



NAK'AZDLI WHUT'EN HEALTH

100 Kwah Road East, Nak'azdli Whut'en I.R.# 1
Box 1238 Fort St James BC V0J-1P0
(T) 250-996-7400 (F) 250-996-2262



G.R.I.T Fund Guidelines, Policy, Application, & Feedback

Introduction:

The Nak'azdli Whut'en **G**rowth, **R**esilience, **I**nspire, **T**rue-Self (G.R.I.T) Fund is secured funding for Nak'azdli Whut'enne # 614. This funding is not geared towards the acute phase of transition to wellness (such as addiction treatment centers and/or detox programs). This funding supports those who are in the "after care" of healing and wish to continue to maintain wellness and balance with support of a facilitated, self-growth-based program. Allocations from the GRIT Fund shall be made to enhance and maintain Nak'azdli Whut'en members by supporting their need for wellness and self-care. Nak'azdli Whut'en members will maintain their GRIT through their lifelong commitment to health and wellness. The Nak'azdli Whut'en member may choose any program, event, retreat, workshop etc. which represents and best serves the individual's personal plan for wellness and self-growth goals. Applications in alliance with the Medicine Wheel will receive greatest priority.

"We have courage, determination, and show strength in our character, despite our difficulties. We have passion and perseverance. We set goals and work hard to follow through with our commitments. We have GRIT".

Purpose:

The intent of this Policy is to:

- Establish guidelines and criteria for the Nak'azdli Whut'en GRIT Fund, including eligibility, application process, and reporting requirements.
- Ensure equitable and fair distribution of funds.
- Establish the priority by which an application will be considered for funding in order for a funding application to be advanced for consideration.

Objective:

The objective of the GRIT Fund is to provide a maximum funding of \$3000.00 once every three years to assist Nak'azdli Whut'enne that are eligible and meet all criteria to enhance the well-being of self.

Priorities:

Priority for funding will be given to applications for programming that will:

- Support and facilitate the individuals personal plan for wellness and self-growth goals projects or programs that will:
 - Enhance health and overall well-being.
 - Provide self-growth opportunities.
 - Provide support strategies.
 - Foster a supportive environment for self-care, self-growth, wellness.
 - Strengthen and enhance the wellbeing of the individual(s) within the area of holistic health.
 - Offer a unique experience.
 - Promote participation and involvement.
 - Promote culture and language.
 - Best fits person(s) personal wellness plan.

Eligibility:

An eligible applicant must:

- be a Nak'azdli Whut'en Member # 614 on/off reserve.
- The organization/business/program must be in good standing with Nak'azdli Whut'en.
- The organization/business/program must be a reputable organization.
- fully complete the application by self.
- demonstrate a commitment to the program.
- submit a letter that will include:



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- personal wellness plan
- copy of status card.
- goals for future wellness.
- specify what efforts will be undertaken to adhere to wellness goals.
- explain how you will provide enrichment to Nak'azdli Whut'en when you return.
- provide a letter of support from the program/organization/business.
- be aware the maximum coverage is to **ONLY** cover the registration costs of the program. Any expenses over the registration costs and/or over the maximum amount will be the responsibility of the applicant.
- be aware, max funding is available once every 3 years.
- seek prior approval from your manager to secure a leave time as per policy (if applicant is a Nak'azdli Whut'en employee).

Limitations:

In order to maximize the funding, and to support and encourage as many Nak'azdli Whut'enne, the following limitations will apply:

- Maximum funds are \$3000.00 per Nak'azdli member.
- Fund is available up to the maximum amount, one time every three years.
- The fund will not apply to fees and charges such as late fees, date change fees, etc.
- The funds will **not** be used towards travel (fuel, flights, taxi fares, bus, boat, meals outside of registration fee)
- The funds will not be used to cover personal items.

Default Standing:

If an applicant received funding and does not complete or does not attend the program, he/she will be in a "default standing" and will be considered in "default standing" and no longer eligible for future funding.

Applicants in "default standing" will be asked to return funding. Doing so, will put the applicant into "good standing" allowing them to apply for funding again.

Application and Reporting Process, and Criteria:

The following process shall apply to the G.R.I.T fund application requests

1. Applications must include the following:
 - Completed application form that includes:
 - Cost (require evidence)
 - Photocopy of status card.
 - Letter that includes:
 - Health Plan
 - Recognition to Nak'azdli Whut'en for their support.
 - Future wellness goals.
 - Efforts to adhere to wellness goals
 - Efforts to provide enrichment to Nak'azdli Whut'en.
 - Letter of Support
2. All fund requests will be received and stamped by the Nak'azdli Health Receptionist before the 1st of each month and held by the Health Manager and submitted to the G.R.I.T Committee for review and consideration on the Thursday following. Applications submitted on or after the 1st of each month will be reviewed the following month. Applicants will be advised of the next meeting date, presentation time, and the date to expect a response.



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3. During the GRIT Committee meeting:
 - An NWH Decision-Making Tool will be completed, and the framework followed by the decision-makers;
 - The applicant will have the opportunity to discuss their application.
4. After the meeting:
 - A decision must be made by consensus.
 - If approved;
 - The GRIT Committee will discuss the responsibilities of the applicant.
 - Timeframe will be established for completion.
 - Limitations and Default standing will be discussed.
 - Reporting requirements will be discussed.
 - Requirements to acknowledge Nak'azdli Whut'en for support.
 - Feedback form to be included with report.
 - Registration may commence.
 - Payment will be made directly to the organization/program.
 - If more information is required.
 - Provide applicant with criteria required and timeframe
 - If applicant does not meet criteria.
 - Explain reasons why the application was not successful.

Application criteria

- Applications can be submitted at any point in the year.
- Funding requests may be submitted in person or electronically to healthmanager@nakazdliwhuten.ca
- Funding requests will not exceed \$3000.00, once every three years.
- Funding requests *may* require a brief presentation to the GRIT Committee to provide a 5-minute presentation on the benefits of attending the program/activity/event and inform the committee of how Nak'azdli Whut'en will be acknowledged for their support.
- Applicants must make their own arrangements.
- Applicants are aware of eligibility, limitations, and default standing.
- Applicants are aware the decision made by the GRIT Committee is final.

Reporting

- All fund recipients will provide a summary report and/or proof of expenses the funds were used within one (1) month of completing the program/activity/event occurring and which include:
 1. A financial summary of the activity, event or program including how the funds were used.
 2. The primary accomplishments of the project/event.
 3. The impacts the funds had on them.
- Failure to provide or meet any of the required reporting criteria will disqualify any future funding requests by the applicant and be considered "in default standing".
- Nak'azdli Whut'en may terminate or withhold any outstanding payments due for nonperformance at any time if it is deemed by the GRIT Committee, or Chief and Council due to the funds not being utilized as intended in the funding agreement.

The GRIT Committee must prepare a report for Chief and Council annually outlining:

- the total # fund requests received.
- total # of fund requests approved.
- Total dollar amount given.
- Explanation for requests that were not approved by the committee.



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G.R.I.T Fund Application



Received stamp

Applicant Information	
Application date:	Nak'azdli Whut'en Status #:
Legal Name:	D.O.B:
Phone #:	Email:
Mailing and physical address:	
Are you currently employed: YES NO (please circle)	
Program Information (Please attach program reference material such as pamphlets, website information, cost)	
Name of the program:	
Dates you wish to attend:	
Location:	Total Cost: (submit evidence)
Additional fees or expenses which the applicant will cover: ■ ■ ■ ■ ■ ■ ■ ■	
In your own words, please describe why you would like to attend the above program and how it will contribute to your lifelong commitment to wellness and health.	
Application: <input type="checkbox"/> Cost <input type="checkbox"/> Photocopy of Status card Letter: <input type="checkbox"/> Health Plan <input type="checkbox"/> Recognition <input type="checkbox"/> Wellness goals <input type="checkbox"/> Efforts <input type="checkbox"/> Enrichment Letter of Support	
Ensure all requirements are submitted to avoid delay.	
By signing below, I confirm I have read, understand, and agree to the requirements.	

Applicants Signature

Date

Author: Lucy McKinnon

Date Issued: July 23, 2020

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G.R.I.T Fund Feedback

Recipient Name:	
Program:	Location:
Dates completed:	
Overall, how would you rate that particular program?	
Uninteresting 1 2 3 4 5 Fantastic!	
After attending and completing the program, how inspired were you?	
None 1 2 3 4 5 Fired Up!	
Did you feel that the program was of good value for the cost?	
Please tell us what the best part of the program was for you?	
Tell us how this program matched your wellness goals for the future?	
Would you recommend this program to others?	
Never 1 2 3 4 5 Absolutely	
If you can improve any part of the process, what would it be?	

Thank you – we appreciate your feedback!