



Heart of Indiana  
United Way

# Heart Of Indiana United Way

## REQUEST FOR PROPOSALS

### 2024-2026

#### **Who is Heart of Indiana United Way?**

Heart of Indiana United Way (HIUW) mobilizes communities into action so all can thrive—across the five counties we serve (Delaware, Fayette, Henry, Madison, and Randolph). We help give opportunities to people who work hard but have limited money, are ALICE—Asset-Limited, Income-Constrained, and Employed, and those who have been left out in the past.

We listen to people in our communities. We take what they hope and are concerned about, pair that with what experts tell us could work, and develop programs and strategies that make a difference. We work with groups of organizations to improve how we help all people with education, money, and health.

#### **Heart of Indiana United Way zeroes in on these focus areas:**

1. **Read and Achieve**— We work with partners who help children get a strong start in school and life. This includes things like early childhood education, after-school programming, tutoring services, student support services, and making sure everyone has a fair shot at education.
2. **THRIVE Network**— We team up with partners to help people get ahead financially. This means job training, career coaching, preparing for a job, and making sure everyone has a fair shot at services and money. We also help with things like managing money, reducing debt, saving for short-term needs, and providing access to assets and long-term savings options like owning a home. This includes services like financial and housing counseling, tax help, signing up for benefits, and programs that match savings. While working on these things, we make sure that the hopes and dreams that families have for their children are at the center of what we do.
3. **Community Resilience**— We help strengthen partners to make our communities stronger. These partners work to meet basic needs like: securing food, preventing violence, ensuring healthcare access, getting internet access, helping with rent/mortgage/utility payments, offering legal aid, and connecting people with social services.

#### **Grant Opportunity**

With this grant, we want to work together with organizations that are experts in their work and care about their communities to collectively better understand the problems our neighbors face, and together, come up with smart solutions.

Throughout the grant period, Funded Partners will help decide the best way to learn from each other, including: the kinds of meetings and reports that will support our working better together to deliver results. United Way will ask for updates halfway through and at the end of the grant cycle. To ensure strong partnership and trust, grantees will need to join regular meetings.

## Eligibility Criteria

All applicant organizations must meet the following:

- Provide service in at least one of the five counties we serve (Delaware, Fayette, Henry, Madison, or Randolph County).
- Be a 501 (c) 3 or fiscally sponsored by one.
- Have a mission focused on helping families living at or below ALICE threshold.\*
- Offer programs/activities/services that align with at least one of United Way's focus areas listed above.
- Have an anti-racism statement or will adopt one if awarded funding (HIUW can help with this).

The following types of organizations are not eligible to apply:

- Animal Welfare Organizations
- Hospitals
- Government or quasi-government agencies
- Organizations headquartered outside of the Heart of Indiana region (Please note: local chapters of regional, state or national organizations can be considered if funds from this grant are spent locally)
- Organizations that regrant funding

## Grant Review Timeline

**January 15:** Release of RFP

**March 15:** Application due date

**March 16 – May 16:** Application review

**May 24:** Funding awards announced

**July 1:** Funding will begin

\*For information on the ALICE threshold, visit [UnitedForALICE.org/household-budgets/Indiana](https://UnitedForALICE.org/household-budgets/Indiana).

## Organization Information

1. Organization name:  
Mailing address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_  
Phone number: \_\_\_\_\_ Email: \_\_\_\_\_ Website: \_\_\_\_\_
2. Primary contact name:  
Title: \_\_\_\_\_  
Phone Number: \_\_\_\_\_ Email: \_\_\_\_\_
3. Total number of people served by your organization in 2023:
4. If you have paid staff, list the number of full-time and part-time employees.  
Full-time employees \_\_\_\_\_  
Part-time employees \_\_\_\_\_
5. List the total number of volunteers doing day-to-day work.
6. Amount of funding requested:

## United Way Outreach

Have you applied for a grant from Heart of Indiana United Way (or United Way of Madison County, United Way of Delaware, Henry and Randolph County, or United Way of Fayette County) in the last ten (10) years?

Your response will help us determine if we've connected with groups beyond our regular network and won't impact your qualification for this grant.

7.      Yes                      No                      Unsure

United Way wants to team up with groups that are knowledgeable and care about helping us learn more about the challenges families and individuals are facing. We want to collaborate on coming up with smart solutions. To make this happen, partners will need to join regular meetings and share grant reports 1-2 times a year. Would your organization be interested in working with us like this?

8.      Yes                      No

## Heart of Indiana United Way Mission Alignment

9. Please share your organization's mission statement.

10. Select the United Way focus area(s) that your organization supports.

*Read and Achieve:* We work with partners who help children get a strong start in school and life. This includes things like early childhood education, after-school programming, tutoring services, student support services, and making sure everyone has a fair shot at education.

*THRIVE Network:* We team up with partners to help people get ahead financially. This means job training, career coaching, preparing for a job, and making sure everyone has equitable access to services and resources. We also help with things like managing money, reducing debt, saving for short-term needs, and providing access to assets and long-term savings options like owning a home. This includes services like financial and housing counseling, tax help, signing up for benefits, and programs that match savings. While working on these things, we make sure that the hopes and dreams that families have for their children are at the center of what we do.

*Community Resiliency:* We help strengthen partners to make our communities stronger. These partners work to meet basic needs like: securing food, preventing violence, ensuring healthcare access, getting internet access, helping with rent/mortgage/utility payments, offering legal aid, and connecting people with social services.

11. Which area from the list above is the closest match for your organization? (Choose one.)

12. Please list the top programs, activities, or services your organization provides. Include no more than five (5).

13. Where does your organization offer its services? (Choose all that apply)

Delaware County

Fayette County

Henry County

Madison County

Randolph County

14. What county are your services focused the most?

15. What percentage of services or people you help are in each of these counties?

% Delaware County

% Fayette County

% Henry County

% Madison County

% Randolph County

16. Please list the top zip codes (up to five) where your services are concentrated if you collect this information.

### **TELL US YOUR STORY**

Please showcase the strengths of your organization. Imagine you're telling the story of your nonprofit to someone who doesn't know anything about it or to someone you want to help. In each part, we've given you some ideas to help you think about what information might be useful for the people reviewing your application. You don't have to answer every bullet point and if you have better ways to answer the questions, that is fine. If you mention any specific things your organization does, like services, programs, activities, events, or evaluations, and you have materials you want to share about them, please include them in your submission.

### **ORGANIZATIONAL IMPACT (2000 characters including spaces and punctuation)**

Explain how your organization makes a positive difference in your community. Think about:

- The important changes or impacts your organization wants to make.
- Who you help, like specific people or communities.
- The main problems your work tackles and the results you're trying to achieve.
- The backgrounds and experience of your team and how this helps your impact.
- What you hope to achieve in the next three to five years, or a time frame you prefer.

**FOCUS AREAS & EXPERIENCE (2000 characters including spaces and punctuation)**

United Way hopes our partners can help us stay up to date on new things happening in the areas we focus on, like improving reading levels or helping families with money. Please tell us about the area your organization focuses its work on and how you keep learning and getting better. Here are some things to consider:

How do you plan and/or take steps to make your services better? Where do you get information to help with your work? This could be from groups you're part of, ongoing learning, feedback from the people you help and your team, or other organizations working on the same things. Can you share an example of something you've changed in the last few years based on feedback or research? If you had all the resources you needed, what services would you improve, who would you team up with, or what big steps would your organization take?

**COMMUNITY ENGAGEMENT (2000 characters including spaces and punctuation)**

United Way wants to build connections and relationships with the different cities, towns, and neighborhoods in our region. We want to team up with organizations that are experts in their field and care about their communities. Please tell us:

Which areas do you work in and how do you stay connected to what people in those places want and need? This could be through planning, research, events, or other things. How your team is linked to the communities you serve. This could be where they live, their language skills, or their understanding of different cultures. Signs that show your organization is involved with the community, like more people taking part in your programs, answering surveys, coming to events, and so on. Something important you've found out about a community or neighborhood that helped you serve them better.

**COLLABORATION (2000 characters including spaces and punctuation)**

Many of our nonprofit partners have a lot of experience working together with others, and we want to hear about it. Please tell us about one or two times when you teamed up with others. If you haven't been part of a collaboration, you can talk about what collaborations would be helpful in your area or how your organization has shared knowledge to help others. Here are some things to think about:

Tell us about collaborations you've been a part of, including what you were trying to achieve, what you did, and who you worked with. What makes your organization want to join forces with others, and how do you decide if you should or not? What are the good things or tough parts about collaborations? Share something important you've learned or found out from working with others that changed how your organization does things.

**DIVERSITY, EQUITY, INCLUSION & BELONGING**

At Heart of Indiana United Way, we think having different points of view helps us do better for the communities we help. We also think it's crucial to be fair and equitable when giving out funding. To make sure we're doing this, we want to know more about the people leading your organization and the communities you work with.<sup>1</sup>) Please share information about the people your organization helps as best as you can. In the chart below, tell us the percentage of people in each category in the "% served" column. You can use data you've collected or give us your best estimate. If you gather identity information differently from what's given here, please upload the data the way you like in the Optional Uploads section.

1) Is your organization actively working to promote diversity, equity, and inclusion as part of its strategy to achieve positive outcomes for the entire community?

Yes

No

I don't know

2) Do the Board and staff spend time and effort learning about, understanding, and representing a perspective that includes the whole community?

Yes

No

I don't know

Working on it

3) Has your organization taken a public stance to address and play an active role in alleviating racial, gender, ethnic, or other disparities in your community? Note, If you don't have one now, you'll need to have a public position opposing discrimination if you get funding. Heart of Indiana United Way can assist with this!

Yes

No

I don't know

Working on it

4) Does your organization seek and involve board members who reflect and represent the community in order to accomplish the organization's goals?

Yes

No

I don't know

Working on it

5) Does your organization have a fair system to make sure that hiring, keeping and promotion at all staff levels is not biased, represent the community and include the different skills needed to reach its goals?

Yes

No

I don't know

Working on it

6) Does your organization have a statement against racism?

Yes

No

Unsure

If yes, please provide a copy. If you don't have one now, you'll need to have one if you get funding. Heart of Indiana United Way can assist with this!

7) Please share information about the people your organization helps as best as you can. You can use data you've collected or give us your best estimate.

Download the form [using this link](#) and fill in the percentage of people in each category in the "% served" column. If you gather identity information differently from what's given here, please submit the data the way you like.

## **BUDGET**

Please submit a budget, [using this template](#) or your own, for the funding you are requesting. We know your organization might have costs that aren't directly connected to the area you are proposing to partner with us on—and that's okay!

Here are a couple of examples: A health service organization might want to partner with us on our THRIVE Network. They might show overhead costs related to freeing up a staff member's salary line so they can serve as a THRIVE Coach. A homeless shelter might need funding to connect people to social services and they want to provide THRIVE Coaching as part of their services. Another grant funds their program staff, but they really need money for space to provide services and upgraded computers.

We would like to see a budget that highlights what your organization needs to do the work within the United Way focus area your organization is most knowledgeable/experienced (Read and Achieve, THRIVE Network, and Community Resilience) regardless of whether those costs are directly tied to the partnership. If you have any questions, please do not hesitate to contact [klhemberger@heartofindiana.org](mailto:klhemberger@heartofindiana.org).

## **REQUIRED DOCUMENTATION**

- Grant Budget
- Demographics Report

## **OPTIONAL DOCUMENTATION**

If you have materials that could help explain your answers, please include them with your submission.

- Statement against racism and/or discrimination
- A list of awards and accomplishments
- The final report for a grant program
- Pictures or videos from an event (attach photos in one document)
- A letter of support from someone in the community or a donor
- Information about a collaboration, like a press release
- Evaluations or results from a service or program you provided
- Findings from a survey about community engagement
- A theory of change or logic model
- Initial and final evaluations for a service or program