



CHANGEMAKERS 2022.23

REQUEST FOR PROPOSALS

THE CHANGEMAKER FUND:

The Changemaker Fund offers one-year unrestricted awards of twenty-five thousand dollars to BIPOC-led community-based organizations throughout the Capital Region.

The guiding principle behind the Fund is our belief that those most impacted by a problem are in the best position to determine the solutions. Changemakers are organizations whose work addresses wide-ranging systemic inequities, including mental health, women and LGBTQ rights, food security and sovereignty, housing, youth and child success, and economic wellbeing.

We believe that supporting and strengthening BIPOC leadership is one of the most effective means to create needed social change. We prioritize organizations that are led by and center the leadership and agency of Black communities, Indigenous communities, and communities of color that approach their work using anti-oppression values: consciously striving to dismantle systems of oppression and the legacies of white supremacy culture in this country, while moving toward a more just and equitable society.

In addition to an unrestricted financial award, Changemakers are invited (not required) to participate in a co-designed facilitated leadership cohort. This includes one-on-one leadership coaching and interactive group coaching, designed to empower, and connect leadership within and across organizations and within communities.

We believe in mutual learning with awardees. Awardees will come together with team members from United Way and Healthy Alliance for three 3-hour in person co-designed sessions over the course of a year to discuss challenges and collectively brainstorm solutions to impact broad systems change. These sessions will be awardee-led with an external facilitator.

POOLED FUNDING:

The Changemaker Fund is an example of collaborative pooled funding, designed to increase the impact and scale of giving. By promoting collaboration across the philanthropic sector, Healthy Alliance and United Way are working to address resource gaps and reduce the burden of multiple applications and reporting requirements for awardees, making it possible to more meaningfully target systemic problems.



EVALUATION PROCESS:

Awardee selection is a peer review process led by former awardees, leaders who identify as BIPOC and whose organizations address the same wide range of solutions and challenges as applicants. Selection is based on the intended criteria.

Each question in the application is weighted for a total of 100 points. To increase transparency, evaluations points are made public to all applicants as part of the RFP. Applicants, please take note of point value as you assess how much time to spend on each question.

GENERAL ELIGIBILITY REQUIREMENTS:

- An organization that is led by a person who identifies as Black, Indigenous, Person of Color;
- 501c3 or community-based organization with a fiscal sponsor;
- Annual operating budget of under \$350,000;
- Operating in one or more of the following counties: Albany, Columbia, Greene, Montgomery, Saratoga, Schenectady, Schoharie, Rensselaer;
- Priority will be given to those who have not previously participated in the Changemaker Fund
- Response to RFP must be submitted no later than 11:30pm on 10/3/2022. All applications must be submitted via the United Way's online grant portal.
- The grant period is from January 1, 2023-December 31, 2023.

TIMELINE:

- Application window: 09/12/2022-10/03/2022
- Early Nov. Notification of results
- Dates for 3 learning sessions to be finalized with awardees once selected.
- January 2023, Launch of Leadership program

I. ELIGIBILITY QUESTIONS:

1. Is your organization led by a person who identifies as Black, Indigenous, Person of color, Asian, Asian-American/Pacific Islander and/or Middle Eastern? Y/N/Unsure
2. Is your organization a 501c3? Y/N
 - a. If yes, EIN#
 - b. If no, do you have a fiscal sponsor? Y/N
 - i. If Yes, name of fiscal sponsor.
3. Is your organization's annual operating budget under \$350,000.00? Y/N



4. Please indicate which of the following geographic locations your organization provides services, programming?
 - a. Albany County
 - b. Columbia County
 - c. Greene County
 - d. Montgomery County
 - e. Rensselaer County
 - f. Saratoga County
 - g. Schenectady County
 - h. Schoharie County
 - i. None of the above

II. APPLICATION:

Agency Information

5. Name of Organization:
6. Organization Mailing Address:
7. Organization Contact Name:
8. Organization Contact Phone Number:
9. Organization Contact Email:
10. Name of Organization's Executive Director/ CEO:
11. Which of the following best represent the Executive Director/CEO's race/ethnicity? Select all that may apply:
 - a. African-American or Black
 - b. American Indian or Alaskan Native or Native Hawaiian
 - c. Asian, Asian-American or Pacific Islander
 - d. Latina, Latino, LatinX or Hispanic
 - e. White/Caucasian
 - f. Middle Eastern
 - g. Multiracial
 - h. Other (please specify)
12. How representative is your senior staff and/or lead volunteers of the community you serve?
 - a. 0-5%
 - b. 6-20%
 - c. 21-50%
 - d. 51-80%
 - e. 81-100%
13. How representative is your board of the community you serve?
 - a. 0-5%



- b. 6-20%
- c. 21-50%
- d. 51-80%
- e. 81-100%

Program Area

We focus our funding in 4 areas listed below. We understand that these thematic areas are large and mean different things to different people. For our purposes, we are interested in supporting organizations who are working on the indicated priority-areas. These priority areas are grounded in insights gained from a year-long community engagement process identifying those areas of overwhelming need. Please indicate which one of the priority area best corresponds to your work as part of The Changemaker Fund.

- Early Childhood Success (birth to age 8)
- Youth Success (ages 9-21)
- Economic Wellbeing
- Health and Wellbeing

About your Work

14. Briefly share a brief summary of your organization, including your demonstrated history of advancing rights and wellbeing of diverse BIPOC communities. (max. 200 words) *(10 points)*
15. Please tell us about the particular community you are serving. Please be specific about the demographics of the people you're serving. *(10 points)*
16. What are the strengths and assets of this community? *(15 points)*
17. In 1-3 sentences, please tell us about the current situation/ challenge your organization is addressing. *(10 points)*
18. Please describe the goals your organization has set for the next 1-2 year span. *(20 points)*
19. How do you track progress towards these goals? (15 points)
20. How does your current programming relate to these goals? (10 points)
21. How does your organization continually build leadership and power from within your membership, base, or community? (10 points)
22. If awarded the Changemaker Fund grant of \$25,000, how would you allocate those grant funds? (*e.g., salaries, program expenses, transportation, overhead, training, etc.*)