 2022 and 2023 applications also covered Co-Executive Director wages and one-on-one support.</p>	

3. Current Year Highlights and Community Benefits:	<i>Detail the specifics of activities and community benefits your organization provides.</i>
<ul style="list-style-type: none"> - Intaking 3 new participants into our program in the spring and in the fall; - Furthering our Justice, Equity, Decolonization, and Inclusion work with the support of our Zero Ceiling Auntie - Support up to 30 alumni and 9 current participants with supportive employment, affordable/supportive housing, access to mental health care and healthcare, life skills education, land-based programming, and 24/7/365 staff support - Continue to advocate for equity, affordability and access to supports in our community - Release the third year's and final findings in a multi-year research study with RRU that considers the impact of Work 2 Live on both the young people in the program and our 15 supportive employer partners - Employ 24 community members (including 1 alumni) 	

4. Existing Funding and Grant Applications:	<ol style="list-style-type: none"> <i>List the specific grants, funding and fundraising planned, approved or pending for the existing year, and</i> <i>Please also list rejected or non-approved funding (with reasons).</i>
<ul style="list-style-type: none"> - Ministry of Advanced Education, Skills, and Training (STE funding) - \$90,499 (Confirmed) - Reaching Home - \$327,799 (\$81,704 Confirmed until April, remaining \$246,095 pending) - Canada Summer Jobs - \$5,500 (Pending) - Research & Innovation - \$137,276 (Confirmed until April 2024) - Resort Municipality of Whistler CEP - \$10,000 (pending) - Canadian Heritage - \$84,000 (\$34,000 confirmed, \$50,000 pending) - Community Services Recovery Fund - \$10,000 (Confirmed in 2023) - Events - \$62,000 (Planned) - Donations & Major Gifts - \$94,000 (Planned) - Corporate Sponsorships - \$17,000 (Planned) - Maja Foundation - \$5,000 (Confirmed) - Sprott Foundation - \$5,000 (Confirmed) - Spencer Creo Foundation - 25,000 (pending) - Telus - \$20,000 (pending) - TK Foundation - \$30,000 (pending) - Young Foundation - \$5,000 (Pending) - WCF Caring Community - \$2,000 (Pending) - The Co-operators: \$30,000 (Confirmed) - Hockey Helps The Homeless - \$40,000 (pending) - Houssian Foundation - \$21,000 (pending) - The Hamber Foundation - \$2,500 (pending) - evo\$ - 20,000 (approved in 2023 pending in 2024) - TK Bank - \$30, 000 (Confirmed in 2023, 2024 and 2025) - WB donation - \$60,00 (confirmed in 2023, pending in 2024) - Fairmont Foundation - \$12,000 (pending) - Horsfall Eaton Foundation - \$1,000 (pending) - Bell Let's Talk - \$20,000 (pending) - The Wubs Foundation \$15,000 (pending) - Mahon Foundation - \$1,000 (Pending) - Mackay Family Fund - \$3,000 (Pending) - VCH - \$2,500 (Pending) 	

GRANT INFORMATION (CONTINUED):**5. Grant Request Amounts and Financial Breakdown:**

Please ensure numbers provided in this table coincide with the required financial documents you provide in your application

	Annual Operating Budget	Grant Requested	Provide a brief description of the specific amount requested. (Ex: Products, services, staffing roles, advertising, etc.)
Salaries/contracts:	797,070	6,000	Wages (Co-EDs)
General operations:	134,465	0	Work 2 Live Program
One-time project / program:	24,000	4,000	Alumni crisis response and emergency supports
Physical assets:	10	0	1519 Spring Creek Building
Rent (RMOW facilities):	0	N/A	
Rent (other facilities):	0	0	
Other:	0	0	
Total	\$ 955,535	\$ 10,000	1.05 % (Grant request ÷ Annual budget amount)
Reminder: The grant amount requested cannot be more than 50% of the annual operating budget of the organization.			

**6. Additional
Information:**

Please list any additional information, details or explanations regarding your grant request that you would like to be considered by Council.

The budget above shows how much it costs to run the Work 2 Live program, including paying the wages of staff who help participants.

We're really thankful to the council for believing in our alumni support program, which used to be called the "Work 2 Live Graduate Outreach Program."

Since 2017, your support has been crucial. It's helped us support up to 30 alumni each year, along with the 9 people currently in the program. The impact of your legacy continues to grow, and we hope it continues in 2024 and beyond.

Just like last year, we're asking for money to pay the wages of our Co-Executive Directors. They give individual support to graduates and manage the rest of the team. There's nothing we can buy that'll do what our program does for these young adults. To do our job well, we need to build trust, make strong relationships, and support our clients no matter what. That's why we need a team of skilled Case Workers and Support Workers to help our participants, led by a strong Co-Executive team.

7. Attachments:	<i>Please indicate the attachments you are including with your Grant Application Form:</i>
<div> <input checked="" type="checkbox"/> • Financial Statement (audited preferred) or Organization Budget (Required) </div> <div> <input checked="" type="checkbox"/> • Proof (copy) of registered not-for-profit society status or registered charity status (Required) </div> <div> <input checked="" type="checkbox"/> • Other: </div>	

COMMUNITY PERFORMANCE INDICATORS

8. Please list how your organization may improve Community Performance Indicators:	<p>Please visit https://www.whistler.ca/municipal-gov/strategies-and-plans/strategic-plan/ to learn about the four priority areas of RMOW 2023-2026 Strategic Plan:</p> <ol style="list-style-type: none"> 1. Housing 2. Climate Action 3. Community Engagement 4. Smart Tourism <p>Please determine how your grant (or organization) can contribute to fulfilling any priorities described in the four areas listed above. Each priority has numerous specifications to choose from while describing how your grant (or organization) may help to improve Strategic Plan.</p>
<p><i>Example: This grant addresses the priority of “Community Engagement” because it strives to connect locals to each other. Specifically, this is because...</i></p>	
<p>This grant works towards the RMOW's Smart Tourism priority because it helps Whistler's young people feel like they belong, stay healthy, and enjoy outdoor activities. It supports youth who live and work in Whistler and the Sea to Sky area. Here's how it helps:</p> <ul style="list-style-type: none"> - Connecting local businesses with a skilled and diverse workforce. - Advocates for fair treatment and better job opportunities for everyone, including our participants and graduates. <p>It ensures staff who are working are passionate about Whistler which helps to amplify & personify Whistler's culture to tourists. Supporting this program ensures a healthy workforce because it:</p> <ul style="list-style-type: none"> - Keeps graduates healthy and active so they can give back to their community. - Helps graduates connect with friends, mentors, and adults they trust. - Gives graduates chances to volunteer and mentor others in the Work 2 Live program to continue a healthy give back cycle with the broader Whistler community. - Provides support and training so they can stay in the community. - Offers outdoor activities like Ride Days to learn and have fun which connects them to Whistler Parks, Indigenous Community and local businesses - Provides access to counseling, healthcare, and other support services. <p>These elements create a positive experience for the youth working in the resort and the businesses who now have the capacity to provide an elevated guest experiences which ultimately leads to return visitation providing more opportunities for visitors to contribute to Whistler's ever evolving culture.</p>	

SUPPORT FOR TRUTH AND RECONCILIATION

The RMOW is committed to working with the Lílwat People, known in their language as L'il'wat7úl and the Squamish People, known in their language as the Skwxwú7mesh Úxwumixw to: create an enduring relationship; establish collaborative processes for Crown land planning; achieve mutual objectives; and enable participation in Whistler's resort economy.

9. How has your organization considered truth and reconciliation with the Indigenous Nations?

One of the most important ways we are supporting an end to youth homelessness is to understand our work through the lens of decolonization.

Homelessness is not the result of the individual's choices or character; it is a direct result of the process of colonization and the resulting systems that uphold it: racism, sexism, homophobia, capitalism, white supremacy, etc. The harms perpetuated by these systems create an environment where certain people can become homeless or precariously housed.

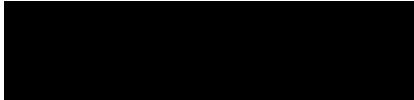
Zero Ceiling believes that the key to ending youth homelessness is to look back to pre-colonization for inspiration. We choose to disrupt these systems, guided by the principles of unconditional love, relationships and community, safety nets, connection with the land, and courage.

Decolonization, for us, is not limited to welcoming Indigenous Peoples to our programs and operations; we are using it as a guide for how to do this work in a good way. This includes decolonizing our own internal systems and processes, as well as our programs and approach.

Some key actions we take that are inspired by this lens are:

- Developing protocols to accompany policies and procedures that will guide how we do this good work in a good way.
- Creating the "Zero Ceiling Auntie" role — Auntie is an Indigenous elder from a nearby First Nation who gives maternal unconditional love, guidance, and cultural support to our program participants and staff.
- Monthly J.E.D.I. Temple (Justice, Equity, Decolonization, and Inclusion working group) meetings to further this work, attended by the majority of our core staff.
- Compulsory training on cultural safety for Indigenous Peoples, Mental Health First Aid, and suicide prevention training for all staff and board members as well as partners working directly with youth.
- Redesigning our systems and processes based on natural cycles and our connection with the land.
- Embracing non-white, non-capitalist approaches, such as Community-Centric Fundraising.

GRANT APPLICATION AUTHORIZATION:

Submitted by:	Emily Suckling, Development Manager
Phone number:	(604) 962-5000
Email:	emily@zeroceiling.org
Acknowledgement:	<div><input checked="" type="checkbox"/> • I confirm that the information provided in this CEP Grant Application Form is true;</div> <div><input checked="" type="checkbox"/> • I confirm that a representative is required to present this grant request at a future Council Meeting;</div> <div><input checked="" type="checkbox"/> • I confirm that if any amount is granted that the Grant Reporting Form is due by December 1 of this year;</div> <div><input checked="" type="checkbox"/> • I confirm that if any amount is granted, it will be used only for its intended purpose unless otherwise approved by Council.</div>
Signature:	<div> Digitally signed by Emily Suckling Date: 2024.02.06 17:38:23 -08'00'</div>

Funding decisions will be announced during a Regular Council Meeting in April 2024.

Please contact the Legislative Services Department at corporate@whistler.ca if you require any assistance.

Personal and third party information provided in this application form is collected under the authority of Section 26(c) of the Freedom of Information and Protection of Privacy Act. Should you have any questions regarding the collection, use and disclosure of this information please contact the Legislative and Privacy Coordinator at 604-935-8118 or at 4325 Blackcomb Way, Whistler.