



Engage Grant Program Guidelines

As the needs of our community change, the Foundation is shifting our grant processes to encourage more cooperation and less competition, more focus on outcomes and not outputs, and opportunities for listening, sharing, and moving forward together. The Foundation will build human capital by bringing together knowledge, experience, and expertise in cooperative efforts to support people and places. The Foundation will serve as a champion for collaboration focused on helping meet basic human needs through real-issue, systemic root-cause outcomes, rather than short-term symptoms.

At the center of the work of Huey and Angelina Wilson Foundation is a desire that *those most in need have the education, skills, and resources to achieve their full potential.*

We believe that our work can best be achieved through four pillars:

- Equip – Greater Baton Rouge nonprofits operate effectively and demonstrate impact
- Engage – Build and sustain commitment for ALICE, impoverished, and justice-involved populations
- Empower – Support revitalization of North Baton Rouge and generate new opportunities for families so that residents can thrive
- Excellence – Operate as a premier foundation

The Engage pillar has three distinct long-term goals:

- Decreased percentage of families who are liquid-asset poor
- Increased healthcare utilization by families below the ALICE threshold
- Decreased recidivism rate

At Huey and Angelina Wilson Foundation, we view grant applications in terms of the ways in which your efforts help our community members achieve success. We are less focused on your specific activities, the order in which they occur, or who is doing them. They are important as the input, but they are the means, not the end. We want to know who or what will be different as a result of your efforts - the results for those you serve.

OUR APPROACH

Huey and Angelina Wilson Foundation will make three types of investments within the Engage pillar: Direct Service (program support), Capacity & Collaboration Building, and Systems Change.

- 1. Direct Service (Program Support):** Projects selected for direct service investments will answer the question: *what positive gains will occur for individual participants or communities?* Projects include new or existing programs that work directly with ALICE and impoverished households and incarcerated or formerly incarcerated individuals. (Learn more about ALICE at www.unitedforalice.org)
- 2. Partnerships & Collaborations:** Projects selected for partnerships and collaborations investments will answer the question: *how will organizations work differently and what will this enable you and/or them to do better? How will collaboration improve effectiveness or efficiency while improving results for impacted individuals?* Projects include efforts that strengthen the collaboration of organizations to achieve results.
- 3. Systems Change:** Projects selected for systems change investments will answer the question: *how will your work inform change on a macro-level, including influencing policy or changing service provider practices?* Projects include awareness efforts, research and advocacy efforts that lead to positive changes by state and local lawmakers.

RESULTS-FOCUSED APPLICATIONS

Applicants will select specific outcomes to be achieved by their efforts. Below are outcomes we anticipate partners to achieve, along with the types of projects we anticipate funding.

Direct Service

Liquid-Asset Poor

Partners aiming to decrease the percentage of families who are liquid-asset poor will focus on one of two avenues – increasing income or decreasing expenses. All programs focused on financial capability and asset building will be considered, including financial education, financial counseling, financial coaching, emergency assistance, benefits navigation, housing programs, workforce development, credit building, and related services.

Partners selected for the liquid-asset poor subset will track:

- Number of people served
- Number of people that demonstrate new financial knowledge and skills
- Number of people that set financial goals and an action plan
- Number of people that use plan of action to follow a budget, create savings, or protect existing assets for the first time
- Number of people that maintain positive change in financial behaviors
- Number of people that build financial assets
- Number of people that preserve financial assets

Healthcare Utilization

Partners aiming to increase healthcare utilization by families below the ALICE threshold will focus on connecting families to preventative and/or basic care, mental and behavioral health care, dental health care, rehabilitation therapies, HIV/AIDS services, hemophilia, expansion of health care providers, health care navigation, benefits navigation, and providing avenues to make care affordable.

Partners selected for the healthcare utilization subset will track:

- Number of people served
- Number of people that increase their awareness of care options
- Number of people that connect to a new care service
- Number of people that confirm positive change in their health indicators
- Number of people who improve their or their families' health status on a short-term basis through access to care
- Number of people who improve their or their families' health status on a long-term basis through access to care

Recidivism

Partners aiming to decrease the recidivism rate will focus on building out the continuum of care for the formerly incarcerated that reduces barriers to reintegration, including, but not limited to, education, job readiness, life and soft skills, parenting skills, family reunification, faith-based support, mentoring, employment, housing, and health services.

Partners selected for the recidivism reduction subset will track:

- Number of currently or formerly incarcerated served
- Number of incarcerated who agree to reentry plan objectives, services, and actions while incarcerated
- Number of formerly incarcerated who demonstrate new skills or capacity, including job readiness; social, family and spiritual supports; housing; mental health or substance abuse recovery; medication and treatment support; and financial obligations and parenting skills
- Number of formerly incarcerated who confirm changes in behavior have led to stable life conditions (healthcare, housing, recovery, employment, social and spiritual supports)
- Number of formerly incarcerated who maintain stable life conditions for at least 6 months
- Number of formerly incarcerated who successfully reintegrate into the community for at least 3 years after incarceration

Partnerships and Collaborations

The Greater Baton Rouge area has many nonprofits that are on the right track to impact the liquid-asset poor, health disconnected, and formerly incarcerated, but lack the resources, partners, and practices to be high performers. The Foundation looks to support change agents to increase their capacity, quality, and collaboration to create strong networks of care. This collaboration is intended to increase the efficiency, effectiveness, and sustainability of participating organizations while increasing services for families.

Partners selected to focus on partnerships and collaborations will track:

- Number of stakeholders engaged
- Number of stakeholders who understand current needs, gaps and barriers facing target populations (liquid-asset poor, ALICE families or formerly incarcerated)
- Number of stakeholders who express interest in aligning/providing support and resources to maximize positive outcomes for target population
- Number of stakeholders who apply one or more best practices and/or collaborate for a seamless continuum of success

- Number of stakeholders who agree on measurable results from the changes
- Number of stakeholders who implement the changes on their own or collaboratively and confirm positive gains for the target population
- Number of stakeholders who communicate results and learnings and encourage additional partners to apply best practices and data sharing

Partnerships and Collaborations projects we may support include: training, professional development, convening, community forums, data sharing, shared assessments, technology solutions, and best practice pilot projects. At the same time, we are open to other approaches that are able to achieve the results we seek from our investments.

Systems Change

Policies and practices of local and state agencies have created ineffectiveness, inequity, and unnecessary barriers for the formerly incarcerated, impoverished and/or ALICE families. Partners aiming to effect systems change will do so by building public awareness and creating policy and practice changes at the state and local levels.

Partners selected to focus on systems change will track:

- Number of stakeholders engaged
- Number of stakeholders who become aware of the ineffectiveness and inequity of current systems negatively impacting formerly incarcerated, impoverished and/or ALICE families
- Number of stakeholders who understand specific restrictions in policies and practices create unnecessary barriers for the formerly incarcerated, impoverished and/or ALICE families
- Number of stakeholders who express interest in supporting champions and educating others to make changes in policies and practices that improve conditions for the formerly incarcerated, impoverished and/or ALICE families
- Number of stakeholders who commit to support champions and educate others to make changes in policies and practices that improve conditions for the formerly incarcerated, impoverished and/or ALICE families
- Number of stakeholders who actively support changes in policies and practices that improve conditions for the formerly incarcerated, impoverished and/or ALICE families
- Number of stakeholders who encourage others to support changes in policies and practices that improve conditions for the formerly incarcerated, impoverished and/or ALICE families
- Number of changes in policies and practices that improve conditions for the formerly incarcerated, impoverished and/or ALICE families.

Systems Change projects we may support include: education, convening, community forums, pilot programs, awareness campaigns, success stories, technology solutions, best practice pilot projects, advocacy, and legislative policy changes. At the same time, we are open to other approaches that are able to achieve the results we seek from our investments.

OUR OPERATING PRINCIPLES

We define ourselves as investors and are interested in creating the highest possible levels of human gain for the grant dollars we have available. Given this focus, the Huey and Angelina Wilson Foundation reviews each proposal with respect to available funds and responses to three overarching questions:

1. What will be the results from this project and how will we know when those results have been achieved?

Results are defined as the positive changes in behaviors and/or conditions in stakeholders that will be achieved through the project.

2. How likely is it that the results can be achieved?

Our assessment will be based on factors such as past result successes of the organization and its programs, validity of the proposed program approach, organizational capability and key personnel leading the project.

3. Is this the best possible use of Foundation funds given other opportunities before us?

We consider the cost relative to the gain, looking for projects that increase collaboration, quality and systemic change, and opportunities for replication to other organizations and parishes. When reviewing proposals, we will look at the use of all monies going into a project or program not just dollars contributed by the Foundation, as well as the sustainability of the work.

In making investment determinations, the Huey and Angelina Wilson Foundation will look for projects with the following characteristics:

- Projects designed to produce and verify specific changes in systems, organizations and participants that directly contribute to the Foundation results we seek in the respective focus areas;
- Projects that can be effectively implemented and ultimately continued without our funding;
- Projects that are replicable and can be shared with other organizations looking to produce similar results; and
- Projects that use evidence-based practices and strategies and/or offer clear results.

The projects supported by Engage should be long-term in nature, and the Foundation is open to multi-year investments of up to three years. **Partners will be expected to report on progress and participate in learning sessions quarterly.** Opportunities for additional support will be provided to partners who make meaningful progress toward the Engage results.