



Request for Proposals Nonprofit Grants

United Way of South Hampton Roads (UWSHR) is seeking proposals from nonprofit organizations with a proven track record of providing essential services to Virginia Beach residents. This grant opportunity will fund:

- Nonprofit programs that meet urgent needs impacting the residents of Virginia Beach, such as emergency housing, education and childcare, mental health services, financial and housing counseling, job training and job placement, and other services that address social determinants of health.
- General operating support to ensure the continued operation of nonprofit organizations still struggling as a result of the COVID-19 pandemic

Overview & Background

In response to the COVID-19 pandemic, UWSHR worked in close partnership with the City of Virginia Beach to support residents in need through *VBrelief*. Despite months of effort and hard work, the needs persist throughout Virginia Beach. *VBthrive* provides direct assistance to individuals, households, small businesses, and nonprofits to help them recover from the impacts of COVID-19. UWSHR is committed to helping these populations meet their immediate needs while working towards long-term, sustainable self-sufficiency. Nonprofit grants will focus on helping these organizations build capacity and develop sustainable programs to support Virginia Beach residents in the long-term.

About VBthrive

VBthrive is a collaborative three-year project to assist residents of the City of Virginia Beach that have been most impacted by the COVID-19 pandemic to achieve self-sufficiency. Through *VBthrive*, UWSHR seeks to support low-income and ALICE households to reach self-sufficiency through four key program elements: Mobility Mentoring,[®] Housing, Workforce Readiness, and Wraparound Supports.

Mobility Mentoring[®] is a brain science-informed coaching model developed by Economic Mobility Pathways (EMPath) in Boston, Massachusetts. EMPath defines Mobility Mentoring as the professional practice of partnering with participants so that over time they may acquire the resources, skills, and sustained behavior changes necessary to attain and preserve their economic independence.

Mobility Mentoring uses the Bridge to Self-Sufficiency[®] (The Bridge), as its theory of change framework. The Bridge outlines objectives to achieve across critical pillars which lead to long-term economic self-sufficiency. The Bridge also represents the concept that there are interwoven relationships between economic independence and other core domains of life. UWSHR has adapted the original Bridge to Self-Sufficiency to best reflect our local community (p.10). UWSHR's Bridge comprises 4 pillars and 10 sub-pillars as illustrated and described below:

Family Stability				Well-being		Financial Management		Employment	
Housing	Family	Transportation	Childcare	Physical & Mental Health	Social Networks & Support System	Debt & Spending	Savings	Education, Training & Career Management	Earnings Level & Benefits

Family Stability In order to achieve economic self-sufficiency, a person needs to be independently housed with rent or mortgage payments that cost less than 30% of after-tax household income. Dependent needs must be met and not serve as a barrier to education or employment responsibilities. These needs include affordable housing, childcare, and transportation.

Well-being The well-being pillar of the Bridge includes physical, mental, and behavioral health as well as social supports. To achieve and sustain economic independence, an individual must be fully engaged in employment and healthy supportive relationships. Health issues of the individual and dependents must not serve as major life obstacles. Finally, a person must be actively engaged in a support system and be an advocate and social support to others. Programs in this pillar are those that address physical and mental health and/or social networks and support systems.

Financial Management The financial management pillar has two components: assets and debts. To achieve and sustain economic independence, liquid assets must be greater than three months' living expenses. Debts must be managed in balance with a person's income, and credit should not serve as a barrier.

Employment This pillar includes education, training, career management, earnings levels, and benefits. The focus here is on post-secondary education or training, which includes on-the-job training, an associate degree, or a certificate, leading to a career that pays a family's unique family-sustaining wage. Individuals must have a job that earns their household's living wage to be economically independent and financially stable.

Eligibility

This opportunity is open to nonprofit organizations that have a physical presence (headquarters, satellite office, etc.) in Virginia Beach and those that provide significant, measurable direct services to residents of Virginia Beach.

This opportunity is open to both United Way-certified agencies and agencies who are not certified. Non-certified agencies must provide additional information to accompany their application.

There are two eligibility tracks for this opportunity. Organizations should apply under the track that best fits their mission and operations.

Eligibility Track #1: Nonprofit organizations who provide programming across one or more of the critical pillars or sub-pillars of the Bridge to Self-Sufficiency® as illustrated on pg. 10.

Grants may be used for programmatic expenses associated with programs and services addressing one or more Bridge Pillar.

An organization is eligible to apply for a grant in this eligibility track if it meets the following criteria:

- Must provide significant, measurable direct services to residents of Virginia Beach in one or more of the pillars or sub-pillars of the Bridge to Self-Sufficiency® be able to describe those services, and provide an unduplicated count of the residents served.
- Must be a registered 501(c)(3) organization meeting the legal requirements of the Commonwealth of Virginia and the Internal Revenue Service (IRS).
- Must be registered as a Charitable Organization with VDACS or have evidence of exemption.

- Must be able to submit a 2021 IRS Form 990 or 990EZ.
- Must be led by a board of directors with a minimum of five (5) members that meets at least four (4) times per year and has direct local control of finances.
- Programs, activities, employment opportunities, and any other operations of the applicant that may be fully or partially funded by the grant must comply with local, state, and national legal requirements related to nondiscrimination.
- The applicant may not use the grant to provide grant or pass-through funding to other nonprofit organizations.
- The applicant may not use the grant funds for political advocacy, political campaigning, religious worship, religious instruction, or religious proselytizing.

Eligibility Track #2: Nonprofit organizations that provide services or programming to Virginia Beach residents outside of the Bridge® pillars but continue to struggle financially as a result of the COVID-19 pandemic.

Grants may be used to reimburse eligible expenditures from March 3, 2021, to present (Documentation of expenses will be required at the time of application) including:

- Wages and benefits (including those of the applicant)
- Inventory for on-going operations
- Past-due bills
- Payables (rent, supplies, etc.)
- Weatherization of outdoor spaces (heaters, plastic enclosure, etc.)
- Other operational costs
- Cannot be used to start a business or to pay debt associated with closing a business

An organization is eligible to apply for a grant in this eligibility track if it meets the following criteria:

- Must have been in operation and generating revenue on or before January 1, 2020.
- Must have suffered a negative economic impact as a result of COVID-19
 - Able to demonstrate at least 15% revenue loss during COVID (comparing 2019 and 2020 tax returns)
- Must be a registered 501(c)(3) organization meeting the legal requirements of the Commonwealth of Virginia and the Internal Revenue Service (IRS).
- Must be able to submit an IRS Form 990 or 990EZ from 2019 **and** 2020.
- Must provide measurable services to residents of Virginia Beach and be able to provide a description of those services and an unduplicated count of the residents served.
- Must be led by a board of directors with a minimum of five (5) members that meets at least four (4) times per year and has direct local control of finances.

- Programs, activities, employment opportunities, and any other operations of the applicant that may be fully or partially funded by the grant must comply with local, state, and national legal requirements related to nondiscrimination.
- The applicant may not use the grant to provide grant or pass-through funding to other nonprofit organizations.
- The applicant may not use the grant funds for political advocacy, political campaigning, religious worship, religious instruction, or religious proselytizing.

A. Grant Application and Review Process

The following guidelines are established as minimum procedures for awarding grants:

1. Application Requirements

- a. The applicant must complete the online application in full by January 30, 2023, at 11:59 p.m. (The template for the Application Proposal is provided on p. 6-9).
- b. United Way utilizes an online application portal called e-CImpact. All applications must be submitted electronically through the online application portal. Agencies can access the portal [HERE](#). If it is your first time utilizing e-CImpact, you will need to create a new e-C-Impact account and then follow the instructions to begin the application process. UWSHR Certified Agencies should use their existing e-CImpact login credentials.
- c. For questions and technical assistance, please contact

Kim Heath
 Director of Economic Mobility
kheath@unitedwayshr.org
 (757) 853-8500 x133

Or

Cierra Vann
 Community Impact Coordinator
cvann@unitedwayshr.org
 (757) 853-8500 x102

2. Grant Award & Payment

- a. By February 28, 2023, communication will be sent to each applicant announcing the final grant awards.
- b. Each grantee will be asked to complete an ACH form and once received, payment will be executed within a week.
- c. Each grantee will be asked to submit a report within 120 days outlining how the funding was used (should be within grant purpose/scope guidelines) and any program highlights or impact stories. If funds are not disbursed within the grants scope, future funding could be affected.

VBthrive Nonprofit RFP Important Dates	
Application Opens	December 20, 2022
Submission Deadline	January 30, 2023
Award Notification	February 28, 2023

Template: Application Proposal

This is for prework only and is NOT the official application

Qualifying Questions

Does your organization have a physical presence (headquarters, satellite office, etc.) in Virginia Beach?

If no, does your organization provide significant, measurable direct services to residents of Virginia Beach?

Questions for all applicants

Nonprofit Name

Tax ID Number (EIN)

Contact Name (First and Last)

Contact Phone Number (XXX-XXX-XXXX)

Extension

Contact Email Address

Street Address 1

Street Address 2

City

State (XX)

Zip Code

Email Address

Approximately how many Virginia Beach residents do you serve annually?

What populations do you serve? (select all that apply)

- a. English as a Second Language
- b. Expectant Parents
- c. General Population
- d. Immigrants and Refugees
- e. Justice-Involved
- f. LGBTQIA
- g. Low-Income
- h. ALICE
- i. Medically Underserved/Chronic Disease
- j. People who are Homeless
- k. People with Disabilities
- l. Survivors of Abuse/Violence
- m. Unemployed/Underemployed
- n. Veterans/Military Families
- o. Women
- p. Children and youth
- q. Seniors
- r. People or Communities of Color
- s. Other _____

What is your organization's mission focus? (select all that apply)

- a. Mental and Physical Health
- b. Housing
- c. Arts and Culture

- d. Animals
- e. Food Insecurity
- f. Environment and Sustainability
- g. Income and Poverty
- h. Childcare and Education
- i. Disaster Recovery
- j. Advocacy and Human Rights
- k. Other _____

Do your organization's programs, activities, employment opportunities, and any other operations comply with local, state, and national legal requirements related to nondiscrimination?

- Is your organization controlled in whole or in part by a church or sectarian society? (select all that apply)
- a. Yes- a church or sectarian society is the organization under which the tax-exempt status is obtained
 - b. Yes- a church or sectarian society administers the organization
 - c. Yes- a church or sectarian society provides more than 50% of funding for the organization
 - d. No

Please select under which eligibility track your organization is applying for this grant.

- a. Eligibility Track #1: A nonprofit organization that provides programming across one or more of the critical pillars or sub pillars of the Bridge to Self-Sufficiency®
- b. Eligibility Track #2: A nonprofit organization that provides services or programming outside of the Bridge® pillars but is still struggling financially as a result of the COVID-19 pandemic.

Questions Specific to Eligibility Track #1

Under which Bridge Pillar(s) does your organization primarily provide programs and services?

- e. Family Stability
- f. Well-being
- g. Financial Management
- h. Employment

What are the core services your agency provides in each of the pillars identified above? List names and a brief description of each service.

In 3-4 sentences, please describe how you plan to use the funds.

Questions Specific to Eligibility Track #2

Was your organization in operation and generating revenue on or before January 1, 2020?

Did your organization experience at least 15% revenue loss during COVID (comparing 2019 and 2020 tax returns)?

How was your organization impacted by COVID-19? (select all that apply)

- a. Loss of funding (any source)
- b. Increase in demand for services

- c. Unexpected expenses
- d. Our organization was not impacted by COVID
- e. Other _____

What will be your primary use of the funds?

- a. Program expenses
- b. Management and general expenses (non-program staff wages and benefits)
- c. Rent, utilities, and/pr insurance
- d. Other operational costs

Are you planning to use the funds to pay past due bills?

In 3-4 sentences, please describe how you plan to use the funds. (Funds may only be used to cover eligible expenditures incurred between March 1, 2021 to, September 30, 2022).

What are the core services your agency provides? List names and a brief description of each service.

Diversity, Equity, and Inclusion Questions

Please provide the racial/ethnic category of your organization’s lead executive (CEO or Executive Director). You may select multiple options if applicable.

Categories:

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- White

Among your organization’s Board of Directors, what percentage is Non-White?

Among your organization’s employees, what percentage is Non-White?

Among the individuals typically served by your organization, what percentage is Non-White?

Attachments

Files to upload for UWSHR Certified agency applicants:

Form W-9

Most recent financial statement (for the last completed fiscal year)

Files to upload for non-certified agency applicants:

Letter of determination of nonprofit 501(c)(3) status (or proof of application)

Registration with the Commonwealth of Virginia Department of Agriculture, Division of Consumer Services (VDACS)

Board of directors listing

Form W-9

Most recent financial statement (for the last completed fiscal year)

Files to upload specific to Eligibility Track #1

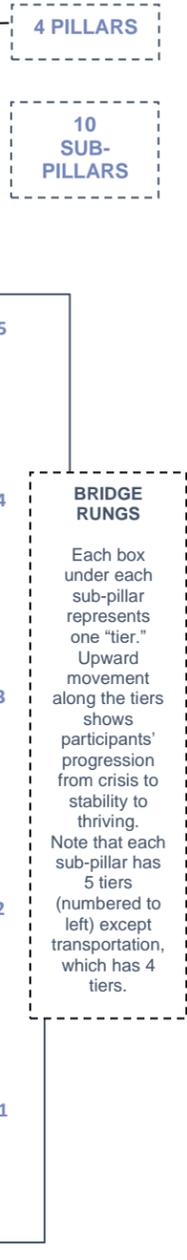
Most recent IRS filing (Form 990, 990-EZ or 990-N)

Files to upload specific to Eligibility Track #2

IRS Form 990 or 990EZ from 2019 and 2020



FAMILY STABILITY				WELL-BEING		FINANCIAL MANAGEMENT		EMPLOYMENT	
Housing	Family	Transportation	Childcare	Physical & Mental Health	Social Networks & Support System	Debt & Spending	Savings	Education, Training & Career Management	Earnings Level & Benefits
I have stable, safe housing that is a home of my choosing, and am able to comfortably pay the cost. <i>*Paying 1/3 or less of household gross pay</i>	My family and dependents are thriving, and do not face obstacles that cannot be easily managed.	I have consistent, reliable transportation that gets me where I need to go, with a backup option if necessary.	I have affordable, quality childcare that is reliable and of my choosing and I have a backup option. [OR] I have no children.	I am fully able to engage in work, school, or family life because I can manage my physical and mental health needs.	I have people in my life who I trust, give me personal support, and have the knowledge and connections to help me achieve my goals.	I have no debt [OR] I have no debt other than mortgage, education, and/or car payments and am current or ahead in all payments.	I have three or more months of expenses saved in mainstream banking for future needs.	I have completed at least a bachelor's degree or higher.	I have a job with earnings \geq 80% AMI (Family-Sustaining Wage)
I have stable, safe housing and pay for it on my own. <i>*Paying more than 1/3 of household gross pay</i>	My family (or dependents) face obstacles that rarely cause stress and interrupt my daily activities.		I have reliable childcare that I can count on, and I have a backup option.	I am mostly able to engage in work, school, or family life because of physical and mental health needs.	I mostly have people in my life who I trust and who give me personal support.	I am current in all debts and I am making more than the minimum required payments on one or more.	I have more than two months but less than three months of expenses saved in mainstream banking for future needs.	I have at least an associate degree, professional certification, and/or licensure.	I have a job with earnings between 50% - < 80% AMI.
I have stable, safe housing and contribute towards the cost. <i>*Subsidy or other shared arrangement</i>	My family (or dependents) face obstacles that sometimes cause stress and interrupt my daily activities.	I have one transportation option that I can count on, but no backup. I occasionally miss or reschedule appointments.	I have reliable childcare that I can count on, but no backup.	I am somewhat able to engage in work, school, or family life because of physical and mental health needs.	I sometimes have people in my life who I trust and who give me personal support.	I have debts and am making minimum required payments on all of them.	I have one to two months of expenses saved in mainstream banking for future needs.	I am attending or have completed job training and/or entry level certification.	I have a job with earnings > 30% - < 50% AMI.
I am living in temporary or unsafe housing, or am at risk of losing housing	My family (or dependents) face obstacles that regularly cause stress and interrupt my daily activities.	I have transportation options, but they are not reliable. I frequently miss or reschedule appointments.	I have childcare options, but they are not reliable.	I am struggling to engage in work, school, or family life because of unaddressed physical and mental health needs.	I occasionally have people in my life who I trust and who give me personal support.	I have debts and am making less than minimum payments on at least one.	I have some money saved for future needs but it is less than one month of expenses.	I have or am currently completing a high school diploma or GED.	I have a job with earnings \leq 30% AMI.
I do not have housing.	My family (or dependents) face significant obstacles that require immediate attention, cause stress, and severely limit me from my daily activities.	I cannot get where I need to go.	I do not have childcare.	I am not able to engage in work, school, or family life because of unaddressed physical and mental health needs.	I do not have people in my life who give me personal support. [OR] My social network is draining or destructive.	I have debts and I am currently not making any payments.	I do not have any savings.	I do not have a high school diploma or GED.	I have no income or benefits. <i>*Income ranges are for Virginia Beach, VA Data from HUD's AMI tables</i>



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