

SYNERGY

RESOURCES CONSULTING

STATEMENT OF QUALIFICATIONS 2019



WHO WE ARE


Our Experience

Synergy Resources Consulting (SRC) is a multi-faceted consultation company that provides strategies and insight for non-profit, government and business grant funding, community planning, project coordination, urban design and review, permit application assistance, research and analysis, and organizational development. Founded in 2016 and headquartered in Spokane Valley, WA, the SRC partners have a combined 30+ years of experience in providing logistical, technical, strategic, innovative, cost-effective, and trusted solutions. Our team has a shared passion for helping others and has assisted hundreds of applicants achieve their goals, as well as successfully planning, coordinating, and managing multiple types of projects and events, and obtaining over \$3 million of funding to help organizations further their mission.



Why Us?

SRC is dedicated to achieving outstanding results with the highest level of ethics and client satisfaction. "We are inspired to cultivate a people-centric culture while serving others with transparent humanity, honesty, understanding, and generous spirit!" Through these guiding statements our team is reminded of the commitments we have made to ourselves, to each other, and to members of our community who we have aspired to serve. SRC is committed to honesty, integrity, and service while helping to build a stronger community through patience, understanding, leadership, and empathic listening. Let us help you navigate the waters to reach your goals for planning, funding assistance, and organizational development!



***"It is easy to believe we are each waves
and forget we are also the ocean."***

— Jon J. Muth

SERVICES

PLANNING

Community Planning:

With almost two decades of land use planning expertise, SRC can assist with an array of planning and economic development functions from current and long range planning to parks planning. If you need assistance with comprehensive planning, crafting clear and concise development regulations, parks and trail plans, public participation programs and engagement, or meeting facilitation, SRC can ensure a quality project and process.

Permit Application Assistance:

SRC can navigate the permitting processes for your building or land use projects to turn a sometimes frustrating and lengthy process into a simplified and efficient operation. Every zoning code has some loopholes. Administrative exceptions or alternative methods of compliance are available for a variety of requirements, but may not be openly offered. From landscaping standard modifications to parking exceptions, let us do the work to find ways to save you money on your project and prepare the letters needed to obtain approvals. SRC can also assist architects and contractors with navigating the local compliance process.

Urban Design & Review:

Does your municipality need assistance with project review for compliance with your urban design guidelines and standards, including landscape and signage regulation? Do you need assistance developing standards that are easily implemented? Contact SRC for urban design and review support.

Project Coordination:

Do you have a project idea but need assistance getting it started? SRC can assist from pre-application to approval, coordinating the project professionals to ensure application submittals are complete, comments are addressed in a coordinated and timely manner, and your project moves from application to approval quickly to save time and money.

Concierge Services:


Do you need additional assistance? Discuss the services you need with SRC and let us find a way to assist you.



Successful Communities Online Toolkit
SCOTi *Highlighting Best Practices from Peer Communities in the West*
information exchange

HOME CATEGORY SEARCH STATE SEARCH ABOUT US

Liberty Lake, WA Planned Unit Development Code



A planned unit development (PUD) is a large, integrated development, developed under unified control according to a master plan, and located on a single, or contiguous, tract of land. Rather than the typical lot-by-lot development approach of traditional zoning, the entire parcel is planned in a comprehensive and integrated fashion. PUDs are often subject to a rigorous review and public hearing process to ensure the proposal complies with the overall vision of the community. However, once the PUD is approved, developers enjoy a predictable approval process that helps to reduce development time and costs.

After designating an area as a PUD, local officials adopt a unique set of zoning laws for that area which may be less rigid or encourage a greater mix of land uses than traditional zoning policies allow. Generally, these laws are targeted to achieve specific goals within the PUD, including higher-density development or creation of mixed-income residential subdivisions in a district previously designated for large-lot development. Communities may also choose to include affordable housing incentives or requirements, where appropriate, to ensure that homes for low- and moderate-income families are included in the new development.

Located east of Spokane, Washington on the Idaho state line, Liberty Lake has incorporated a PUD ordinance that promotes creativity in site layout and design. This allows for greater flexibility in the application of the standards for residential and mixed-use development in order to protect and enhance environmental features, encourage the development of affordable housing, and provide other public benefits. Chapter four of the Development Code provides performance criteria to encourage increased choice of the types of living units available to the public through the PUD process.



SERVICES

FUNDING ASSISTANCE

Funding Research and Grant Applications:

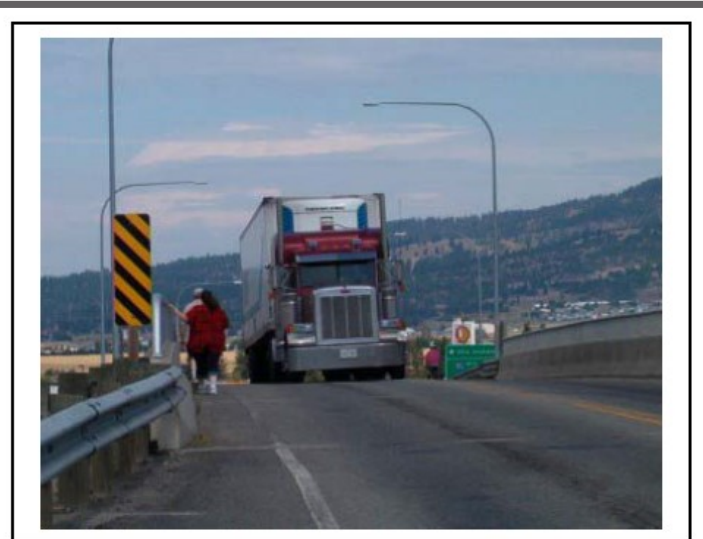
Do you lack the training or time needed to meet your funding goals for projects or programs? Non-profits and government agencies are always in need of grant funding but may not employ individuals with the expertise needed to manage the grant application process. Starting a new business and need resource guidance? With years of proven experience in local, state, and federal grant applications and over \$3 million of funding success, SRC can provide professional, dedicated service to help you achieve your funding goals.

Grant Management:

Once you have successfully won a grant, someone needs to manage the reporting and administration of the grant to ensure compliance during the established time frame. SRC will meet the grant requirements and take additional steps to further future funding success. Let our team manage your grant award to achieve maximum funding and create and/or maintain a long term positive relationship with the funding agency.

Concierge Services:

Do you need additional assistance? Discuss the services you need with SRC and let us find a way to assist you.



Before



After

Complex Issues Conveyed Through Photos



SRTC Valleyway Sidewalk Expansion Grant Award

SERVICES

ORGANIZATIONAL DEVELOPMENT

Organizational Development & Team Building:

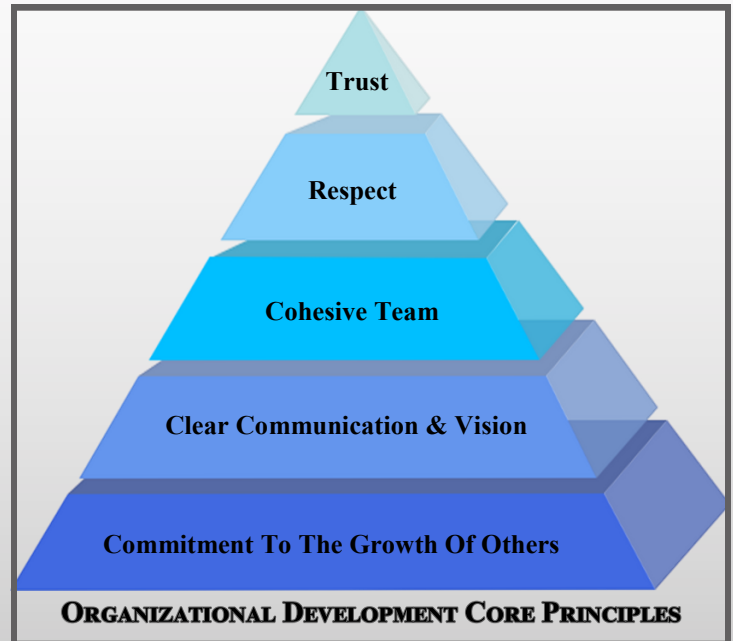
Trust is the cornerstone of any successful team. SRC can increase your group participation success to maximize your team building and leadership development activities while increasing individual connections. Our team has experienced the true definition of successful organizational development and the toxic effects of dysfunctional organizations. Let us help you bridge the gap between employee compliance and empowerment. Organizational development promotes employee motivation, loyalty, and trust, thereby increasing productivity and overall functionality, happiness, and success.

Research & Analysis:

SRC has experience conducting salary and benefit analysis as well as strategic workforce planning for jurisdictions. A well designed employee benefits package can help drive employee engagement and encourage your most valuable asset, your staff, to stay committed to your organization.

Concierge Services:

Do you need additional assistance? Discuss the services you need with SRC and let us find a way to assist you.



ABOUT SRC

SYNERGY

RESOURCES CONSULTING

Amanda Tainio

Principal Owner

Amanda@SynergyResourcesConsulting.com



Amanda Tainio has two decades of professional planning experience in the public sector with a rare opportunity to experience the formation of a newly incorporated City. Ms. Tainio has experience in all aspects of community development and City planning including long range, current, and park planning, building process and permitting, economic development and event coordination, urban design, SEPA review, grant funding, and capital project programming, along with 10 years of management experience. Ms. Tainio has performed research, analysis, report preparation and recommendations, legal interpretation, budget administration, project coordination and management, team building and collaboration, stakeholder engagement, facilitation, and presentations, as well as experience in residential real estate and construction project management.

Education:

Washington State
University, Riverpoint
Interdisciplinary Design
Institute -
Bachelor of Landscape
Architecture

Specializations:

- Planning
- Real Estate
- Marketing
- Construction
Management

Organizations:

American Planning
Association (APA)

Planning Association of
Washington (PAW)

Spokane Independent
Metro Business Alliance
(SIMBA)

Representative Professional Experience:

- City of Cheney Capital Facilities Plan Update - Cheney Planning Commission
- City of Liberty Lake Comprehensive Plan, Development Code, Capital Facilities Plan, & subsequent plan updates
- City of Liberty Lake Parks, Recreation, Open Space, and Trails Plan & updates
- Liberty Village Specific Area Plan Overlay
 - APA/PAW Joint Awards Program - Honorable Mention Award in the Implementation Category
- River District Specific Area Plan Overlay
- City of Liberty Lake Orchard Park Master Plan, Fallen Heroes Circuit Course, & Nature's Place at Meadowwood Arboretum
- City of West Richland Salary & Benefit Comparison, Strategic Workforce Plan
- RCO WWRP State Lands Development & Renovation Advisory Committee

Professional Training:

- Management, Leadership Development, Team Building
- Placemaking at Work - Form-Based Economic Development
- Spokane Regional Health District - Healthy Communities Workshop, Healthy Planning in Your Community, & Opening Your Community to Play: A Training on Joint Use Agreements
- Washington Recreation & Park Association - Risk Management School
- MRSC / APWA Contract Administration Education Committee (CAEC) - Purchasing and Contracting Workshop

ABOUT SRC

SYNERGY

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Michelle Griffin

Principal Owner

Michelle@SynergyResourcesConsulting.com



Michelle Griffin co-founded SRC in 2016 and has two decades of progressive work experience in both the private and public sector with extensive experience in funding assistance, recreation, and organizational development. Ms. Griffin's experience includes nineteen years of grant research, writing, and administration for public and non-profit entities, as well as five years of professional recreation management, event coordination, research / analysis, and team building. Ms. Griffin is a versatile, bilingual professional that has successfully written and managed local, state, and federal grants, is skilled in budget preparation and administration, is adept at both inside and outside of the box thinking, and is both media and technology savvy. Ms. Griffin is a dedicated servant leader.

Education:

California State University, Stanislaus - Bachelor of Arts Business Administration

Gonzaga University - Master of Arts Organizational Leadership

Credentials:

Certified Park and Recreation Professional (CPRP)

Organizations:

Washington Recreation & Park Association (WPRPA)

Planning Association of Washington (PAW)

Spokane Independent Metro Business Alliance (SIMBA)

Representative Professional Experience:

- United States Department of Agriculture - Conservation Innovation Grant
- Federal Emergency Management Agency (FEMA) Grants
- Federal American Recovery and Reinvestment (ARRA) Grant
- US Dept. of Transportation - Federal Motor Carrier Safety Admin. Grant
- Social and Economic Development Strategies (SEDS) - US Dept. of Health and Human Services, Native Connections Tribal Behavioral Health Grant & Administration for Children and Families Grant
- Oregon State Parks and Recreation - Local Government Grants
- Washington Recreation and Conservation Office (RCO) Grants - Washington Wildlife and Recreation Program (WWRP) & Youth Athletic Facilities (YAF)
- WA State Dept. of Commerce - Energy Efficiency Grant for Higher Education and Local Governments & Community Capital Facilities Program Grant
- WA State Institute of Museum and Library Services - Technology Act Grant
- WA State Department of Commerce - Justice Assistance Grant
- WA State Military Dept. of Emergency Management Division Grant
- WA State SOS - Division of Archives and Records Management Grant
- Spokane Regional Transportation Council (SRTC) Grant Program
- City of Liberty Lake Parks, Recreation, Open Space, and Trails Plan update
- City of West Richland Salary & Benefit Comparison, Strategic Workforce Plan

Professional Training:

- Oregon State University - Web Design Professional Certification
- Cascades West Leadership Institute
- Washington Recreation & Park Association - Risk Management School
- WA Finance Officers Assoc. - Federal Grant Requirements and Management

PORTFOLIO EXCERPTS

My Leadership Philosophy

When I evaluate where I am currently at, within my personal leadership development, I realize that my leadership philosophy is shaped by my collective life experiences, my observations, my successes and failures. As I reflected on what my philosophy was, I resonated with a great quote from Robin S. Sharma, a lawyer from Canada. "Leadership is not about a title or a designation. It's about impact, influence and inspiration. Impact involves getting results, influence is about spreading the passion you have for your work, and you have to inspire team-mates and customers." This quote sums up both my philosophy and the inspiration I want to contribute to both my team and to my community.

For me leadership is about a journey I take with others, where we are all working toward a common purpose. It requires flexibility, integrity and accountability as we navigate a complicated and ever changing business environment. Each and every day the members of our team will be trusted to make multiple decisions that either get us closer or further from our desired destination. This journey will be challenging and will take mutual trust, a willingness to be vulnerable, healthy respect for each other and some risk in order for us to achieve our common goals. My leadership philosophy will be used as a road map to keep our team on track and to ensure we have a clear vision of our collective destination.

My Personal Values

The values that I bring into my leadership style are the same values I have for all other aspects of my life. It is important to me that my values at work are aligned with my personal values such as strong ethics, hard work, honesty and integrity. "We are inspired to cultivate a people-centric culture while serving others with transparent humanity, honesty, understanding and generous spirit!" I have learned that an organization needs a clear vision in order for a team to have passion in pursuit of that vision. "For a vision to be compelling, it needs to touch people's hearts. People need to see, feel, and touch the values and the vision of the organization to make these abstractions meaningful. Tuning people into a meaningful vision has integrity at its heart: People need to feel as if they can reach for the organization's dream without compromising their own dreams, their own beliefs, and their values" (Goleman, Boyatzis, McKee, 2013). The mission statement we created for our business is "Synergy Resources Consulting is dedicated to achieving outstanding results with the highest level of ethics and client satisfaction." Through these guiding statements our team is reminded of the commitments we have made to ourselves, to each other and to members of our community who we have aspired to serve.

Written by Michelle Griffin, Masters of Organizational Leadership, Gonzaga University Class of 2018



**Spokane Tribe
of Indians**

**Social and Economic Development Strategies (SEDS) -
US Dept. of Health and Human Services, Native Connections
Tribal Behavioral Health Grant**

"Synergy Resources Consulting helped me secure a million-dollar grant that was absurdly competitive. But that's not the half of it, during the application process they were able to successfully navigate processes and personalities that would have been a show-stopper for any other firm."

**Mike Tedesco
Planning and Economic Development Director
Spokane Tribe of Indians**

PORTFOLIO EXCERPTS

What Do You Want?

To take the survey, visit
www.surveymonkey.com/s/LLPARKSPLAN2014

The City of Liberty Lake

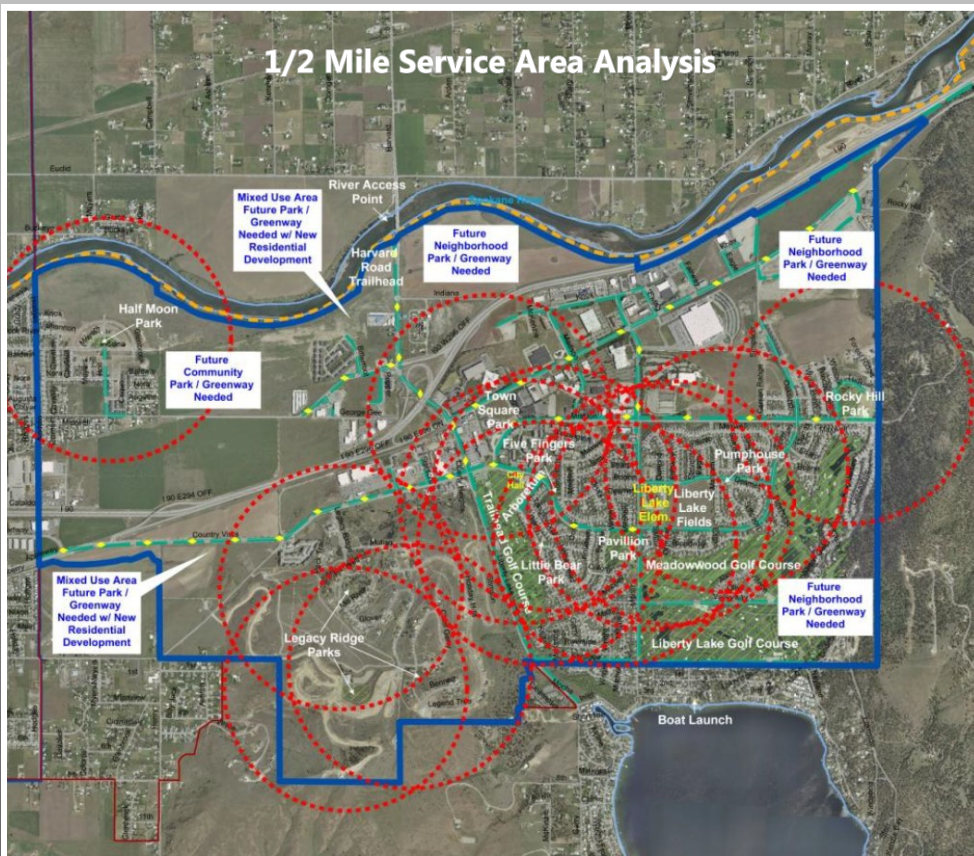
We Want To Know

Survey Introduction

The City of Liberty Lake is updating its Parks, Recreation, Open Space, and Trails Plan and we want your feedback to guide us on the future of our system.

This survey should take about 5-10 minutes to complete and it is intended to be available to everyone. Kids, teens, adults, and seniors are all encouraged to participate and provide feedback. It is not limited to one person per household. You may be provided multiple opportunities to complete this survey, but please only complete 1 survey per person.

Thank you in advance for taking the time to complete this survey.



CITY OF LIBERTY LAKE

PARKS, RECREATION, OPEN SPACE, AND TRAILS PLAN

We received your feedback!!



Available for review beginning January 14th

Check out the future of the Liberty Lake Parks, Recreation, Open Space, and Trails System & let us know what you think

2014/2015-UPDATE
www.libertylakewa.gov

PORTFOLIO EXCERPTS

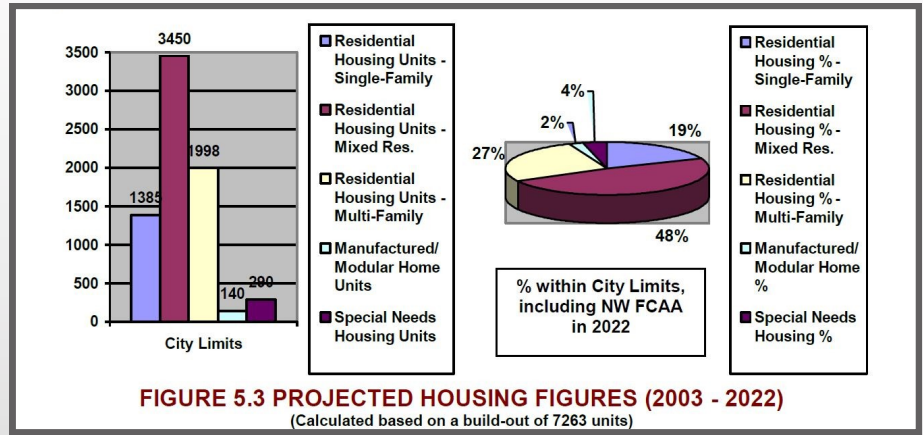


FIGURE 5.3 PROJECTED HOUSING FIGURES (2003 - 2022)
(Calculated based on a build-out of 7263 units)

Mission Statement

Provide services with integrity by developing a partnership with residents and businesses, which focuses on quality of life, environment, and economic vitality.

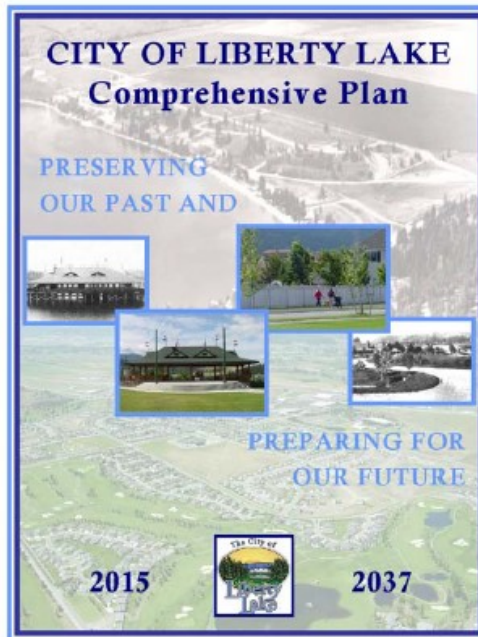
Vision Statement

The Liberty Lake community will maintain an environment that preserves and enhances natural surroundings through the harmony of planned architectural design and green space. Our community will achieve its quality of life by creating a safe, friendly environment in which community involvement promotes recreational opportunities and civic pride. Liberty Lake encourages and supports leading edge technology and a progressive business environment, which ensures a diverse, prosperous, and financially secure community.

SENSE OF COMMUNITY -
DISTINCT CITY CORE,
CIVIC FACILITIES & EVENTS,
CIVIC PRIDE & IMAGE,
PLACE-MAKING,
COMMUNITY INVOLVEMENT

TRANSPORTATION ALTERNATIVES -
PEDESTRIAN FRIENDLY DEVELOPMENT,
CONNECTIVITY, WALKABLE,
BICYCLE FRIENDLY,
GOLF COURSE COMMUNITY

STRONG ECONOMIC VITALITY -
DIVERSITY IN BUSINESSES,
SERVICES, & HOUSING,
REGIONAL ATTRACTIONS,
PRESERVED PROPERTY VALUES



SHARED VISION AND PARTNERSHIP -
WITHIN THE CITY AND
SURROUNDING COMMUNITIES,
GOVERNMENTS, AND BUSINESSES

QUALITY OF LIFE -
RECREATIONAL AMENITIES AND
OPPORTUNITIES, SAFETY,
PRESERVATION OF OUR
NATURAL ENVIRONMENT,
GREEN SPACE

AESTHETICALLY PLEASING DEVELOPMENT -
INCREASED LANDSCAPING,
DESIGN STANDARDS,
PLANNED BUILT ENVIRONMENT,
DISTINCTIVE CHARACTER

MULTI-USE -
COST EFFECTIVE,
HIGH QUALITY, YEAR-ROUND, &
MULTI-GENERATIONAL PUBLIC
FACILITIES AND SERVICES

SYNERGY

RESOURCES CONSULTING



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**LET US HELP YOU NAVIGATE THE WATERS
TO REACH YOUR GOALS!**

WWW.SYNERGYRESOURCESCONSULTING.COM