

# Featherstone Wellness Workshops and Training Partnership Proposal



Featherstone Wellness is dedicated to creating transformative wellness workshops aimed at empowering Indigenous young people to achieve self-sufficiency. Additionally, we offer workshops for staff and community development. We believe in the power of holistic education and community-specific programming to foster resilience, self-worth, and independence within our Nations.

Prepared For:



From:

Featherstone Group

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Mitaanjigamiing, ON

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# About Us:



Founded in 2013, Featherstone Group recognizes the gap in accessible education and the critical need for consistent and empowering training for those overlooked by conventional systems. With decades of experience working with rural First Nations, we develop training programs that foster local capacity building and reduce dependency on social assistance. Our workshops are thoughtfully curated and delivered by experienced professionals who genuinely understand how to inspire and connect with participants. Our objective is to establish long-term partnerships with First Nations to enhance local capacity and reintegrate individuals into the workforce, providing lasting employment opportunities for our trainees.

## Mission

Our mission is to deliver on-going empowering and accessible education to rural First Nations individuals, igniting their inner strength and motivation to embark on or continue their journey of healing and overcoming intergenerational trauma.

## Vision

To foster a movement where First Nations individuals are empowered to become changemakers, breaking free from the chains of government reliance to thrive personally and professionally.



## Our Goal

We aim to deliver holistic training programs that not only empower individuals, but also inspire them to pursue ongoing learning and healing. Our programs are designed to make education truly accessible and engaging, sparking a lasting desire for personal growth. We are committed to creating a supportive and safe learning environment that extends beyond the classroom. Alongside our workshops and training sessions, we offer a secure online space where individuals can access resources and participate in continuous dialogue, furthering their personal journeys.



# Partnership:



## What does Partnership Mean to Us?

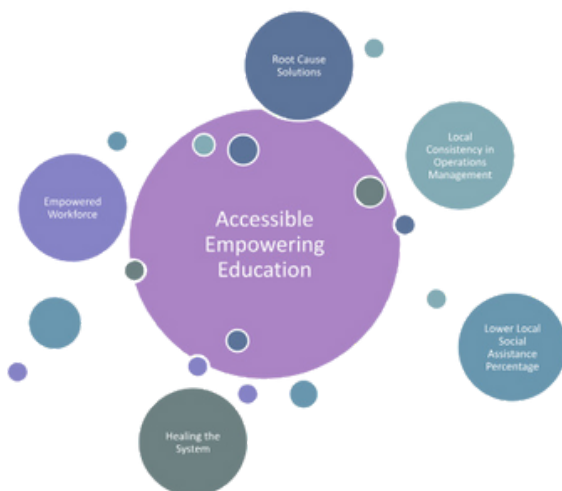
At Featherstone Wellness, partnership is at the core of our mission. We value our clients' knowledge and view them as partners with whom we wish to grow and thrive. Our approach to partnership includes:

- **Client-Centered Development:** We prioritize developing material based on the needs and aspirations of our clients. By truly listening to what our clients want to see, we create training that makes a lasting impact for all communities involved.
- **Regular Engagement and Progress Tracking:** Client contract agreements will include our promise of regular and ongoing engagement. This ensures we continually address our clients' evolving needs and track progress effectively. Regular client engagement helps us better tailor our services to meet specific community goals.

## How are We Different?

Featherstone Wellness stands out by addressing critical gaps in traditional wellness education and support services. Our unique approach encompasses:

- **Holistic Empowering Education:** Our workshops integrate mental and emotional wellness, ensuring a comprehensive approach to personal development. This holistic method empowers participants to embrace their identity, build resilience, and achieve their goals.
- **Partner Knowledge-Centered Growth:** We believe in growing alongside our clients, honoring their knowledge and insights. Our programs evolve based on what clients identify as necessary, ensuring that the services provided are relevant and effective.
- **Ongoing Support and Progress Tracking:** Our commitment does not end with the workshop. We offer continued support and regular progress tracking to ensure participants stay on the path to success. This includes twice yearly reports, long-term progress charting, personalized check-ins, and access to additional resources as needed.



## Build your Package

Choose from our catalogue of workshops to design a delivery package that will best suit your needs.

Our training and resource library will expand annually with new programs and resources, created by listening to our partners and clients. This approach ensures the library remains relevant to client needs. By working closely with our communities, we aim to provide educational sessions and resources that empower individuals on their journeys, helping them achieve self-sufficiency.

Local community knowledge is key to ensuring First Nations are equipped with the tools needed to succeed forward and work towards sovereignty.

# Training:



Select and customize sessions to meet your specific needs from our diverse catalog of workshops. This personalized approach ensures each session is relevant and impactful. Whether you need a mixture of single workshops or a comprehensive training series, you can create a tailored program that aligns with your organization's unique challenges and goals. **\*\* counts as 2 workshops**

Workshop	Duration	Delivery Options	Target Audience
Awaken the Spirit	3 Day **	<ul style="list-style-type: none"> <li>In Person</li> <li>Online</li> </ul>	<ul style="list-style-type: none"> <li>Youth</li> <li>Adult</li> </ul>
Conflict Resolution 1&2	1 day	<ul style="list-style-type: none"> <li>In Person</li> <li>Online</li> </ul>	<ul style="list-style-type: none"> <li>Youth</li> <li>Adult</li> </ul>
Emotional Awareness	1 Day	<ul style="list-style-type: none"> <li>In Person</li> <li>Online</li> </ul>	<ul style="list-style-type: none"> <li>Youth, Adult</li> <li>Staff, Community</li> </ul>
Home Managing	1 Day	<ul style="list-style-type: none"> <li>In Person</li> <li>Online</li> </ul>	<ul style="list-style-type: none"> <li>Youth</li> <li>Adult</li> </ul>
Honouring our Bodies	1 Day	<ul style="list-style-type: none"> <li>In Person</li> <li>Online</li> </ul>	<ul style="list-style-type: none"> <li>Youth</li> <li>Adult</li> </ul>
Job Readiness	1 Day	<ul style="list-style-type: none"> <li>In Person</li> </ul>	<ul style="list-style-type: none"> <li>Youth</li> <li>Adult</li> </ul>
Lateral Violence	1 Day	<ul style="list-style-type: none"> <li>In Person</li> </ul>	<ul style="list-style-type: none"> <li>Youth, Adult</li> <li>Staff, Community</li> </ul>
Manager Basics	1 Day	<ul style="list-style-type: none"> <li>In Person</li> </ul>	<ul style="list-style-type: none"> <li>Staff</li> </ul>
Mental Health Awareness	1 Day	<ul style="list-style-type: none"> <li>In Person</li> <li>Online</li> </ul>	<ul style="list-style-type: none"> <li>Youth, Adult</li> <li>Staff, Community</li> </ul>
Project Management Basics	1 Day	<ul style="list-style-type: none"> <li>In Person</li> <li>Online</li> </ul>	<ul style="list-style-type: none"> <li>Staff</li> </ul>
Staff Development	<ul style="list-style-type: none"> <li>Basic - 1 Day</li> <li>Comprehensive - 2 Day **</li> </ul>	<ul style="list-style-type: none"> <li>In Person</li> </ul>	<ul style="list-style-type: none"> <li>Staff</li> </ul>
Substance Misuse	1 Day	<ul style="list-style-type: none"> <li>In Person</li> <li>Online</li> </ul>	<ul style="list-style-type: none"> <li>Youth</li> <li>Adult</li> </ul>
Work Ethics	1 Day	<ul style="list-style-type: none"> <li>In Person</li> </ul>	<ul style="list-style-type: none"> <li>Youth, Adult</li> <li>Staff, Community</li> </ul>

# Workshop Descriptions



Training sessions will be delivered in each community four times per year by one of Featherstone Group's trained facilitators who have a wealth of experiential knowledge working within the Indigenous Community. The workshops delivered will be based on the packages selected by the partnered organization. Training sessions range from one to three days depending on the package. The following table highlights the workshop descriptions.

Workshop	Description
<b>Awaken the Spirit</b> Teaching our young people to stand on their own. Based on a 4-Part Model: Identity, Awareness, Vision, Resiliency.	Awaken the Spirit is a transformative workshop for Indigenous youth and young adults. It focuses on strengthening personal identity, understanding cultural proficiency, mastering goal-setting, and fostering and maintaining positive self-image to help young people break free from the cycle and stigma of dependency and venture off into the workforce or further their education.
<b>Conflict Resolution 1&amp;2</b> Part 2 provides in-depth skills to effectively manage and resolve conflicts in various settings.	Conflict Resolution Training equips participants with essential skills to manage and resolve conflicts constructively. Through interactive activities and practical exercises, young adults learn effective communication, emotional intelligence, and problem-solving strategies, empowering them to handle disagreements with confidence and empathy.
<b>Emotional Awareness</b> Shame and Vulnerability, Emotional Intelligence, Emotional Regulation, And More.	To become Emotionally Aware is to understand our emotions, how they operate and how they affect ourselves and others every day. In this workshop series, individuals will learn about their emotions, how they regulate, and how to rewire their own reactions. Through integration of individual and group activities, individuals will be given time to put their new emotional awareness and rewiring tools into action to begin their own personal Emotional Awareness journey.
<b>Home Managing</b> Covers a range of topics related to household upkeep, repairs, safety, and budgeting efficiency.	The home managing course is designed to teach and empower individuals to take ownership of their living space by equipping them with the fundamental skills and knowledge necessary to properly care for and maintain their homes independently.
<b>Honouring Our Bodies</b> Sexual health, Consent, STI Information, Well Being and more.	The Honouring our Bodies Workshop provides comprehensive and age-appropriate education for individuals topics including sexual health, healthy relationships, and consent. It covers sexual orientation and gender identity, decision-making and responsibility, online safety, and access to resources. This workshop aims to promote overall well-being and inclusivity, equipping participants with the knowledge and skills necessary to navigate their sexual health confidently and responsibly.
<b>Job Readiness</b> Resume writing, interview prep., budgeting, work ethics, professionalism and time management.	This workshop focuses on getting our young people ready to enter into the workforce and not only be successful, but maintain employment. Focus areas include: resume writing, interview prep., budgeting, work ethics, professionalism and time management.
<b>Lateral Violence</b> Characteristics of LV, Origins of LV and Removing LV.	Through interactive activities, and meaningful conversation, this workshop will help to foster understanding and create an environment of mutual respect and support. Participants learn how to create positive relationships and work together to build a healthier and more supportive workplace and environment.

# Workshop Descriptions Continued...



Workshop	Description
<b>Manager Basics</b> Management 101, Delegating Work, Meeting Facilitation, How to: Personnel Files, And more.	Many individuals enter management with little to no experience, forcing them to learn solely on the job. We believe the best managers come with tools they can apply to the job and how they work with staff. The Manager Basics Training series will equip managers with tools to help them excel on the job and help them work better with their staff.
<b>Mental Health Awareness</b> Anxiety Awareness, Depression Awareness, ADHD Awareness, Mindfulness Awareness.	Mental Health is complex and often a difficult topic for many to navigate. The Mental Health Awareness workshop series offers an educational and applicable look at the basics of three common disorders: Anxiety, Depression and Attention Deficit/ Hyperactivity Disorder. Individuals will learn about Mindfulness and be given several mindfulness tools they can take forward on their learning journey.
<b>Project Management Basics</b> Introduction to Project Management Basics of Risk Assessment Working with Contractors.	Often individuals enter departments where project management is needed but training for it is not offered. This is often seen as the root cause of projects being improperly organized, which can often lead to an increase in fees from contractors or lead to projects going unfinished. The Project Management Basics workshop series offers a look at the basics of Project Management and ensures individuals are equipped with the beginner tools needed to heighten a project's success rate.
<b>Staff Development</b> Proposal Writing, Workplans and Action-plans, Trauma Informed Work, Workplace Bullying And more.	No matter the position, all staff need basic tools to plan and ensure their work is organized. Our Staff, Development training series equips staff with basic tools to help them critically think, plan and organize, their work in a way that ensure higher levels of productivity, while leaving them feeling empowered to do more in their role. Offered in Basic and Comprehensive.
<b>Substance Misuse</b> A Comprehensive Approach to Addressing Substance Misuse	Substance Misuse: A Comprehensive Approach to Addressing Substance Misuse, addresses drug misuse at individual and community levels. It emphasizes prevention, harm reduction, treatment, and advocacy as key strategies for addressing this complex issue.
<b>Work Ethics</b> Developing good work ethics to improve work place performance	This workshop focuses on building ethical workplace practices to improve the atmosphere and overall performance of your organization. Focus areas include: professionalism, attendance & punctuality, dependability and being a Team Player.

*\*course catalogue subject to change and will be expanding*



Brokenhead, MB



Misipawistik, MB

# Market Analysis:

Featherstone Wellness conducted a market analysis to compare costs with existing workshop providers, which included two well-known large-scale workshop providers and two private workshop facilitators. Our findings indicate that the costs for similar workshop offerings range from \$8,500 to \$10,500 per one-day workshop for 10 to 20 people with travel included.



## Cost Efficiency

The following table highlights the savings your organization will benefit from through our partnership:

	FW Single Workshop	Competitor Median	1 Year Partnership	2 Year Partnership
Per Workshop	\$8000	\$9500	\$7000	\$6000
4 Workshops Per Nation	\$32,000	\$38,000	\$28,000 \$2334/month	\$24,000 \$2000/month
8 Workshops Per Nation	\$64,000	\$76,000	\$56,000 \$4667/month	\$48,000 \$4000/month

## Overall Benefits

**Clients are viewed as partners, valued for their knowledge and collaboration.**

- Training material is Client-Centered, developed based on clients' needs and aspirations.

**Progress is tracked over the duration of partnership.**

- Workshops are not just one and done, on-going support is provided through online support..
- Regular engagement ensures evolving needs are met and partners can see growth tracked over time.

**Quality programing while cost efficient.**

- Partners receive quality workshops led by qualified professionals who possess a wealth of experience.
- Partners will save on costs and gain access to uniquely tailored workshops designed to meet their community's needs.



# Contact:

Featherstone Wellness is excited about the opportunity to partner with your organization to empower Indigenous young people and support community development. Together, we can create a brighter future by providing the tools and supports needed for young people to transition off assistance and achieve their full potential. Additionally, our staff and community development workshops ensure a comprehensive approach to wellness and growth for the entire community. We look forward to the possibility of working together and making a lasting impact in our Nations.

**For more information or to discuss this proposal further, please contact us at:**

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**Phone:** 204-620-5316

**Thank you** for considering Featherstone Wellness as a partner in empowering the next generation of Indigenous leaders and supporting overall community wellness.

*"This is a must for anyone working frontline with youth, adults or just for themselves! Thank you for having me and sharing your extensive knowledge. Chi-Miigwetch"*

*~Jocelyn*

*"When I first heard I was going to this workshop I thought it would be like CPR or First Aid. I never thought I would find myself. Now I just have to think of ways to give people the empowerment this workshop has given me."*

*~Debbie*



Halifax, NS

**Thank You!**