



# **UNITED WAY OF CENTRAL MARYLAND**

## **Young Men United Request for Proposals**

**Released April 7, 2022**

**Submission Deadline: May 25, 2022**

## INTRODUCTION

United Way of Central Maryland (United Way) is seeking experienced local/regional/national organizations to partner on a new collective impact initiative, Young Men United (YMU). Through this YMU Request for Proposals, organizations may choose to apply to provide programmatic support aligned with one or more of the YMU initiative components. Please reference the **YMU Initiative Overview** and the **YMU Logic Model** for description of Young Men United program components and target activities, outputs and outcomes. These documents and other grant application information can be found on United Way's [Nonprofit Funding Page](#).

### Purpose and Overview

YMU will elevate and link critical, holistic services to support and empower young men of color to develop and achieve their educational and vocational dreams. YMU will build upon the strengths of each participant, dismantling barriers and connecting them to pathways leading to career fulfillment and financial success.

Students of color, and particularly males, lag behind their counterparts on nearly every key indicator of educational and professional attainment. While we recognize there have been developments in closing education and wealth equity gaps for young men of color throughout the U.S., more needs to be done. United Way is excited to launch YMU, an equity-driven initiative, that will help close education and earning gaps for young men of color across central Maryland, increasing post-secondary attainment and workforce preparedness.

United Way aims to develop an initiative that will see young men through the journey of their final years of high school, into and through a successful post-secondary pathway (2-year/4-year college, certification or training program), transitioning to a fulfilling career that aligns with their interests and dreams, and provides a family supporting wage. YMU graduates will be career-ready, poised to fuel the pipeline for jobs of the future in our region and beyond.

YMU will serve at least 250 participants, and their families, over the course of the nine-year initiative. Our current plan for onboarding cohorts of high school sophomores, over the course of three years is outlined below. The initiative will launch in Baltimore City in Fall 2022 at Benjamin Franklin High School and Patterson High School, serving a total of 50 young men in their 10<sup>th</sup> grade year (September 2022 – June, 2023) as the initial cohort. Two additional cohorts of 100 10<sup>th</sup> graders each, will be added in the two years that follow. The number of young men served could increase if additional funds become available.

	Start Date	Number of Students	Projected Completion Date <sup>[1]</sup>
Cohort 1	July 2022	50	June 2029
Cohort 2	July 2023	100	June 2030
Cohort 3	July 2024	100	June 2031

<sup>[1]</sup>Projection based on participants who attend 4-year college. Those attending 2-year college or career trade training are projected to finish earlier.

**NOTE:**

- In this 2022 YMU RFP, we are focusing on identifying partners to provide programming/support covering the first three years (10<sup>th</sup>, 11<sup>th</sup> and 12<sup>th</sup> grade) that students are enrolled in YMU.
- In the future, we expect to hold a similar RFP process for those YMU Initiative Components to be delivered to YMU participants as they enter and continue through their post-secondary journey, with such services as: college/training journey navigation, mentoring, internship, career prep and transition.

YMU will provide critical opportunities, resources, supports, and networks needed for success through a series of services, such as:

- Coaching, Dream Navigation and Mentorship
- College & Career Preparedness
- Internship
- Academic Support
- Technology Access
- Resource Navigation
- Financial Support

In many instances, we seek to provide support not only for the young men themselves, but also for their families who we will engage throughout their student’s journey.

# GENERAL APPLICATION INFORMATION

## Funding Period

Community partners selected through this application process will receive funding for the period of July 2022 – June 2023, the first year of implementation of the YMU initiative, and will be considered for renewal for the following two years.

Applications must be submitted through our online grant application portal, CommunityForce, which can be accessed through United Way’s [Nonprofit Funding Page](#).

Agencies wishing to apply are strongly encouraged to attend the **Young Men United Grant Information Session**, to be held on April 26, 2022, 9:00 – 10:30 am. A registration link will be posted with grant application materials on United Way’s [Nonprofit Funding Page](#).

## Eligibility

United Way will accept applications from organizations with **501(c)(3) or other nonprofit IRS designations** and nonprofit agencies that are acting as **Fiscal Agents** for other organizations. Organizations that currently receive other funding from United Way are eligible to apply.

Additionally, organizations must:

- Provide evidence that they hold a current “Good Standing Certificate of Status” with the State of Maryland Department of Assessments & Taxation.
- Provide a copy (within the last two fiscal years) of one of the following financial documents.

Annual Gross Income from Charitable Contributions	Financial Document Required
\$750,000 or more	<b>Financial Audit</b> (performed by independent auditor)
\$750,000 or less	<b>Financial Review</b> (performed by independent auditor)

## Ineligible Activities

United Way will not provide funding to organizations that discriminate with regard to race, color, religion, national origin, gender, sexual orientation, gender identity / expression, age, ancestry, marital status or disability. In addition, applications requesting support for the following will not be considered:

- Religious activities (religious organizations may apply for funding for non-sectarian activities)
- Lobbying activities
- Individuals applying on their own behalf

## Key Dates

Applications must be submitted by the established due date, through the United Way application portal, CommunityForce. Only completed applications that include all required information and attachments will be considered for funding. Organizations will be notified via email of funding decisions.

Agencies wishing to apply are strongly encouraged to attend the **Young Men United Grant Information Session**. Following this session, United Way will post the PowerPoint presentation, as well as questions raised, and answers provided at the event. This is a remote information session, and a recording of the session will be available.

<b>Grant Application Activity</b>	<b>Date</b>
RFP release	April 7, 2022
Grant application portal opened	April 19, 2022
Grant Information session	Tuesday, April 26, 9:00 – 10:30 am
Deadline to submit questions	Friday, May 6, 2022
Final Q&A Posted	Wednesday, May 11, 2022
Proposals Due	<b>Wednesday, May 25 @ 5:00 pm EDT</b>
Applicant Interviews	June 2022
Grant Award Announcements	July 2022

## Questions?

Questions about the application may be submitted up until **May 6, 2022**. Please submit questions via email to [grantquestions@uwcm.org](mailto:grantquestions@uwcm.org) with the subject line **YMU RFP Content Question**. Answers to all questions will be posted on our grant portal by May 11, 2022.

Submit technical questions and technical assistance requests specific to the Application Portal via e-mail to [grantquestions@uwcm.org](mailto:grantquestions@uwcm.org) with the subject line **YMU RFP Technical Assistance**. We will make every attempt to answer questions about our CommunityForce Application Portal up to the submission deadline.

## Application Selection Criteria

All applications will be reviewed and evaluated to identify which organizations show the strongest promise for success, as part of the Young Men United collective impact initiative, for:

- effectively providing the services/resources outlined in the **YMU Initiative Overview**, and
- advancing the short and/or long-term outcomes outlined in the **YMU Logic Model**.

The following will be included in this assessment:

- Applicant's understanding of the challenges (systemic and recently emerging) to high school success and post-secondary enrollment and education/training facing young men of color in our communities.
- Applicant's experience/demonstrated track record of success serving economically disadvantaged high school students, particularly young men of color, and their families.
- Applicant's proposed project design, including degree to which the proposed program/service model:
  - Is supported by research and/or prior program results/evidence of success
  - incorporates best practices
  - is participant-centered and builds on student and family interests and assets
  - is cost-effective
- Applicant's project staff/staffing plan, including:
  - staff qualifications, experience
  - degree to which staff, particularly those who will work directly with students and their families, resemble and/or are relatable to those they will serve (with regards to race, ethnicity, lived experience, other assets)
  - applicant plans to support staff success (professional development, coaching, etc.)
- Applicant's willingness to and experience in partnering with schools and other service providers to advance collective impact

### Additional Selection Considerations

While not required, extra consideration will be given to applicant organizations that:

- Are led by People of Color or people from marginalized communities/hard to reach populations
- Organizations who have experience partnering with and have positive relationships with identified Young Men United partner schools

# YOUNG MEN UNITED GRANT APPLICATION

## Section 1: Organization Information

Organization Name
Central Maryland Jurisdiction(s) Served by Organization (Multiple)
Applicant EIN
Applicant Address
Applicant Social Media Information (website, Facebook, Twitter, etc.)
Contact Person Name, Title, E-mail, Phone
Executive Director Name, Title, E-mail, Phone
Executive Director Gender and Race
Total Organizational Budget for your Current Fiscal Year, and Dates
Organization’s Mission Statement
Organization’s Equity Statement (optional)
Please tell us how you heard about this funding opportunity

**Is your organization utilizing a Fiscal Agent/Sponsor for this application?**

If yes:

- Please fill out the information below for your Fiscal Agent/Sponsor
- Make sure that you submit Financial Document, Tax-Exempt Status Letter and Good Standing Certificate from your Fiscal Agent/Sponsor

Fiscal Agent/Sponsor Name
EIN
Address
Contact Person Name, Title, E-mail, Phone
Executive Director / CEO Name, Title, E-mail, Phone

**Required Submissions**

Applicants are required to upload the following documents

- Required Financial Document (as outlined in the Eligibility section of the RFP)
- Proof of “Good Standing” status with State of Maryland Department of Assessments & Taxation, within the current Fiscal Year – via uploaded certificate or uploaded screen shot that includes “Good Standing” and the date the screen shot was taken.
- Tax Exempt Letter from the IRS
- List of Board of Directors

## Section 2: Program Description

Please reference the **YMU Initiative Overview** and the **YMU Logic Model** for description of Young Men United program components and target activities, outputs and outcomes.

Please note, the following:

- Your organization may support more than one YMU initiative component. You may do this by:
  - Identifying that multiple components will be addressed within your proposed program
  - Submitting more than one program proposal
- Base each program description and budget on serving a cohort of 25 students

### 1. Program Name (10 words maximum)

### 2. Program component(s) addressed (check all that apply)

- Journey navigation/coaching
- Academic support
- Post-secondary (college & training program) preparation and application support
- Mentorship
- Family resource navigation/case management
- Financial education

### 3. Academic Year(s) that service is to be provided (check all that apply)

- 10<sup>th</sup> graders and/or their families
- 11<sup>th</sup> graders and/or their families
- 12<sup>th</sup> graders and/or their families

### 4. Program Summary (100 words maximum)

### 5. Program Description (600 word maximum)

For your response below, be sure to include information on each proposed year of service and how you intend to layer/build programming from one year to the next, if applicable.

- Describe your program approach/model, including:
  - how it addresses systemic and recently emerging challenges/barriers to success faced by young men of color and their families
  - the degree to which it incorporates best-practices and is supported by research and/or builds on prior program results/evidence of success
  - how it builds on student and/or family interests and assets
- Provide a detailed description of all program activities and services provided, including how they will be provided, any specific curriculum that will be used and the proposed length and frequency of activities/services provided.

## **6. Applicant Skills, Knowledge and Experience (600 words maximum)**

Make the case for why your organization is the best candidate to support this critical work for the program component area(s) you are applying. Please include the following:

- The skills, knowledge and experience your organization will bring to this project, especially as it is relevant to the goals of Young Men United.
- Evidence that your organization is culturally competent with a respect for diversity and capable of delivering a high-quality, highly desired service.
- Your experience/track record for effectively delivering your proposed program and achieving positive outcomes, particularly for economically disadvantaged young men of color and their families.

## **7. Personnel (300 words maximum)**

- a. Please provide information on the demographic makeup (race, ethnicity, gender) of both your organization's Board of Directors and staff.
- b. Please outline the key staff members / staff positions that will be involved in your program, their role, time dedicated to the project, and what qualifications, experience, and attributes they have/will possess that will support their success. Please attach resumes for those already on your team or job descriptions for currently vacant or new positions.
- c. Please describe how the success of program staff will be supported by your organization through professional development, coaching, etc.

## **8. Outcomes (300 words maximum)**

Please outline your program's proposed performance measures, including how you propose to measure the ongoing quality/effectiveness of your program implementation and your short-term and long-term expected outcomes.

## **9. Partnership Experience (300 words maximum)**

Please describe how your organization partners/collaborates with schools, community-based organizations, service providers, and/or others in your work. If applicable, please include any partnership challenges you have overcome and lessons/keys to success you have learned in creating/sustaining successful partnerships.

## **10. Attachments**

In addition to the required organizational document submission, you may submit the following to support your application:

- Up to two supporting documents, such as a program evaluation, report, article, etc.
- Up to two letters of support.

### Section 3: Budget and Budget Narrative

Please provide a detailed program budget with a brief narrative description for each line item in the program year(s) your organization is applying. In addition:

- Please base your budget on serving a cohort of 25 young men. As part of the application review process, applicants may be invited to serve additional young men (such as two cohorts of 25 men in Year 1, a new cohort of 10<sup>th</sup> graders starting in Year 2, etc.)
- Applicants will be asked to include one budget and budget narrative for each of the years you are proposing to serve the same cohort of 25 young men:
  - 10<sup>th</sup> graders and/or their families (2022-23 school year) - budget template provided below.
  - 11<sup>th</sup> graders and/or their families (2023-24 school year)
  - 12<sup>th</sup> graders and/or their families (2024-25 school year)
- Include any proposed summer program support as part of the budget for the following school year. For example, 2023 summer activities would be for rising 11<sup>th</sup> graders as part of the 2023-24 school year budget.
- The budget includes a column to identify any funding that applicants have in place or plan to raise that they would be contributing to the total cost of the program and/or for existing programming that an applicant is proposing to expand/build on. Please note that this is not an eligibility requirement.

Also, please note that United Way is committed to providing other resources in addition to the outlined initiative components. Resources may include:

- Stipends for YMU participants
- Transportation for group field trips
- Transportation for YMU participants to attend regular sessions if they fall outside the normal school schedule
- Student/Family Opportunity Flex Fund – financial support for items such as test fees, out of school time opportunities, mental health support, housing stability, food, etc.
- Technology access (laptop and internet accessibility)
- Paid internship (post- high school)
- Post-secondary financial support (while in college/training)

<b>Program Budget Template – Year 1 (2022-23 school year) - Serving 25 Young Men and their Families</b>			
Budget Item	Funds Requested	Other Funding	Total Cost
Salaries			
Benefits			
Program Supplies			
Equipment			
Contracts/Consultants			
Travel			
Professional Development			
Printing			
Other (Please describe)			
<b>Total</b>			

## Budget Narrative

In addition to the overall budget totals, applicants must submit a Budget Narrative that provides details regarding the budget items and how the total costs were determined/calculated. This will include:

- For each staff member:
  - Position title
  - Position salary (based on full time)
  - % Of time based on program
  - Total cost
- For all other items:
  - A brief description of the item
  - How you arrived at the total cost (for example the cost per unit multiplied by the number of units)