

## GENERAL INFORMATION

Name of Organization Requesting Grant: <i>(Please list parent/sponsor organizations in parenthesis)</i>	Zero Ceiling Society of Canada (Zero Ceiling)
Society Registration Number:	897518916RR0001
Organization Mailing Address:	PO Box 61, Whistler, BC, V0N 1B0
Contact Name & Title:	Ms. Chris Wrightson
Organization Phone Number:	(604) 962-5000
Organization Email Address:	info@zeroceiling.org
Organization Purpose or Mandate: <i>(Please provide this answer in one sentence.)</i>	To reduce youth homelessness and transform lives.

## ORGANIZATION INFORMATION

How many years has the organization existed?	24
How many active members/participants does the organization have in the current year?	We are currently actively providing support to: -9 Work 2 Live participants -8-10 graduates (former Work 2 Live participants)
How many volunteers/executive/staff are required to administer the organization in the current year?	2 Co-Executive Directors 6 permanent staff (plus 2 more, who will be added in 2021) 3 casual staff Approx. 25 volunteers (Board Members, committee members)
Age range of participants in the organization:	19-24
Please list active website URLs and active social media accounts (Facebook, Twitter, Instagram, etc.):	www.zeroceiling.org www.facebook.com/zeroceiling www.instagram.com/zeroceilingsociety www.twitter.com/zer0ceiling
Can anyone join the organization or participate? If no, please specify the restrictions and requirements for membership or participation:	Yes. Program participants are referred to the Work 2 Live program by youth agencies in southwestern BC. Board members are appointed and voted on. Members and volunteers apply using a standard process.
Does the organization have any outstanding debts or other means of funding from the RMOW? If yes, please state the amount and reason:	No.

## GRANT INFORMATION

<b>1. Purpose of Grant:</b>	<i>Explain in detail how the funding will be spent. Please refer to Council Policy A-7 Community Enrichment Program, available at <a href="http://www.whistler.ca/cep">www.whistler.ca/cep</a> for funding criteria and eligibility. Please be as concise as possible using the space below.</i>
<p>We are requesting \$15,000 to support our Work 2 Live program. Specifically, to help us support graduates of the program, who have found a home in our community, continuing to work, live, and explore in the Sea to Sky Corridor.</p> <p>Work 2 Live has been a part of the Whistler and Sea-to-Sky community since 1998. Today, we are a thriving 12-month supportive employment and housing program for our province's most vulnerable young people. Work 2 Live serves an average of 20 youth per year with unconditional support, opportunity, and land-based programming. Unlike some other programs that serve youth, we do not allow our participants to age out; rather, we help them to transition into stability, continuing to provide supports along the way.</p> <p>In the past year, we have given an unprecedented amount of support to help our Work 2 Live graduates through the challenges of the COVID-19 pandemic. Thanks to the RMOW's CEP funding, we were able to help 16 graduates meet these challenges. In 2021, we are committed to continuing this unconditional support for our graduates. However, with the ongoing changes to our community, the support required has grown substantially, requiring more resources and staff time. We cannot leave these young people behind, many of whom were only just beginning to create stability and meet their goals.</p> <p>The funds will be used to cover the following:          -one-on-one support to Work 2 Live graduates -- mental health support (trauma-informed, low-barrier counseling provided through our agreement with Dan's Legacy and referrals to community programs); emergency funding; housing support (help finding, securing, and maintaining healthy housing); employment support (help finding, securing, and maintaining employment); life skills education &amp; training (RentSmart Certificate, budgeting, soft skills, etc.); practical and emotional support (through individual check-ins)          -Executive Director's wages to facilitate the above activities -- includes providing graduate support and program/staff management. The ED is often the first point of contact when a graduate reaches out for support.</p>	

<b>2. Is This a New Program or Activity?</b>	<i>If yes, what are your targets and goals for this program/activity?</i>
<p>No. The Graduate Outreach Program was first developed in 2017. However, in 2020 the demand grew exponentially, and required us to devote nearly the same amount of time and resources to program graduates as we did to active participants. We see this as a clear indication of success of the Graduate Outreach Program.</p> <p>This year, 10 participants are set to graduate from Work 2 Live, meaning the need is likely to increase. Our goal for 2021 is to be able to provide 20 graduates with practical, emotional, and financial support.</p>	

<b>3. Current Year Highlights and Community Benefits:</b>	<i>Detail the specifics of activities and community benefits your organization provides.</i>
<p>We are preparing for 2021 to be our biggest year ever, in terms of the benefits we provide to our community and the overall impact on the participants in our program. We will:          -update our supportive employment model - with the changes to our local economy due to COVID-19, we have had to work with more employer partners and provide more support to both our participants and employers/managers. In 2021, this will continue, creating a better, more effective working environment where employees and employers are supported through recovery.          -update our supportive housing model - in 2020, we received funds from Reaching Home Canada to create our own supportive housing model. This has allowed us to rent two private homes in Whistler and provide 24-hour support. The benefit here is that participants are more supported, can access more programming, and are safer during COVID-19.          -do 2 planned intake periods in May and October. This will allow about 10-12 more marginalized, vulnerable youth to access Work 2 Live and our life-saving programming.          -hire more support staff - we are increasing our internal capacity by hiring an Office Administrator, and are looking forward to further hiring. This will result in more jobs for locals, and a more supported, efficient organization and non-profit sector.          -partner with more community organizations and groups that can provide support and increase stability for our participants and for our organization. For example, we are currently doing de-colonization and anti-racism work, and will be looking for ways to partner with local First Nations and Indigenous-led groups</p>	

<b>4. Existing Funding and Grant Applications:</b>	<ol style="list-style-type: none"> <li>1. <i>List the specific grants, funding and fundraising planned, approved or pending for the existing year, and</i></li> <li>2. <i>Please also list rejected or non-approved funding (with reasons).</i></li> </ol>
<p>Reaching Home: Canada's Homelessness Strategy - \$57,228 (approved)          Ministry of Advanced Skills, Education &amp; Training - \$146,141 (approved)          Whistler Community Foundation - \$10,000 (approved Fall 2020), \$3,000 (pending)          Home Depot Orange Door Program - \$20,000 (pending)          First West Foundation - \$20,000 (pending)          Hockey Helps the Homeless - \$10,000 (planned)          TELUS Friendly Futures Foundation - \$20,000 (planned)          Spencer Creo Foundation - \$10,000 (planned)          Donations - \$30,263 (planned)          Fundraising (events, merchandise) - \$33,500 (planned)</p>	

**GRANT INFORMATION (CONTINUED):**

<b>5. Grant Request Amounts and Financial Breakdown:</b>		<i>Please ensure numbers provided in this table coincide with the required financial documents you provide in your application.</i>	
	<b>Annual Operating Budget</b>	<b>Grant Requested</b>	<i>Provide a brief description of the specific amount requested. (Ex: Products, services, staffing roles, advertising, etc.)</i>
Salaries/contracts:	265,337	12,000	Executive Director wages: front-line graduate support, program management, staff support
General operations:	32,360		
One-time project / program:	1,200		
Physical assets:	7,900		
Rent (RMOW facilities):	10	<b>N/A</b>	1519 Spring Creek building
Rent (other facilities):			
Other:	68,325	3,000	One-on-one support: mental health, emergency funds, housing, employment, life skills, employment training, etc.
<b>Total</b>	<b>\$ 375,132</b>	<b>\$ 15,000</b>	<u>4.0</u> % <i>(Grant request ÷ Annual budget amount)</i>
<i>Reminder: The grant amount requested cannot be more than 50% of the annual operating budget of the organization.</i>			

<b>6. Additional Information:</b>	<i>Please list any additional information, details or explanations regarding your grant request that you would like to be considered by Council.</i>
	<p>**The Annual Operating Budget is our programming budget for all of Work 2 Live. Graduate support is embedded in this budget. Much of the individual supports for graduates are impossible to separate from the overall support given to current participants (e.g. Ride Day, Life Skills education, Family Dinners, emergency funds, referrals, etc. that are available to all current and former participants). If we are successful in receiving funds, we will commit to provide receipts for all expenses for the purposes of final reporting.</p> <p>We are requesting funds to cover Executive Director's wages, as they are usually the first point of contact with a graduate when they reach out for support. The EDs will also do outreach to connect with graduates during the year. The EDs will then manage the support staff and the program to ensure graduates' needs are being met.</p>

<b>7. Attachments:</b>	<i>Please indicate the attachments you are including with your Grant Application Form:</i>
	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Financial Statement (audited preferred) or Organization Budget <b>(Required)</b></li> <li><input checked="" type="checkbox"/> Proof (copy) of registered not-for-profit society status or registered charity status <b>(Required)</b></li> <li><input checked="" type="checkbox"/> "Supportive Housing Report - Jan 2021"</li> <li><input checked="" type="checkbox"/> Blog post: "Coming Full Circle: Dakota's Story"</li> </ul>

## COMMUNITY PERFORMANCE INDICATORS

<p><b>Please list how your organization may improve Community Performance Indicators:</b></p>	<p>First, please visit <a href="http://www.whistler.ca/monitoring">www.whistler.ca/monitoring</a> to learn about the five priority areas of Whistler's <a href="#">Community Performance Indicators (CPI)</a>:</p> <ol style="list-style-type: none"> <li>1. <i>Enriching Community Life</i></li> <li>2. <i>Enhancing the Resort Experience</i></li> <li>3. <i>Protecting the Environment</i></li> <li>4. <i>Ensuring Economic Viability</i></li> <li>5. <i>Partnering for Success</i></li> </ol> <p>Secondly, identify how your grant (or organization) may improve any CPIs described in the five areas listed above.</p> <p>Note: Each priority listed above has numerous areas of measurement to choose from and all are listed with their existing statistical trend at <a href="http://www.whistler.ca/monitoring">www.whistler.ca/monitoring</a></p>
<p><i>Example: This grant addresses the priority of “Enriching Community Life” because it improves <a href="#">personal health status</a>, a <a href="#">sense of belonging</a> and increases <a href="#">resident volunteer rates</a>. Specifically, this is because...</i></p>	
<p>This grant addresses the priority of “Enriching Community Life” because it creates a sense of belonging, improves physical and mental health and wellbeing, and creates accessible outdoor recreation opportunities. Specifically, it does this by supporting youth working, living, and taking part in the Whistler and Sea to Sky communities. It also helps us:</p> <ul style="list-style-type: none"> <li>-ensure graduates remain healthy, active, and able to contribute to their wider community</li> <li>-connect graduates with a healthy network of peers, mentors, and trusted adults in a community where they are comfortable</li> <li>-provide opportunities for graduates to volunteer and mentor other young people in Work 2 Live</li> <li>-provide support and skills development opportunities, so they can remain in the community</li> <li>-provide land-based learning and outdoor recreational opportunities with weekly Ride Days</li> <li>-provide access to outreach support, such as counselling, healthcare, addictions support, legal aid, etc.</li> </ul> <p>This grant also addresses the priority of “Ensuring Economic Viability” because graduates who wish to stay in Whistler will get the chance to, rather than be forced on to other communities. This will also allows us to:</p> <ul style="list-style-type: none"> <li>-connect local businesses with a trained, dedicated, diverse, and supported workforce</li> <li>-advocate for supportive employers in Whistler, so that employees with barriers (such as our participants and graduates) receive better pay, better career opportunities, and can remain in fulfilling employment in the community</li> </ul>	

## GRANT APPLICATION AUTHORIZATION:

Submitted by:	Jill Patrick
Phone number:	██████████
Email:	██████████
Acknowledgement:	<input checked="" type="checkbox"/> I confirm that the information provided in this CEP Grant Application Form is true; <input checked="" type="checkbox"/> I confirm that a representative is required to present this grant request at a future Council Meeting; <input checked="" type="checkbox"/> I confirm that if any amount is granted that the the Grant Reporting Form is due by December 1 of this year; <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.
Signature:	██████████

**Funding decisions will be announced during a Regular Council Meeting in April 2021.**

Please contact the Legislative Services Department at [corporate@whistler.ca](mailto:corporate@whistler.ca) if you require any assistance.

BN/Registration Number	Charity Name	Charity Status	Effective Date of Status	Sanction Designation code	Category code	Address
City	Province	Country	Postal Code/Zip Code			
897518916RR0001	THE ZERO CEILING SOCIETY OF CANADA/LA SOCIETE SANS LIMITES DU CANADA	Registered	2002-07-26			
09	PO BOX 61	WHISTLER BC	CA			V0N1B0

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# SUCCESS STORIES



Our new house is now a safe and stable home for six young men who were previously facing homelessness. Everyone has access to a private bedroom and a spacious shared living space to call their own. Youth have been able to self-isolate when required by public health

It has also allowed us to expand our program capacity from eight to ten people in response to unprecedented demand for our services.

Our on-site Overnight Support Workers can provide a higher level of support to youth than ever before. This gives youth more support to develop life skills, tackle challenges, and build supportive relationships. It also means we can better respond to crises when they do occur.

All youth have been able to access employment through local businesses. We've developed new partnerships with employers who are offering work placements to program participants.

We've seen the benefits of stable work for participants' mental health and wellbeing, and continue to support them to maintain employment and develop skills to succeed in the workplace. All participants are working towards employment goals that they have defined for themselves.

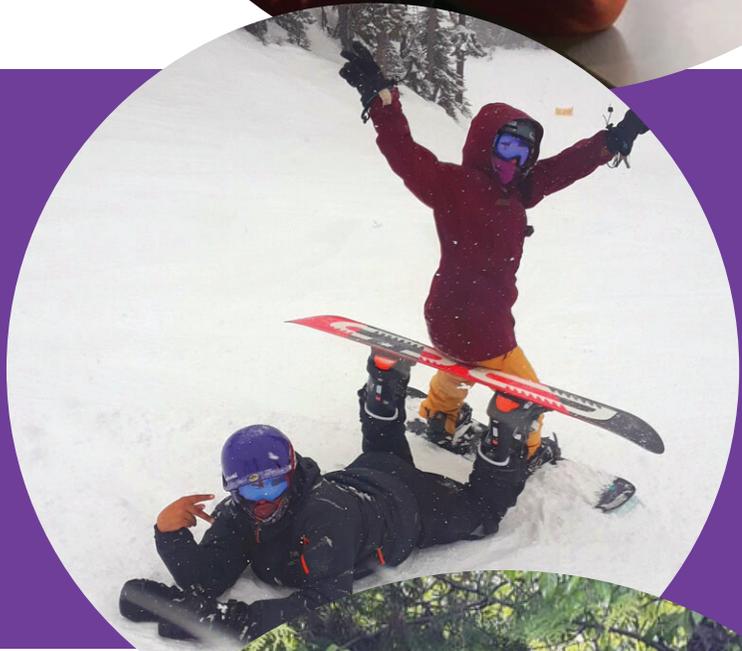


In 2020, we committed to improving our hiring practices to become a more inclusive employer. We prioritized hiring staff with lived experience from the communities we serve.

In October, we hired two Overnight Support Workers who are both young Indigenous men and graduates of our housing program, Work 2 Live. Dakota (pictured right) is a strong advocate for youth facing homelessness in our community. Here, he's presenting at the Whistler Community Foundation's Vital Cafe event in the summer of 2020.



Land-based recreation is a cornerstone of our Work 2 Live program. Despite the pandemic, we have been able to offer weekly recreation throughout the year, including snowboarding (right), hiking, mountain biking, and paddleboarding (front cover). These experiences are a powerful tool for healing for youth.



We empower youth to build healthy lifestyles, and food security is a crucial part of that. Every week, youth and staff cook and share a healthy meal with each other.

In addition to the weekly Family Dinner cooking program, this summer we created a vegetable garden where youth learned how to grow their own food.





It's hard to overstate the power of the mountains for healing and personal growth. When young people have access to land-based recreation, they build confidence, connection, and community. Maintaining that connection during the pandemic has been absolutely crucial to the success of our Work 2 Live program.



Strong relationships are at the very heart of what we do. Staff and youth build lasting relationships that aren't transactional in nature.

Dakota (pictured left with Co-Executive Director Chris) joined the Work 2 Live program in 2017. Since then he has volunteered for Zero Ceiling and is now employed as an Overnight Support Worker. He has remained connected to our staff for nearly four years of personal growth and is now an inspirational role model for young people in the Work 2 Live program.

# Dakota's Story: "Coming Full Circle"

by Jill | Oct 7, 2020 | Graduate Stories



*If you've been around Zero Ceiling — or even around Whistler Village — for a while, you've probably seen Dakota. His love of tie-dye, infectious grin, and easy laugh are easy to remember. He's also been the poster-child (according to him) for our programs. Just last week, he took part in our [Family Dinner fall fundraiser](#), speaking about his experiences and telling his story live to our virtual event guests. And now, Dakota will share that story here, in his own words...*

I originally came up to Whistler when I was in grade 9 through Zero Ceiling [Adventure Sessions](#) back in 2011. We came for a day of snowboarding; I had never been snowboarding before but always wanted to. We spent the day on the bunny

hill learning how to side slip and ride one footed. I may have fell and hurt my knee a bit but that did not deter me from getting up and trying again.

When it came to the end of the day a couple members of the group got to ride down the mountain to meet us at the bottom and we had to ride the gondola down as a bunch of us were beginners. I was dumbfounded by the idea of riding all the way down the mountain at the time.

Fast forward to 2016 I had saved up for a car with my summer job. I had been living in Vancouver my whole life, transit was good down there, so we did not really need to drive anywhere. I decided that I did not want to buy a car, that I wanted to try snowboarding again. I went to go buy some second-hand gear at a store in the city and then got a Night Seasons Pass for one of the local mountains.



Dakota got his first taste of the outdoors at the Adventure Sessions. Now, he's a permanent staff member.

I started really getting into snowboarding when my friend invited me on a trip to Whistler with the [Urban Native Youth Association \(UNYA\)](#). We ended up doing an Adventure Session again with Zero Ceiling, where I learned more about openings in [Work 2 Live](#), which blew my mind as I was looking for an opportunity to move up to Whistler!

I moved to Whistler May 2017 through the Work 2 Live program with the intentions of staying up in Whistler. I spent the summer learning how to mountain bike. I took my Professional Mountain Bike Instructor certification course at the end of summer to become a bike instructor and passed it!

The winter was just lots and lots of snowboarding. I lived near the base of the mountain in staff housing from my work with [Whistler Blackcomb](#) which was amazing!!! The end of winter was my graduation through Zero Ceiling could not believe I had already been here for a year! It blew my mind.

I started bike instructing for the mountain and volunteering for adventure sessions and ride days as an extra bike guide. I also volunteered in the winter at the ride days

snowboarding with the youth in the Work 2 Live program.

In my second year being in Whistler I also sat on the [Board for Zero Ceiling](#). I gave useful input that other board members couldn't as I came through the program and had first hand experience of what youth go through. I took this opportunity to learn more about what goes into running a non-profit organization. I eventually want to run my own non-profit in the future.

This summer, I worked for Zero Ceiling as a peer support worker running adventure sessions welcoming youth up here and bringing the stoke! We went hiking and did tree top adventures with [The Adventure Group](#), facing our fears of heights and challenging ourselves to hike part-ways up the mountains. I also took part in ride days mountain biking and doing dinners with the crew.

I want to take time to reflect on my whole experience living up here in Whistler it has really made me humble and in tune with living in nature. I now think of this town as my home and will always return here after future travels. Zero Ceiling has provided me with an opportunity to grow and learn how to successfully live on my own. An important part of the program for me was being able to have a support group that will help me however I need be. Coming full circle has given me ideas to one day run a non-profit of my own and help low income families experience the great outdoors together.

*Dakota has had an incredible journey, starting out as an Adventure Sessions participant, then a Work 2 Live participant, a Work 2 Live grad, a Zero Ceiling Director, and this summer as our Peer Support Worker, working with folx in the Adventure Sessions and Work 2 Live. [You can read more about him in this article that first appeared in the National Post](#). And he is now on our staff permanently as a Support Worker!! Congrats Dakota. We are so lucky to have you on our team, and we can't wait to see where you go from here.*



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