

# **Mighty** **Change**

**Grant Application  
Orientation:  
Fair Chance**

# Grant Program Overview

- Valley of the Sun United Way brings together public, private and social sector partners to improve the quality of life for all Maricopa County residents.
- We focus on the issues of **education, health, housing and homelessness and workforce development** to ensure that those in need have a better life and future.

# Grant Program Overview

## **We achieve impact through:**

- **Investment in Community-Based Solutions through Organizations**
- **Volunteer Deployment**
- **Policy and Systems Change**
- **Convening and Collective Impact**
- **Civic Engagement and Action**
- **Public Awareness and Education**
- **Results-Based Direct Programming**

# Key Aspects of the Fair Chance Grant Process in FY25

- **Opening the grant application to all nonprofits and schools operating in Maricopa County, making the process competitive**
- **6 months of funding from December 2024– May 2025 timeframe**

# Overall Grant Guidelines

- **Additional cycles may open throughout the year**
- **Aligned with the MC2026 Five-Year Plan and area of focus for funding to support Workforce Development**
- **Organizations and schools may apply**
- **Once submitted, program staff at United Way may respond with questions or clarifications prior to the final decisions being made**
- **We currently do not provide funding for capital campaigns or endowments**

# Program Funding Area

## WORKFORCE DEVELOPMENT

- **Increase preparation of individuals for a living wage job by 33% Development**
- **Increase achievement of higher paying employment by 20%**

— Focus on Fair Chance Strategy:

Provide technical assistance to justice-involved individuals as well as to employers working to increase fair chance hiring and retention.

# FY25 Grant Application Timeline

- **September 3, 2024 – Grant Applications Released on e-CImpact**
  - Staff Available to provide Technical Assistance
- **September 3 & 4, 2024 – Grant Application Orientations**
- **October 1, 2024 – Grant Application Due, by 5 p.m.**
- **October/November 2024 – Internal Review of Grant Applications**
- **November 2024 – Funding Recommendations Determined**
- **November 2024 – Funding Recommendations Approved by Leadership**
- **December 2024 – Award and Decline Letters sent to Agencies**
- **December/January 2025 – Grant Awards Begin, Payments Paid Out**

# e-CImpact

Live e-CImpact Demonstration



# Fair Chance Grant Application

FY25 Grant Process

# Grant Application Guidelines

## Agency Level:

- **Are you a nonprofit 501(c)3 or school? Y/N**
  - If yes, applicant moves forward
  - If no, applicant does not move forward
- **Will this program be serving Maricopa County residents? Y/N**
  - If yes, applicant moves forward
  - If no, applicant does not move forward
- **Agency EIN#**
- **Agency Arizona Corporations Commission Entity ID**

# Grant Application Guidelines

## Program Level:

- **Please select the funding streams to which your program aligns.**
  - Funding Streams: Workforce Development
  - Select the strategy to which your program aligns: Fair Chance
- **Can your agency report out on these outcome measures? Y/N**
  - List prescribed measures based on strategy chosen

# Agency Overview

- **Agency Name: (Pre-populated and Hard Coded)**
- **President/CEO/Executive Director; Name, Phone; Email: (Drop Down Box)**
- **Primary Agency Contact; Name, Title, Pronouns, Phone; Email (Drop Down Box)**
- **Contract Signer Name, Title, and Email (Test Boxes)**
  
- **Agency Primary Address: (Drop Down Box)**
- **Agency Description: (Text Box-750 Characters)**
  - Briefly describe the agency in a short statement. This description may be used in VSUW brochures, summary reports and general information provided to the public. This is limited to 750 characters.
- **Agency Mission Statement: (Text Box-500 Characters)**
  - Share the Agency Mission Statement. This is limited to 500 characters.

# Agency Diversity, Equity, Access, and Inclusion

- **Does your organization have, and outwardly communicate and post on your website, a stated commitment to equity and/or an equity vision, and/or equity, diversity, inclusion, and access statement? Y/N**
  - 1b. If Yes, provide statement and direct url. (text box – 500 Characters)
- **Is your agency ED/CEO Black, Indigenous, and/or a Person of Color (BIPOC)? (Check Box)**

# Agency Diversity, Equity, Access, and Inclusion

- What is your organization's commitment to DEAI? Provide your organization's DEAI statements or definitions, metrics that track DEAI, and/or any steps your organization has taken to advance DEAI within the culture of your organization and in its programs (text box – 1,000 characters)
- To what extent are targeted populations engaged in shaping and leading the work of your organization? Text box – 1,000 characters).
- **Leadership Demographics (Provide a breakdown, in whole numbers of your agency's top leadership.**
  - Provide a breakdown, in whole numbers, of your agency's top leadership (example: CEO/ED, executive/leadership team and Board of Directors). These numbers do not have to add up to the actual total number of leadership members. Some individuals may fall into various categories.

# Agency Diversity, Equity, Access, and Inclusion

## Race/Ethnicity:

American Indian/Alaskan Native
Asian/Pacific Islander
Black/African American
Caucasian/White
Hispanic/Latino
Multi-Racial
Other

## Gender Identity:

Males
Females
Transgender Male
Transgender Female
Non-Binary
Gender non-conforming
Other

## Generation/Age (21+)

Boomers (1946-1964)
Generation X (1965-1980)
Millennials (1981-1996)
Generation Z (1997-2012)
Other

## Disability:

Individuals with disabilities (physical, social, emotional, learning, developmental)
Individuals without disabilities

## Military Service:

Active Duty Service Members
Veterans
Non Veterans

## Sexual Orientation:

Asexual
Bisexual
Gay/Lesbian
Heterosexual/Straight
Pansexual
Queer
Other

# Financial Measures

- **Annual Agency Financial Statements:** Audited Financial Statements for calendar year 2023 or fiscal year 2022-2023, or most recently completed fiscal year. Must be submitted for agencies with annual revenue of \$250,000 or more. Audit must be signed by the auditing agent or the auditing firm.
- **Agencies with annual revenue less than \$250,000:** Submit a calendar or fiscal year annual review of financial statements for calendar year 2023 or the fiscal year 2022-2023 or most recently completed year. Annual Review must list the names and titles of those that completed the review.
- **Management Letter/Auditor Recommendations:** Form SAS 115 or a letter from your auditor stating that no management letter was issued for calendar 2023 or fiscal year 2022-2023 or most recently completed year.



# Financial Measures

- **Formal Management Response Letter Only need to upload if a Management Letter was issued.** This will be the response letter from your management/board back to the auditor.
- **IRS Form 990 including Schedule A, Schedule B (if required), and all supplemental statements:** For calendar year 2023 or fiscal year 2022-2023 or most recently filed year. IRS Form 990 must be signed and dated by the preparer and the chief professional officer or the agency's board chair.

# Program Overview

- **Program Name: (Hard Coded)**
- **Alignment: (Hard Coded)**
- **Strategy: (Hard Coded)**
- **Amount Requested: (Text Box)**
  - List the amount of funding being requested from VSUW for FY2024-2025. This amount should be the same amount being listed in the Program Budget section, Line 1a. VSUW Funding Request.
- **Primary Program Location: (Drop Down Box)**
- **Primary Program Contact Name, Title, Pronouns, Phone, Email: (Drop Down Box)**
- **Brief Program Description: (Text Box-300 Characters)**
  - Briefly describe the program in a short statement. This description may be used in VSUW brochures, summary reports and general information provided to the public. This is limited to 300 characters.

# Program Narratives

## Target Population

Describe the target population(s) you are proposing to serve with these funds, including the age group, the demographics (i.e. gender, race, disability, etc.), and unique characteristics of the target population (i.e. risk factors, barriers, etc.). Tell us how your program adapted to meet the needs of those most marginalized. Also, be sure to include the geographic location(s) (i.e. Maryvale, South Phoenix, etc.), the program targets and any gaps in services identified. The information provided should give a snapshot of where services are being delivered in Maricopa County and to whom.

This section allows for population – limited to 3,000 character spaces

# Program Narratives

## Program Narrative/Strategies

Provide a brief but substantive synopsis of the program and its activities. A general scope of program services and activities should be conveyed - things done to, for or with the target population intended to lead to the desired change. Be sure to include how your targeted population can access the program by incorporating inclusive and equitable practices. Response should highlight program's alignment to impact area/strategy. Describe how your program design addresses the needs of the target population(s) served and allows for more equity across the community you are planning to serve. Also, include if you conduct any follow-up activities with target population to ensure success and/or connect them to additional resources. This section allows for population

This section allows for population – limited to 3,000 character spaces.

# Program Narratives

## Theory of Change/Program Design

Make the case for why your program's approach will work (key assumptions). Explain why you have chosen the program strategies in working with the target population being served. Include third party statistics and cite evidence-based sources to strengthen the rationale for services, including those that will lead to a more equitable community. Please use local statistics as often as possible. Tell us how the theory of change/program design incorporates a DEAI approach.

This section allows for population – limited to 3,000 character spaces.

# Program Narratives

## Program Inputs/Resources

Provide a descriptive overview of the program inputs - resources, people (are program staff reflective of the community), skills, knowledge and tools used to deliver services. This should include anything that is needed to make your program successful for your target population. This answer should correspond with the target population being served, the program narrative and the program budget.

This section allows for population – limited to 3,000 character spaces.

# Program Narratives

## Outcomes Measures

Describe the program's expected outcome measures for participant success. Explain how participation and achievement in your program is defined and measured. Provide information on how you determined the FY 2024-2025 Goals listed in the Outcome Measurements section. Explain how your work leads to inclusive, equitable and sustainable outcomes for communities in need. Share how you use aggregate data for continuous quality improvement. How does the agency witness/experience client success that is not captured in the data?

This section allows for population – limited to 3,000 character spaces.

What support does your agency need to develop capacity and knowledge on tracking VSUW prescribed outcome measures?

# Program Narratives

## Budget Narrative

Provide additional information that will assist in understanding the program budget and/or the requested amount of funding. Provide specific information on how VSUW funding will be used. This narrative will tie directly into the program inputs and activities. Provide an explanation for any amounts listed on budget line items “In-kind”, “DEAI” and “other” for both income and expense budgets. Explain the nature of any amount entered as Expense Budget, e.g. Salaries (FTEs covered), Specific Assistance to Individuals, etc.

This section allows for population – limited to 3,000 character spaces.



# Program Narratives

- Share if you have experienced any decrease in funding that has impacted your organization's capacity to deliver programming.
- If this is an existing program in your agency, what was the total program expense? Most recent year (12-month period).

# Outcome Measures

- Agencies will fill in FY2024/2025 Goals. These are measures based upon the strategy chosen by the agency. The indicator table includes both participation and achievement data. The % Achieving cells will auto-calculate when agency “Saves” the page

Output Measurement Table	FY 2024-2025 Goals
Output 1	
Output 2	
Output 3	
Output Etc.	

Indicator Measurement Table		FY 2024-2025 Goals
Indicator 1	Total # Participating	
	Total # Achieving	
	Total % Achieving	Auto Calculate
Indicator 2	Total # Participating	
	Total # Achieving	
	Total % Achieving	Auto Calculate
Indicator Etc.		

# Program Demographics

GENDER:
Males
Females
Transgender
Non-Binary
Gender non-conforming
Other
Data Not Collected
Client Doesn't Know
Preferred Not to Answer

RACE/ETHNICITY:
White
Asian/Pacific Islander
Black/African American
Hispanic / Latino
American Indian/Alaskan Native
Multi-Racial
Other (Click to Itemize)
Data Not Collected
Client Doesn't Know
Preferred Not to Answer

AGE:
Under 5 Years
0-2
3-5
6-12 Years
13 - 17 Years
18 - 24 Years
25 - 34 Years
35 - 44 Years
45 - 54 Years
55 - 61 Years
62+ Years
62-74
75-84
85+
Data Not Collected
Client Doesn't Know
Preferred Not to Answer
Other

FAMILY INCOME:
At or Below 100% of Federal Poverty Line (FPL)
Between 100% and 150% of Federal Poverty Line (FPL)
Between 150% and 200% of Federal Poverty Line (FPL)
Between 200% and 250% of Federal Poverty Line (FPL)
Above 250% of Federal Poverty Line (FPL)
Client Doesn't Know
Preferred Not to Answer
Data Not Collected
Other

# Program Budget

Revenue	Program Budget FY 2024-2025 Proposed	VSUW Portion of the FY 2024- 2025 Budget
1a. VSUW Funding Request		Auto Calculate
<a href="#">*1b. VSUW Other Funding</a>		
2. Other United Ways		
<a href="#">*3. Gov. Funding</a>		
4. Contributions / Donations		
<a href="#">*5. Special Events / Fundraising</a>		
6. Legacies / Bequests		
<a href="#">*7. Foundation &amp; Corporate Support</a>		
<a href="#">*8. Program Service Fees &amp; Reimbursements</a>		
9. Investment Income		
<a href="#">*10. In-Kind Support</a>		
<a href="#">*11. Other Income</a>		
<b>Total</b>	<b>Auto-calculate Column revenue: lines 1a-11</b>	<b>Auto-calculate Column revenue: lines 1a-11</b>
<b>12. VSUW % of Total Program Funding</b>		

# Program Budget

Expense	Program Budget FY 2024-2025 Proposed	VSUW Portion of the FY 2024-2025 Budget
16. Salaries		
17. Employee Benefits and Taxes		
18. Employee Education and Training		
19. Professional Fees and Contracts		
*20. DEAI (professional development, consultants, etc)		
*21. Specific Assistance for Individuals		
22. Communications (phone, fax, modem, postage)		
23. Supplies/Equipment Rental and Maintenance		
24. Occupancy (rent, utilities, building & grounds)		
25. Advertising/Printing & Publications		
26. Travel / Meetings / Conferences		
27. Membership Dues/Support to Affiliate Org.		
28. Evaluation		
29. Non-Payroll Insurance		
30. In-Kind Expense		
<u>*31. Other Expenses</u>		
<b>Total</b>	<b>Auto-calculate column expenses: lines 16-30</b>	<b>Auto-calculate column expenses: lines 16-30</b>
<b>31. Surplus / Deficit</b>	<b>Auto-calculate column: revenue total minus expense total</b>	<b>Auto-calculate column: revenue total minus expense total</b>

# Evaluation Criteria

FY25 Fair Chance Grant Application

# Evaluation

**The FY 2024-2025 Agency Applications will be evaluated and scored based on the following criteria:**

<b>Criteria</b>	<b>Points Possible</b>
<b>Agency Capacity</b>	<b>10</b>
<b>Program Design</b>	<b>40</b>
<b>Program Performance</b>	<b>40</b>
<b>Budget</b>	<b>10</b>

# Evaluation

Evaluation Criteria	Prompts	SCORE
<p><b><u>Agency Capacity (Agency Overview/DEAI):</u></b></p> <ul style="list-style-type: none"> <li>The agency mission and description is aligned to VSUW's Mighty Change 2026 five-year strategic plan</li> <li>The DEAI section provides a clear plan for more Diversity, Equity, Access and Inclusion (or in agency's own DEI related language)</li> </ul>	<ul style="list-style-type: none"> <li>➤ Clear mission that aligns to Mighty Change 2026 five-year strategic plan</li> <li>➤ Clear understanding of what the agency does as a whole</li> <li>➤ Clear understanding of how the agency is planning to create a more diverse, equitable, accessible and inclusive environment within itself</li> <li>➤ Clear information provided on leadership makeup</li> <li>➤ Agency understands its gaps in representation of communities and has a plan to address those gaps</li> </ul>	<p><b>10 Points Total</b></p>
<p><b><u>Program Design (Program Narratives):</u></b></p> <ul style="list-style-type: none"> <li>The program narratives aligned to Fair Chance</li> <li>The narratives provide a comprehensive and clear overview of the program goal and activities, and paint a picture of a strong program design that would lead to client success</li> </ul>	<ul style="list-style-type: none"> <li>➤ Clear understanding of population served; <i>a population or area in need-data and/or disaggregated data is provided.</i></li> <li>➤ Clear understanding of the resources needed and activities for a success program</li> <li>➤ Clear understanding of why this program is important and/or any evidence-based studies tied to the program's effectiveness</li> <li>➤ Clear programmatic results that tie to the resources and activities</li> <li>➤ The agency was able to provide data, preferably disaggregated data, to describe and define the community/issues it serves</li> <li>➤ The agency is able to describe how targeted populations are involved in program design.</li> </ul>	<p><b>40 Points Total</b></p>



# Evaluation

<p><b><u>Program Performance (Outcome Measurements)*:</u></b></p> <ul style="list-style-type: none"> <li>• The measurements strongly align to Program Narrative</li> <li>• The program has well-articulated results achieved through funding</li> </ul> <p><i>*Please note that programs are not required to report on all prescribed metrics</i></p>	<ul style="list-style-type: none"> <li>➤ Meaningful client-focused outcomes</li> <li>➤ % achieving goals (with consideration of any noted environmental conditions)</li> <li>➤ Explanation of participation ratios and assessment of number</li> <li>➤ Additional metrics included to measure programmatic success</li> <li>➤ Agency identifies equitable outcomes for communities either through quantitative data or qualitative data (for example: narratives or storytelling)</li> </ul>	<p><b>40 Points Total</b></p>
<p><b><u>Program Budget:</u></b></p> <ul style="list-style-type: none"> <li>• The budget demonstrates capacity to deliver the program.</li> <li>• Resources are aligned to achieve stated program results.</li> <li>• The program request is reasonable based on the size, scope and scale of the program.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Diversified funding</li> <li>➤ Weight of spending is on items that impact clients</li> <li>➤ Request is reasonable and expenses are fully and clearly explained</li> <li>➤ It is clearly explained how VSUW funding will be utilized</li> <li>➤ Details on use of DEAI funding</li> </ul>	<p><b>10 Points Total</b></p>
<p><b>Total Program Evaluation Score:</b></p>		<p><b>100</b></p>

# VSUW Contacts

**For General Questions:**

**Eileana Gudiño, Director of Community Development**  
**602-631-4883, [egudino@vsuw.org](mailto:egudino@vsuw.org)**

**For questions related to Fair Chance within our impact area of Workforce Development, please contact:**

**Vannessa Moreno, Community Development and Engagement Manager**  
**602-631-4824, [vmoreno@vsuw.org](mailto:vmoreno@vsuw.org)**

**Bertha Tapia, Director of Community Development and Engagement**  
**602-631-4914, [btapia@vsuw.org](mailto:btapia@vsuw.org)**

# For e-CImpact or Financial Questions:

[eCImpact@vsuw.org](mailto:eCImpact@vsuw.org)

**Thank you for joining us!**