

Girls Incorporated of Northern Alberta Society

2020 Community Impact Grant Analysis

CIP Grant Summary:

2017	2018	2019	2020 Request	2020 Recommended by CIP	Variance Recommended vs. Requested
20,000	9,125	94,000	100,000	100,000	-

Fiscal Year End	Total Expenses	Unrestricted Net Assets
December 31, 2018	303,872	45,745

Notes:

#GirlsToo - Training, creation of girls-only safe space, utilize art in the form of a paint journal, organize online and public art displays, produce awareness raising #GirlsToo posters

Budget Line Description	2020 Total Budget	2020 Budget Request	2020 Recommended
Revenues			
RMWB Community Impact Grant	100,000	100,000	100,000
Government of Alberta Grant	5,750	-	-
Casinos/Bingos	7,890	-	-
Donation from Matlo Atelier Vancouver	10,000	-	-
Annual Golf Tournament	7,000	-	-
Unifor Local 707A	400	-	-
Youth Centres + Schools	1,800	-	-
Total Revenues	132,840	100,000	100,000
Expenses			
Program Manager Wages	30,600	21,500	21,500
Program Facilitator Wages x 3	59,000	50,000	50,000
Community Engagement Coordinator	19,500	10,000	10,000
Vehicle/Travel	2,000	2,000	2,000
Flights to Fort Chipewyan	1,650	1,650	1,650
Accommodations in Fort Chipewyan	1,140	1,140	1,140
Transportation in Fort Chipewyan	300	300	300
Art Supplies	3,000	3,000	3,000
Food/Refreshments	3,000	3,000	3,000
Print Materials	1,305	1,305	1,305
Honorarium - Indigenous Artists x 2, Storytellers x 8	1,400	1,400	1,400
Staff Development on Indigenous Methods	500	500	500
Office Rent	5,040	2,000	2,000
Liability Insurance	300	300	300
Professional Audit Fees	405	405	405
Classroom + In-School Exhibition Venue	1,800	-	-
1-Day Exhibition Venue x 2 Days	400	-	-
Advertising via Local Media (Print and Radio)	1,000	1,000	1,000
Pull-Up Banner for Exhibitions x 2	500	500	500
Total Expenses	132,840	100,000	100,000
Total Surplus (Deficit)	\$ -	\$ -	\$ -

2020 Community Impact Grant - Community Programs and Projects Application for Grant Funding

The grant program under which your organization is applying has specific eligibility requirements. The Application Form should clearly show how the proposed program or project meets these requirements. The Application Form, including all required attachments, must be received by the closing date. **Late or incomplete applications will not be processed (Community Investment Program Policy FIN-220, Section 3.1.5).**

In order to complete this application for funding, please read the following thoroughly:

- 2020 Community Impact Grant Guidelines
- 2020 Community Impact Grant - Community Programs & Projects Application Checklist

If you have reviewed the 2020 Community Impact Grant Guidelines and have any questions regarding this application form or eligibility, please contact CIP@rmwb.ca.

Organization Name: Girls Incorporated of Northern Alberta

Declaration: In making this application, we, the undersigned, confirm:

Board Member(s) and/or
Executive Director Initials:

- that we have read the Community Impact Grant Guidelines;
- that we understand that this application form and all attachments shall be part of the **public** Council agenda and accessible through all methods that the Council agenda is available;
- that we understand that this application form and all required attachments must be completed in full and received before 4:30 p.m. MT on Monday, September 23, 2019;
- that we understand the term of the Community Impact Grant is January 1 to December 31, 2020 and that all expenditures must happen during this term; and
- that we are authorized by the applicant organization to complete the application and hereby represent to the Regional Municipality of Wood Buffalo's Community Investment Program and declare that to the best of our knowledge and belief, the information provided is truthful and accurate, and the application is made on behalf of the above-named organization and with the Board of Directors' full knowledge and consent.

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Lisa Decker

Signature of Board Member
(must have signing authority)

Lisa Decker
Print Name

2019-09-19
Date: (YYYY-MM-DD)

Gina Snooks

Signature of Board Member or Executive Director
(must have signing authority)

Gina Snooks
Print Name

2019-09-19
Date: (YYYY-MM-DD)

Community Programs and Projects Part A - Organization Summary

1. Organization Details

Organization Name:	Girls Incorporated of Northern Alberta
Street Address:	21B-10019 MacDonald Avenue
City/Hamlet:	Fort McMurray
Province:	Alberta
Postal Code:	T9H1S9
Phone Number:	7807909236
Email Address:	ed@girlsincofnorthernalberta.org
Act Registered Under:	Societies Act (Alberta)
Registration Number:	50231952; 119233443RR0001

Note: Organization must be in good standing to receive funding.

2. Main Contact

Title:	Program Director
Name:	Leigh Grant Simms
Daytime Phone:	7807909236
Email Address:	pd@girlsincofnorthernalberta.org

3. Executive Director

Name:	Executive Director
Daytime Phone:	Nanase Tonda
Email Address:	ed@girlsincofnorthernalberta.org

4. Board Chair / President

Name:	Lisa Decker
Daytime Phone:	17(1)
Email Address:	17(1)

Note: Should any of the contact details in Questions 2 to 4 change before December 31, 2020, please advise the Community Investment Program at CIP@rmwb.ca

Community Programs and Projects Part B - Board Questionnaire

5. How often does the Board review the financial position of the agency? What efforts have been made in the past fiscal year to increase the number and types of financial support for your organization?

The Board reviews financial income statement monthly. They also review the quarterly financial and budget to ensure that the revenue and expenses are in line with approved budget. The Board has the books reviewed by CPA at year-end, with our fiscal year ends in December. While there was a deficit of \$11,558 due to unforeseen change in organizational leadership, we have managed to revitalize its financial health by pursuing grants (including RMWB and Government of Alberta), corporation support as well as in-house fundraising efforts (namely Annual Golf Tournament). In so doing, we have accelerated our efforts in social media branding, community engagement and innovative program development.

6. Organization's most recent Fiscal Year End date (YYYY-MM-DD): 2018-12-31

Unrestricted net assets from your Financial Statements ending 2018-12-31 \$ 68,847.00

(Accumulated surplus that the Board has not set aside for a particular purpose)

Total Expenses from your Financial Statements Ending 2018-12-31 \$ 303,872.00

7. Does your organization have financial reserves greater than the last fiscal year's operating expenses? If so, explain why.

No, the organization does not have financial reserves greater than the last fiscal year's operating expenses.

8. What are the restrictions (if any) on becoming a member of your organization **and/or** participating in programs or services?

Our programs are open to the public, anyone who identifies oneself as a girl ages 6-18. All our program adopts gender-sensitive and age-appropriate approach to maximize the impact and are offered throughout the Regional Municipality of Wood Buffalo (Anzac, Conklin, Fort McKay, Fort McMurray, Fort Chipewyan and Janvier). Board membership is open to anyone who may have an interest in supporting our mission through strategic governance. Our Board contains directors from various identities and backgrounds. Volunteers can be anyone who is committed to the cause and cleared for RCMP Vulnerable Sector Check.

9. Minimum number of board members according to bylaws: 12

Number of board members: Currently: 13 2018: 19 2017: 14

How often does the Board of Directors meet? Monthly

10. Please list your current Board of Directors:

Name	Board Position	Years on Board
Lisa Decker	President	11.00
Tasneem Rahim	Vice President	1.00
Gina Snooks	Secretary	1.00
Arlene Vanderzwaag	Treasurer	1.00
Lana Hill	Director	17.00
Annalee Nutter	Director	15.00
Angela McDonald	Director	8.00
Anne Marie Newsham	Director	1.00
Idil Jelani	Director	1.00
Farooq Shamshad	Director	1.00
Katie Erb	Director	1.00
Mailyn Hood	Director	1.00

11. Are any Board members being paid, or receiving an honorarium for being on the Board or for other positions in the organization outside of their role on the Board? Yes ☐ No ☒

If yes, complete the following table:

Board member name	Paid role in the board / organization	Amount received

 The personal information collected in this application is collected under the authority of section 33(c) of Alberta's Freedom of Information and Protection of Privacy (FOIP) Act. It will be used to process the application and contact you if needed, during the review of this application. If you have any questions about the collection and use of the personal information you may contact the Manager, Community Investment Program, at 9909 Franklin Avenue, Fort McMurray, AB T9H 2K4 or at (780) 743-7918.

Community Programs and Projects

Part C - Proposed Program or Project Details

12. **Program or Project Name:** #GirlsToo

13. **Beginning Date (YYYY-MM-DD):** 2020-01-13

14. **Completion Date (YYYY-MM-DD):** 2020-12-31

Note: The term of the Community Impact Grant is January 1 - December 31, 2020. The program or project and all expenditures must occur during this term.

15. **What activities will be part of the program or project? Please provide details:**

- a. Use headings if applying for more than one program or project;
- b. List specific activities of each program or project; and
- c. Include details such as location(s), number of sessions, length of sessions, etc.

(additional space continues on next page)

Building on our flagship programs (Project BOLD and Media Smarts) as well as Indigenous teaching methods, the proposed project will catalyze awareness to prevent and address gender-based violence (GBV) amongst girls ages 9-16 in Northern Alberta by using 'arts' as transforming, advocating and healing tool. The project's immediate impact will be "strengthened community resilience led by girls ages to break the cycle of intergenerational violence against Indigenous women within RMWB", as per the 94 Calls to Action in the Truth and Reconciliation Commission report.

Through a series of 6-week sessions (1-2 hours/session), #GirlsToo aims to empower 150 girls and 10 senior Indigenous women in 5 areas in RMWB with a particular focus on those residing in remote Indigenous communities who tend to be systemically and geographically under-served, namely Fort McMurray, Anzac, Fort McKay, Fort Chipewyan and Janvier. Aligning directly with RMWB 2018-2021 Strategic Priorities Rural and Indigenous Communities Partnerships #4a, #4f and #4g, #GirlsToo will 1) "implement the calls to action that the Municipality has the jurisdiction to influence", 2) "increase the inclusion of rural and Indigenous perspectives within initiatives and service delivery processes where there are common interests" and 3) "support the CAO in strategy development for Regional rural and Indigenous communities advocacy". The project will deliver 6 sessions on the following topics:

- Sexual abuse, assault and harassment
- Healthy relationships
- Self-defense
- Representation/media discourse
- Self-expression (design day; paint day)

During each session, program facilitators will ensure to raise awareness surrounding the identified topics through discussion, story-telling/sharing by senior women/role-models and interactive activities. In the meantime, program facilitators will pay close attention to any concerns that the participating girls may have about GBV. At the end of each session, the participants will be guided to keep 'paint journal' - with the last two sessions led by a professional paint artists to produce awareness-raising #GirlsToo posters. This will enable girls to digest their learning and express what they have learned through different colors, messages and 'arts'. Where appropriate, reference to 7 Sacred Teachings will be made so as to incorporate Indigenous perspectives.

15. (Continued from previous page)

These sessions will follow 2-week in-school exhibition of the girls art pieces (developed in-session) during the Sexual Violence Awareness Month in May and 16 Days of Activism against Gender-Based Violence on November 25 - December 10. To deepen community impact, the project will organize 1-day exhibition per period in Fort McMurray. This will allow the participants' artwork along with GBV prevention message to be disseminated to a wider audience across the city. Staff will be trained in Indigenous education methods for greater impact.

During the campaign periods, we will accelerate our advocacy efforts by utilizing social media and hash-tag "#GirlsToo" via online gallery for greater accessibility. This can showcase RMWB's thought leadership to the region, province, country and the world. Local media bodies will be utilized for promotion.

Key outputs of #GirlsToo include:

1. Increased awareness on the topics of GBV

Through our sessions and art-exhibition, participating girls, their peers, families and community members will have enhanced understanding of various forms of GBV, including personal violence and systemic violence in the context of "Reconciliation through Learning".

2. Increased access to community resources on GBV and positive youth development

Participating girls will be provided with information around different types of resources that are available to them within their community to prevent and respond to GBV.

3. Enhanced community resilience to GBV

The project aims to build community resilience to GBV through the use of 'arts' and 'culture' as transforming, advocating and healing means of addressing experience surrounding GBV.

Our planned outcomes are to:

1. Create safe-space where girls feel comfortable and confident to discuss topics surrounding gender-based violence through arts and culture;

2. Enable girls to face and transform stigma surrounding the discussion of gender-based violence through arts and culture; and

3. Enable girls to gain skills and knowledge around how to recognize, prevent and respond to various forms of GBV

16. What objective(s) of the Community Program and Projects stream does this program or project address? (Check all that apply)

- ☒ To provide a program or project that enhances leisure, cultural, recreational opportunities and/or
- ☒ To support the design and delivery of preventive social service programs that promote and enhance the well-being of individuals, families and communities;
- ☒ To promote programs or projects that address, as directly as possible, any one of the 94 Calls to Action in the Truth and Reconciliation Commission report;
- ☐ To promote and support community capacity and economic growth;
- ☐ To facilitate and promote investment in local projects by residents;
- ☒ To enrich the cultural landscape of the Municipality; and/or
- ☒ To create/maintain a program for recruiting, training and using volunteers.

17. Describe, in detail, how the program or project will meet and address each objective selected above. (additional space continues on next page)

If the Calls to Action objective is selected, please identify the Call to Action and include the following:

- a. *How the Call to Action will be addressed by the activities of the program project;*
- b. *How the activities promote healing, language and/or cultural restoration; and*
- c. *How the Indigenous community is involved in the planning, execution, participation or follow up to the program or project.*

#GirlsToo "enhances leisure, cultural and recreational opportunities" through the use of 'arts' as transforming, advocating and healing tool for girls.

The proposed project "supports the design and delivery of preventive social service programs that promote and enhance the well-being of individuals, families and communities" by facilitating an environment where girls can learn, make informed decisions and critically think about various forms of violence around them, whether personal (trauma, bullying, abusive relationships etc.) or systemic (history, media, discrimination against gender, race, religion etc.). Empowerment begins when you make your own decisions and have control over them. The project will enable girls to prevent and respond to GBV, contributing to enhancing the wellbeing of their families and communities across RMWB.

The project will address Calls #12, 62, 66 and 83. By tapping into arts, crafts and story-telling as Indigenous-informed 'healing methods', #GirlsToo can contribute to "developing culturally appropriate early childhood education programs for Aboriginal families" (#12) and non-Aboriginal community members. To ensure this, artists and story-teller volunteers will be recruited or referred from the Indigenous communities. The project will facilitate "age-appropriate curriculum on residential schools, Treaties and Aboriginal peoples' historical and contemporary contributions to Canada... for Kindergarten to Grade Twelve students" (#66) by making reference to 7 Sacred Teachings and various kinds of GBV in the context of Indigenous communities, namely settlers' colonialism, intergenerational violence, missing women etc. All our discussion will be tailored to the age group, so as to ensure effective learning experience. As a "community-based youth organization", the project will "deliver program on reconciliation and establish a national network to share information and best practices" (#66) through the use of social media and hash-tag "#GirlsToo". The RMWB can be the leading community for this catalytic movement towards reconciliation.

17. (Continued from previous page)

Finally, #GirlsToo will act as "a strategy for Indigenous and non-Indigenous artists to undertake collaborative projects and produce works that contribute to the reconciliation process" by enabling participating girls of various background (Indigenous or non-Indigenous) to collaboratively create GBV advocacy artwork, share reconciliation messages through arts and celebrate the collaborative advocacy efforts. Both Indigenous and non-Indigenous girls will have the opportunity to learn and experience Indigenous forms of arts, while having the autonomy to express their learning in their own ways. The proposed project will bring about solidarity and community resilience not to repeat what had happened in the past by breaking the cycle of intergenerational GBV. We will do this by directly outreaching to the Indigenous communities and encourage their participation in every possible way. In so doing, #GirlsToo will enrich "the cultural landscape of the Municipality" while "maintaining a program for recruiting and using volunteers".

18. How many participants are expected to benefit from the program or project? Please identify them in the table below.

Ages 0 - 3:		Adults:	
Ages 3 - 5:		Seniors:	10
Ages 5 - 12:	100	Families:	
Ages 12 - 18:	50		

19. What is the community need that the program or project will address?

#GirlsToo builds on the #MeToo movement and the fact that girls are often faced with sexual harassment/abuse and systemic violence. Status of Women Canada suggests that girls and young women are 20% higher risk to experience violence than men. Further, Native Women's Association of Canada indicate that young Indigenous women and girls are 3-5 time more likely to experience violence than non-Indigenous women and girls who face ongoing colonial violence. As trauma manifests at personal, social, cultural and community levels (Waldram 1997), strategies to address GBV must be grounded in the intersectional feminist paradigm. Locally, there are at least 5 women who are amongst the "Missing and Murdered". GBV surrounding girls today are local, national and international, ranging from personal to systemic. As the RMWB has a number of First Nations and Metis communities (often remotely located), the proposed project will work closely with local elderly women to pass onto arts and stories to young girls today as an accessible, healing and teaching mechanism.

20. How was the need determined?

The needs for #GirlsToo are intricate. On the one hand, we are learning that our regular program content around 'healthy relationships' and 'violence prevention' may not necessarily applicable in the Indigenous communities. There is a strong need for a preventative and responsive program focusing to de-construct the Indigenous history in Canada (ie. the impact of colonialism, including residential schools and Indian Act) and the intersections between personal and systemic violence through the harmonization of Indigenous and non-Indigenous concepts around GBV. In the meantime, such a heavy and complex knowledge needs to be taught and disseminated to the wider community in an accessible yet transformative way, such as 'arts' and 'stories'. #GirlsToo fills these gaps. The program is inclusive but not exclusive of Indigenous girls. It aims to make a step closer to reconciliation by bridging the gap.

21. How will the program or project address this need?

Everyone has a story. This was the basis of #MeToo movement. #GirlsToo takes a step further by facilitating a safe and innovative space for reconciliation through arts and story-telling as Indigenous-informed healing-educational methods, so that the silenced voices are heard. This initiative was piloted in 2019 with support by the Ministry of Status of Women under Government of Alberta. The participating girls have shared moving stories and learning through 'arts', catalyzing #GirlsToo movement. Many have mentioned how the use of 'arts' is helpful to 'be honest' to themselves, 'feel good' about themselves and celebrate differences and similarities amongst themselves. We intend to replicate and scale-up this experience by incorporating Indigenous experience into our discussion per topic, ensuring a safe space for girls to digest their learning and enabling them to express their informed-knowledge in the form of arts, through different colour, shapes and messages. To address under-served needs of the remote Indigenous communities, we will accelerate our community outreach efforts by building on our existing relationships, namely with the Northland School Board and Youth Centres. In doing so, we will mobilize 3 facilitators while having 1 manager oversee the overall project progress. Organizations like Athabasca Tribal Council and Nistawoyou Friendship Centre have also been approached to facilitate Indigenous buy-in to the initiative. 1 community engagement coordinator will play a key role to deepen such relationships while mobilizing community volunteers appropriately.

22. What will be the positive impacts to the community?

As mentioned above, the proposed initiative will:

1. Create safe-space where girls feel comfortable and confident to discuss topics surrounding gender-based violence through arts and culture;
2. Enable girls to face and transform stigma surrounding the discussion of gender-based violence through arts and culture; and
3. Enable girls to gain skills and knowledge around how to recognize, prevent and respond to various forms of gender-based violence

These positive impacts will contribute to the development of a generation of girls and young women who can act as active citizens and decision makers of the future. By targeting girls at a pivotal development phase, #GirlsToo will strive to nurture overall wellness while addressing the misconceptions or myths about GBV through 'arts' as Indigenous-informed healing learning method. As a result of the project, the entire community can benefit from the powerful, innovative and transforming messages created and sent out by our girls in the community from various background. A growing body of studies show that solidarity and 'spatial justice' play a catalytic role in bringing about systemic social change (Soja, 2014). All of this is done while cherishing an Indigenous and westernized harmony of teaching and care. #GirlsToo will be a step closer to reconciliation and act as a 'bridge' amongst community organizations, school board, girls' families and advocates of gender equality across the region.



Part of the CPP Stream is funded through a partnership with the Government of Alberta to provide support for the design and delivery of preventative social services programs that promote and enhance the wellbeing of individuals, families and communities.

To determine if the program, project or service meets the Family and Community Support Services (FCSS) program outcomes of Prevention, Local Autonomy, Volunteerism, Accountability, and Community Development, please answer the following:

23. Is the program, project or service preventative in nature? Does it enhance the social well-being of families and individuals? Does it have preventative social outcomes?

If yes, please explain. If no, leave blank.

Yes. The project is preventive in nature as it will help girls at critical developmental ages (9-16) attain 'developmental assets', namely 'positive values', 'social competencies', 'social identity', 'support' and 'empowerment'.

These 'developmental assets' will enable girls to 'develop positively', leading to 'improved social well-being of individuals' and families across the RMWB.

As such, #GirlsToo will help girls develop independence, strengthen coping skills and become more resistant to GBV by facilitating the opportunity where girls have the full autonomy as to how they understand, digest and express their learning about GBV through arts. It will help girls develop an awareness of social needs around GBV, both in the context of Indigenous and non-Indigenous communities. It will help develop interpersonal and group skills which enhance constructive relationships among people through in-program discussion and activities around open-communication, empathy and cultural-sensitivity. It will help people and communities in the RMWB to assume responsibility for decisions and actions which affect them through volunteering as 'artists' and 'story tellers' while thinking about heavy topics together with young girls, such as sexual assault and substance abuse. Finally, it will provide support that help sustain people as active members of the community in the RMWB by creating a sense of solidarity and resistance.

Therefore, the proposed project will address all above aspects which will enhance the social well-being of individuals, families and community through prevention - and response to - of intergenerational GBV surrounding all girls in the RMWB, so that all girls are inspired to be strong, smart and bold.

24. Does the program, project or service:

- Help people develop independence, strengthen coping skills and become more resistant to crisis?
Yes ☒ No ☐
- Help people develop an awareness of social needs?
Yes ☒ No ☐
- Help develop interpersonal and group skills which enhance constructive relationships among people?
Yes ☒ No ☐
- Help people and communities to assume responsibility for decisions and actions which affect them?
Yes ☒ No ☐
- Provide supports that help sustain people as active members of the community?
Yes ☒ No ☐

25. Is the program, project or service:

- Primarily a recreation, leisure, entertainment or sporting activity or event?
Yes ☐ No ☒
- Offering direct assistance, including money, food, clothing or shelter, to sustain an individual or family?
Yes ☐ No ☒
- Primarily rehabilitative, therapeutic or crisis management?
Yes ☐ No ☒
- A duplication of services provided by any level of government?
Yes ☐ No ☒
- A capital expenditure such as the purchase, construction or renovation of a building or facility?
Yes ☐ No ☒

26. What does/will a successful program or project look like?

If #GirlsToo is successful, it will catalyze awareness to prevent and address GBV amongst girls ages 9-16 in the RMWB by using 'arts' as transforming, advocating and healing tool. This will contribute to its long-term goal around enhancing the social-well being of families and communities in Northern Alberta.

As mentioned earlier, Key outputs of #GirlsToo include:

1. Increased awareness on the topics of GBV

Through our 6-week sessions and art-exhibition (online and public), participating girls, their peers, families and community members will have enhanced understanding of various forms of GBV, including personal violence and systemic violence in the context of "Reconciliation through Learning". At the end of each session, the participants will be guided to keep 'paint journal' - with the last two sessions led by a professional paint artists to produce awareness-raising #GirlsToo posters. This will enable girls to digest their learning and express what they have learned through different colors, messages and 'arts' with full autonomy.

2. Increased access to community resources on GBV and positive youth development

Participating girls will be provided with information around different types of community resources to prevent and respond to GBV. Where applicable, reference to 7 Sacred Teachings will be made.

3. Enhanced community resilience to GBV

The project aims to build community resilience to GBV through the use of 'arts' and 'culture' as transforming, advocating and healing means of addressing experience surrounding GBV.

Our planned outcomes are to:

1. Create safe-space where girls feel comfortable and confident to discuss topics surrounding GBV through arts and culture. As such, girls will develop positive identities, including 90% of girls report they feel good about themselves.

2. Enable girls to face and transform stigma surrounding the discussion of GBV through arts and culture. As such, girls will develop social competencies, including 85% of girls report they are connected to their own culture, race or ethnic group.

3. Enable girls to gain skills and knowledge around how to recognize, prevent and respond to various forms of GBV. As such, girls will get support from other people, including 85% of girls report they get support from other adults.

27. How will the program or project's success be measured (e.g., surveys, evaluation, longitudinal studies)?

Program manager will develop a logic model, containing activities, outputs, outcomes, objectives, targets, indicators and sources of verification aligning with the RMWB's reporting requirements. The project's progress will be measured directly against the document by the manager, while program facilitators will report on weekly check-ins through observations. There will be attendance records kept, both direct participants and volunteers. Pre-/post surveys will also be conducted.

28. Does the program or project duplicate or overlap with other programs or projects offered in the community? How is this organization's program or project unique?

No. We are in a unique position to have provided gender-specific, girls-only programs for over 15 years (40 years since the initial establishment as 'Big Sisters Society'). While we may have remained 'small' in terms of size and scale, we have always ensured 'quality program'. Currently, there is no program in the RMWB focusing on GBV prevention and response from the harmonized lens of Indigenous and non-Indigenous girls-only perspectives. Nor is there a program addressing the Call to Action in the Truth and Reconciliation Commission in this gender-specific context. By tapping into the mainstream momentum built by #MeToo movement, #GirlsToo will reacquaint the girls with the potential of their cultural and healing methods while reconnecting with their elderly storytellers within the community. We have built 'trust' from the remote Indigenous communities, enabling us to deliver quality programs.

29. How will the program or project be promoted/advertised?

(Successful programs or projects shall state "Funding considerations provided by the Regional Municipality of Wood Buffalo" on all print and digital advertisements and shall not use the Municipal logo.

We shall state "Funding Considerations provided by the Regional Municipality of Wood Buffalo" on all print and digital advertisements. As advised by Lisa Kinnear, RMWB Community Investment Coordinator, on September 17, 2019, we will act on the following guideline when we see the use of RMWB logo is appropriate:

- We will "not distort or modify the logo in any manner"
- The logo should appear equal in size, weight and colour as the logos of other partner/sponsoring organizations.
- If there are no other partner/sponsoring logos, the logo should appear in a secondary manner to that of the CIP-funded organization.

30. The Community Programs and Projects stream is intended to promote an allied social profit sector within the Municipality. What other community groups or organization will be involved in the program or project?

- a. List each community group or organization; and
- b. Define each community group or organization's role.

There will be a number of other agencies and groups involving in program delivery and evaluation. Partners and their respective roles are as follows:

Athabasca Tribal Council: promotion and assistance in recruiting Indigenous artists and storytellers, as well as staff development on Indigenous methods

Nistawoyou Association Friendship Centre: promotion and assistance in program delivery as well as provision of venue, as well as staff development on Indigenous methods

Northlands School Board: promotion, inputs to curriculum and assistance in program coordination and delivery, as well as provision of venue.

Fort McKay Youth Centre / Fort Chipewyan Helping Hands / Janvier Sekweha Youth Centre: promotion, inputs to curriculum and assistance in program coordination and delivery, as well as provision of venue.

uniFOR local 707-A: promotion and exhibition venue provision.

31. The Community Programs and Projects stream is intended to promote public/volunteer participation in the planning, delivering and governing of community programs and projects. How will volunteers be involved in the proposed program or project?

As mentioned above, volunteers will play a vital role in supporting this project. We will have artist and storyteller volunteers from the Indigenous communities for greater knowledge dissemination to the participating girls.

- 32. The CPP stream requires at least one other source of funding (e.g., monetary donations or grants, sponsorships, significant in-kind contributions, etc.) aside from the Community Impact Grant. Describe any other funding initiatives the organization has taken or is planning to implement to support this requirement.**

We have strengthened our partnership with uniFOR Local 707-A, who will be providing their upstairs space as in-kind donation for our exhibition. While we currently receive a pilot funding from the Government of Alberta, we will have \$5,750 allocated from January to March 2020. We intend to accelerate in-house fundraising efforts, namely Golf Tournament and AGLC related proceeds. We have been contacted by Matlo Atelier, a designer in Vancouver, who has voluntarily offered to donate proceeds from his event on September 27, 2019. The amount is not yet confirmed, but we are grateful to see how our impact has started to be recognized beyond province.

- 33. Outline any expected in-kind contributions for this program or project:**

Athabasca Tribal Council: promotion and assistance in recruiting volunteers (Indigenous artists and storytellers)

Nistawoyou Association Friendship Centre: promotion and assistance in program delivery as well as provision of venue

Northlands School Board: promotion, inputs to curriculum and assistance in program coordination and delivery, as well as provision of venue (Anzac School).

Fort McKay Youth Centre / Fort Chipewyan Helping Hands / Janvier Sekweha Youth Centre: promotion, inputs to curriculum and assistance in program coordination and delivery, as well as provision of venue.

uniFOR local 707-A: promotion and exhibition venue provision.

Program or Project Budget

34. a) Please be advised that although your organization's fiscal year may not run January - December, that is the funding period of the Community Impact Grant. The following content must only relate to the period of January 1 - December 31, 2020.
- b) Please include all anticipated sources of revenue for the program or project and whether or not it is in progress (applied for but not yet confirmed) or secured (confirmed).
- c) Please list all sources of funding separately and name the sources in the space provided.
- d) Do not include this grant application as a source of revenue.

Source of Projected Income	Revenue Jan - Dec 2020	Revenue Status	
		In Progress	Secured
Project/Program Income (Ticket sales, admission, etc.)		<input type="checkbox"/>	<input type="checkbox"/>
Government of Alberta Grant	5,750.00	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Government of Canada Grant		<input type="checkbox"/>	<input type="checkbox"/>
Casinos/Bingos	7,890.00	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Donation from: Matlo Atelier Vancouver	10,000.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Donation from:		<input type="checkbox"/>	<input type="checkbox"/>
Donation from:		<input type="checkbox"/>	<input type="checkbox"/>
Grant from:		<input type="checkbox"/>	<input type="checkbox"/>
Grant from:		<input type="checkbox"/>	<input type="checkbox"/>
Grant from:		<input type="checkbox"/>	<input type="checkbox"/>
Sponsorship from:		<input type="checkbox"/>	<input type="checkbox"/>
Sponsorship from:		<input type="checkbox"/>	<input type="checkbox"/>
Sponsorship from:		<input type="checkbox"/>	<input type="checkbox"/>
Other: Annual Golf Tournament (in-house fundraiser)	7,000.00	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other: uniFOR Local 707-A (in-kind space)	400.00	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other: Youth Centres + Schools (in-kind space)	1,800.00	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other:		<input type="checkbox"/>	<input type="checkbox"/>
Other:		<input type="checkbox"/>	<input type="checkbox"/>
Other:		<input type="checkbox"/>	<input type="checkbox"/>
Total (A)	\$ 32,840.00		

35. Please be advised that regardless of the organization's fiscal year, the funding period of the Community Impact Grant is January to December. As such, the following content must:

- Include only expenses related to the program or project contained in this grant request; and
- Only include anticipated expenses to be incurred from January to December 2020.

Please include all of the expense related to this program or project, even if it is fully funded by other funders.

Column 1 shall contain all of the types of expenses for the program or project, even if not part of the grant request.

Column 2 shall contain only the portion of the expense being applied for from the Community Impact Grant. The total of Column 2 must match the Total Grant Request and cannot be greater than \$100,000.

Column 3 shall contain only the portion of the expense being funded through other sources of funding.

Column 4 is automatically calculated and should total the entire anticipated cost of the program or project.

Total Projected Revenue (from Page 15) (A) \$ 32,840.00

1	2	3	4
Type of Expense	Requested RMWB Grant	Other Funders	Total Program Expenses
Human Resources			0.00
Staff: 17(1) x 1	21,500.00	9,100.00	30,600.00
Staff: 17(1) x 3	50,000.00	9,000.00	59,000.00
Staff: 17(1) x 1	10,000.00	9,500.00	19,500.00
Travel			0.00
Vehicle (gas, maintenance + insurance: 6 sessions/communities x 4 communities: Anzac, Fort McKay, Fort McMurray + Janvier)	2,000.00		2,000.00
Flight, 6 sessions in Fort Chipewyan (@\$275/trip)	1,650.00		1,650.00
Accommodation, 6 sessions in Fort Chipewyan @\$190/night for 2 staff	1,140.00		1,140.00
Local transportation, 6 sessions in Fort Chipewyan	300.00		300.00
Program			0.00
Art supplies (\$20/girl x 150 girls)	3,000.00		3,000.00
Food/refreshments (\$20 girl x 150 girls)	3,000.00		3,000.00
Materials print (\$0.018/black; \$0.11/colour)	1,305.00		1,305.00
Honorarium - Indigenous Artist x 2 (@\$300)	600.00		600.00
Honorarium - Senior storytellers x 8 (@\$100)	800.00		800.00
Staff development on Indigenous methods	500.00		500.00
Office rent (15% of yearly cost)	2,000.00	3,040.00	5,040.00
Liability insurance (15% of yearly cost)	300.00		300.00
Professional audit fees (15% of yearly cost)	405.00		405.00
Class-room + in-school exhibition venue		1,800.00	1,800.00
1-day exhibition venue x 2 days		400.00	400.00
Promotion			0.00
Advertising via local media (print x radio)	1,000.00		1,000.00
Pull-up banner for exhibition (@\$250 x 2)	500.00		500.00
			0.00
			0.00
			0.00
	\$ 100,000.00	Total (B)	\$ 132,840.00
	Shortfall (including Grant Request) (A-B)		(\$ 100,000.00)

TOTAL GRANT REQUEST (Maximum \$100,000) * \$ 100,000.00

**Total Grant Request cannot be higher than projected shortfall*

36. Provide any additional information that may assist in developing a better understanding of the organization or its services/programs during the grant review:

Please note that office rent, liability insurance and professional audit fees are factored into the budget request as these lines are directly related to the proposed project delivery.

We would like to reiterate that Girls Inc. of Northern Alberta has been operating in the RMWB since 1979, first as Big Sisters Society and as Girls Inc. affiliate for over the past 15 years. Girls Inc. of Northern Alberta is a non-profit organization with a mission to inspire and empower all girls to be strong, smart and bold. We are the only organization in the community providing girls-only programming to address layers of gender-specific needs, with stronger focus on outreaching to the remote, marginalized Indigenous communities. We equip girls ages 6-18 with the knowledge and skills needed to break free from gender stereotypes, create social change, be proud of who they are and be confident in their own skin. We deliver life-changing programs with research-based curricula, facilitated by trained professionals in a girls-only safe learning environment. To implement our programs, we partner closely with local schools and community organizations. We are the leading advocate for girls and young women's rights and opportunities. Our programs are built on a proven dynamic model to empower all girls and young women to be strong, smart and bold. We offer both in-and-after school programs through school boards and community organizations. In 2018, we served almost 800 girls across the Regional Municipality of Wood Buffalo (RMWB). Echoing our mandate, our programs encompass Healthy-Active Living (strong), Knowledge Enhancement (smart) and Informed Life Skills (bold). Our programs, including #GirlsToo, enable girls to build skills and knowledge necessary to navigate through their everyday lives.

37. Attachments

The following **MUST** accompany this application.

Failure to submit the following will result in this application being deemed incomplete.

☒ Financial Statements of **most recent** fiscal year end (Year end date must fall between July 1, 2018 and June 30, 2019)

The following is **OPTIONAL** to this application.

☒ Project Logic Model (if available)

Completed and Signed Applications are to be submitted:

Preference is By Email: CIP@rmwb.ca

OR

In Person or By Mail:

Community Investment Program
Community Services
Regional Municipality of Wood Buffalo
9909 Franklin Avenue
Fort McMurray, AB T9H 2K4

LATE or INCOMPLETE applications will not be processed
(Community Investment Program Policy FIN-220, Section 3.1.5)

Logic Model

Program Name: #GirlsToo

Target Group

- 100 girls ages 9-12
- 50 girls ages 12-16
- 10 senior Indigenous women

Social Problem

While efforts are underway (including Girls Inc.) to address healthy relationships and violence prevention, their contents or approaches may not be applicable to the Indigenous communities. There is a strong need for a preventative and responsive program focusing to de-construct the Indigenous history in Canada (ie. the impact of colonialism, including residential schools and Indian Act) and the intersections between personal and systemic violence through the harmonization of Indigenous and non-Indigenous concepts around GBV. In the meantime, such a heavy and complex knowledge needs to be taught and disseminated to the wider community in an accessible yet transformative way, such as 'arts' and 'stories'. #GirlsToo fills these gaps. According to statistics and recommendations provided by the Commission on Truth and Reconciliation, Indigenous women are 3-5 times more likely to be victims of violence than non-Indigenous women. The number of missing and murdered Indigenous women is staggering, including 5 names from RMWB. Young women need to learn their history, social systems around them, acknowledge its impact on them and build skills, strengths and confidence to break the cycle of violence against Indigenous women and girls. By integrating Indigenous informed healing methods and cultural practices, this program will help the girls acknowledge their history, heal and move forward.

			Long-Term Impact/Vision	
			To enhance the social well-being of girls, families and community in the RMWB through preventing and responding to gender-based violence (GBV)	
			Immediate Impact	
			Strengthened community resilience led by girls ages 9-16 to break the cycle of intergenerational violence against Indigenous women within RMWB, as per the 94 Calls to Action in the Truth and Reconciliation Commission suggestion	
			Outcomes	Indicators
Inputs	Key Activities	Outputs		
<ul style="list-style-type: none">Program manager x 1Program facilitator x 3Community engagement coordinator x 1Travel (vehicle, flights + accommodation)Program materials (art supplies + print)Food/refreshmentsHonorarium (artists + storytellers)Staff developmentClass-room x exhibition venuePromotion (local media + banners)Admin. (office rent, audit, liability insurance)	<ul style="list-style-type: none">Implement 6 sessions/community x 5 communities (incl. 4 remote Indigenous communities) and art-exhibition (online + in-school)Facilitate a learning environment for participating girls, their peers, families and community members to understand various forms of GBV, including personal violence and systemic violence in the context of “Reconciliation through Learning”Produce awareness-raising #GirlsToo posters.	Increased awareness on the topics of GBV	<ul style="list-style-type: none">Girls will develop positive identities.Create safe-space where girls feel comfortable and confident to discuss topics surrounding sexual violence through arts.	<ul style="list-style-type: none">90% of girls report they feel good about themselves.85% of girls report they view themselves positively.80% of girls report they have plans for their future.80% of girls report they make positive choices.
<ul style="list-style-type: none">Program manager x 1Program facilitator x 3Community engagement coordinator x 1Travel (vehicle, flights, accomon.)Program materials (art supplies + print)Food/refreshmentsHonorarium (artists + storytellers)Staff developmentClass-room x exhibition venuePromotion (local media + banners)Admin. (office rent, audit, liability insurance)	<ul style="list-style-type: none">Provide information around different types of community resources to prevent and respond to GBV.Encourage participants to keep 'paint journal' at the end of each session.Ensure girls to digest their learning and express what they have learned through different colors, messages and 'arts' with full autonomy	Build life-skills, knowledge and experience needed to cherish and mature the girls’ identity	<ul style="list-style-type: none">Girls will develop social competencies.Enable girls to face and transform stigma surrounding the discussion of sexual violence through arts and culture	<ul style="list-style-type: none">80% of girls report say they share their feelings.85% of girls report they are connected to their own culture, race or ethnic group.85% of girls report they are comfortable with people who are different from them.
<ul style="list-style-type: none">Program manager x 1Program facilitator x 3Community engagement coordinator x 1Travel (vehicle, flights, accomon.)Program materials (art supplies + print)Food/refreshmentsHonorarium (artists + storytellers)Staff developmentClass-room x exhibition venuePromotion (local media + banners)Admin. (office rent, audit, liability	<ul style="list-style-type: none">Build community resilience to GBV through the use of ‘arts’ and 'culture' as transforming, advocating and healing means of addressing experience surrounding GBVFacilitate meaningful ‘mentorship’ linkage between girls and community volunteers (artists + story tellers from the Indigenous communities)Organize online and public art-exhibition as the leading advocate for girls’ rights and opportunities	Create networks between young girls and seniors for enhanced dialogue and knowledge dissemination	<ul style="list-style-type: none">Girls will get support from other people.Enable girls to gain skills and knowledge around how to recognize, prevent and respond to various forms of GBV.	<ul style="list-style-type: none">85% of girls report they get support from other adults.80% of girls report they get support from their friends.

“TO INSPIRE ALL GIRLS TO BE STRONG, SMART AND BOLD.”

Everyone has a story. This was the basis of #MeToo movement. #GirlsToo takes a step further by facilitating a safe and innovative space for reconciliation through arts and story-telling as Indigenous-informed healing-educational methods, so that the silenced voices are heard.

GIRLS INCORPORATED OF NORTHERN ALBERTA SOCIETY

Financial Statements

Year Ended December 31, 2018

(Unaudited - See Notice To Reader)

GIRLS INCORPORATED OF NORTHERN ALBERTA SOCIETY

Index to Financial Statements

Year Ended December 31, 2018

(Unaudited - See Notice To Reader)

	Page
NOTICE TO READER	1
FINANCIAL STATEMENTS	
Balance Sheet	2
Statement of Loss	3
Statement of Retained Earnings	4



24, 9914 Morrison Street, Fort McMurray, Alberta T9H 4A4
Phone: (780) 881-7424 Fax: (780) 665-6152 Web: smillard.ca

NOTICE TO READER

On the basis of information provided by management, I have compiled the balance sheet of Girls Incorporated of Northern Alberta Society as at December 31, 2018 and the statements of loss and retained earnings for the year then ended.

I have not performed an audit or a review engagement in respect of these financial statements and, accordingly, I express no assurance thereon.

Readers are cautioned that these statements may not be appropriate for their purposes.

Fort McMurray, Alberta
May 9, 2019

S. MILLARD CHARTERED PROFESSIONAL ACCOUNTANT

GIRLS INCORPORATED OF NORTHERN ALBERTA SOCIETY**Balance Sheet****December 31, 2018***(Unaudited - See Notice To Reader)*

	2018	2017
ASSETS		
CURRENT		
Cash	\$ 65,415	\$ 57,956
CAPITAL ASSETS (Net of accumulated amortization)	3,432	5,258
	<u>\$ 68,847</u>	<u>\$ 63,214</u>
LIABILITIES AND SHAREHOLDERS' EQUITY		
CURRENT		
Accounts payable	\$ 9,717	\$ 5,911
DEFERRED GRANTS	<u>13,385</u>	
	23,102	5,911
RETAINED EARNINGS	45,745	57,303
	<u>\$ 68,847</u>	<u>\$ 63,214</u>

Lisa Decker
Mina Shooter Sept. 15/19

GIRLS INCORPORATED OF NORTHERN ALBERTA SOCIETY**Statement of Loss****Year Ended December 31, 2018***(Unaudited - See Notice To Reader)*

	2018	2017
SALES		
Donations and fundraising	\$ 43,929	\$ 21,054
GST rebate	1,484	1,445
Interest Income	81	124
Casino	27,253	
Grants	182,124	206,436
Golf Tournament	37,443	28,875
	<u>292,314</u>	<u>257,934</u>
EXPENSES		
Accounting and legal	2,767	2,901
Advertising and fundraising activities	22,240	21,309
Amortization	1,826	3,465
Board Expense	105	604
Insurance	8,217	2,666
Interest and bank charges	2,327	1,869
Memberships	5,265	5,528
Office	3,659	5,016
Programing	3,094	4,463
Rental	28,349	26,169
Salaries and wages	212,419	257,597
Scholarship	9,000	4,500
Telephone	2,052	3,528
Training	746	325
Vehicle	1,806	4,121
	<u>303,872</u>	<u>344,061</u>
NET LOSS	<u>\$ (11,558)</u>	<u>\$ (86,127)</u>



Maria Snooks Sept. 15/19

GIRLS INCORPORATED OF NORTHERN ALBERTA SOCIETY

Statement of Retained Earnings

Year Ended December 31, 2018

(Unaudited - See Notice To Reader)

	2018	2017
RETAINED EARNINGS - BEGINNING OF YEAR	\$ 57,303	\$ 143,430
NET LOSS FOR THE YEAR	<u>(11,558)</u>	<u>(86,127)</u>
RETAINED EARNINGS - END OF YEAR	<u>\$ 45,745</u>	<u>\$ 57,303</u>

Lisa Decker

Marla Booker Sent K/A