



The Community Foundation  
BOULDER COUNTY

## Expanding Leadership Initiative

### Request for Proposals 2010/2011 Youth Leadership Development DUE BY 5 p.m., Wednesday, September 15th, 2010

#### OVERVIEW

The Expanding Leadership Initiative (ELI) is a program of The Community Foundation and reflects the Foundation's commitment to diversity and inclusivity. ELI's goal is to increase the number of people of color on staff and on boards of nonprofit organizations and to nurture multicultural leadership. The Expanding Leadership Initiative Advisory Committee, comprised of community representatives and Foundation Trustees, will review all proposals and make grant recommendations to the Foundation's Board of Trustees. Proposals are due Weds., Sept., 15, 2010 and organizations will receive notification of funding by the end of September.

#### *Expanding Leadership Initiative Grant Cycle Timeline*

<i>Sept. 15.</i>	<i>Proposals Due</i>
<i>Sept. 22</i>	<i>ELI Advisory Committee Grant Review &amp; Recommendations</i>
<i>Sept. 28</i>	<i>ELI Grants Announcements</i>

#### 2010 FUNDING PRIORITIES

The ELI Advisory Committee seeks proposals from non-profit organizations serving diverse communities to support multicultural leadership development. Funding is available in three distinct initiative areas:

##### ***Capacity-Building for Multicultural Leadership Development***

Grants from \$1,000 to \$7,000 will be made to integrate identified best practices into programs/organizations and to improve the recruiting, retaining, and support of multi-cultural leaders. Proposals may address technical assistance to help organizations identify strategic opportunities for implementing best practices. Common elements of a quality leadership development program include:

- Accessibility - Pricing, cultural relevancy, welcoming atmosphere
- Recruitment/Retention - Intentional, ongoing and reflective of the changing community demographics
- Curriculum Content - Meaningful and reflects the expressed needs of the participants it is serving
- Cost/Price Point - Affordable, scholarships available, match funding, etc.
- Cultural Competency - Process and content competent and relevant at all levels of program
- Culturally Relevant Practices - Practices woven throughout the curriculum
- Community Involvement - Hearing from the existing diversity within the community (age, gender, race, orientation, ethnicity, faith-based, etc.)
- Leadership Tools - Self assessments to inform skills; evaluation processes in place
- Networking - Maintaining both internal and external relationships, informal and formal.
- Overall Sustainability & Follow-up - Opportunities for ongoing involvement at both programmatic (networking) and financial (development, fundraising) levels.
- Engagement - Ongoing reciprocal communication within and for the Leadership Development Program

## ***Community Impact Multicultural Internships***

Grant intern stipends of \$1,000 or \$2,000 will be made to organizations interested in providing learning experiences for youth from communities traditionally underrepresented in the nonprofit sector. The program will provide opportunities for young people, ages 15-25 to participate in structured internships designed to increase their knowledge and ability to lead projects and people and to increase their (and the organization's) understanding of issues affecting multicultural populations. Internships are to coincide with the traditional school year (i.e., fall - \$1,000, spring - \$1,000, or both - \$2,000). A leadership self-assessment will be required of each intern as well as attendance at periodic trainings and gatherings.

## ***Multicultural Youth Development***

Grants from \$500 to \$2,000 will be made to support leadership development for multicultural youth development (ages 15-18). Proposed projects should include and address:

- Leadership skill development
- Multicultural/diverse leadership styles
- Community engagement/partnerships

Proposed projects are encouraged but not limited to include scholarships for existing relevant training programs, community and/or non-profit collaborations to address multicultural issues, support for expansion of current multicultural leadership development initiatives

## **APPLICATION PROCESS**

### ***Eligibility criteria***

- Projects must meet one funding priority for 2010/2011
- Applicants can be any non-profit organization with an IRS 501(c)(3) designation or any governmental or public entity. (Groups or organizations that do not have IRS 501(c)(3) designation may only apply in partnership with one of the nonprofit designations listed above.)
- The group or organization must provide services or conduct the proposed activities within Boulder County for the benefit of Boulder County residents.

### ***Instructions***

Proposals submitted in response to this RFP must follow the outline presented below. Please include the following sections in your proposal, in this order. **Please do not exceed one page each for Sections I – IV.** The first page of your proposal should be the **Summary Sheet Form** ([click here to download](#)) then each of the following sections:

### ***Section I: Organizational Background***

Discuss the founding and development of your organization, including the original issue your organization was founded to address and how that may have changed over time. Please also include your mission statement.

### ***Section II: Need***

Please discuss the need you are trying to address through your organization or proposed project/program. Please describe the target audience for your organization, service or activities.

### ***Section III: Proposed Services/Activities***

Discuss how your organization will address the funding priority, including the type of services or activities you will provide and what benefits your target population will receive. If you are applying for a specific program or project, discuss what outputs or outcomes you expect, the timeframe within which you expect to meet your goals, and the people that will be involved in carrying out those goals. Additionally, what are your plans for sustaining this program/service beyond this year?

### ***Section IV: Organizational Inclusiveness***

Please explain the steps your organization has made towards greater inclusiveness, in its programs, staff, board, and volunteers; the barriers you have encountered; and your plans to improve.

### **Section V: Budget**

Please attach your organization's operating budget for the current fiscal year, including revenues and expenses. If available, also include the budget for the upcoming fiscal year. For program requests, we require both a program and an organizational budget; for general operating requests, only an organizational budget is required.

### **Section VI: Additional Materials**

**A. Collaborations** - If you are collaborating with other agencies or organizations in your work, letters of support are welcome. They should be specific to the work you will do together related to this proposal.

**B. Progress Report** - If you received ELI funding in 2009, please submit a one-page progress report. Without it, your 2010 proposal will not be considered. ([Download Grant Report Form here](#))

**C. Additional Documentation** - Please submit the following items (note: if you have received funding from the The Community Foundation within the past 12 months and the information requested is still current, you do not need to resubmit):

- A list of your Board of Directors, or that of your 501(c)(3) sponsor;
- A list of key staff;
- Proof of your (or your sponsor's) 501(c)(3) status. If you are partnering with a fiscal sponsor, you must include a letter on their letterhead confirming the affiliation;
- A copy of your organization's non-discrimination policy; and
- A copy of the Community Foundation's diversity matrix, available at <http://www.commfound.org/programs/eli/diversitychart.html>.

The deadline for proposal submission is 5:00 p.m., Weds., Sept. 15, 2010. Late proposals will not be accepted.

Please submit your proposal electronically in PDF format to [application@commfound.org](mailto:application@commfound.org). You will receive a return email confirming that your materials have been received. If electronic PDF submission is not possible for you, or if you have any questions regarding your proposal, please contact:

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