MEMORANDUM

TO: HSF Grassroots Partners  
FROM: Nat Chioke Williams, Executive Director, Hill-Snowdon Foundation  
DATE: May 9, 2019  
RE: Request for Proposals for the Fall 2019 Funding Cycle of the Hill-Snowdon Foundation – Youth Organizing Program Area

Deadline for Full Proposals: Monday, June 17, 2019

The Hill-Snowdon Foundation (HSF) is pleased to announce our Fall 2019 RFP. Your organization is invited to submit a proposal under the Youth Organizing Program Area. Please find attached the Hill-Snowdon Grant Application.

Submission Process
We have a new online grant application in 2019 via Blackbaud Grantmaking. Applications must be submitted via our online grant application. To access the application, please use the link provided in the email you received with this RFP.

Blackbaud Grantmaking will ask you to set up a user name and password. If you have one already that you use with another funder, you may use the same login for HSF applications. If you do not have one, follow the link to the RFP, and you will see a link on the sign in screen to set up a new account. Please keep track of your user name and password since you will use it for all future applications as well as submission of signed grant agreements and reports. HSF can reset your password, but we cannot resend your password to you. If any of the contacts with your organization have changed, please let us know so that we can transfer access to your organization’s account to any new people. Questions regarding the online grant application can be directed to grants@hillsnowdon.org or to Christine Harris or Erin Morris via phone at (202) 833-8600.

Funding Priorities and Criteria
HSF has a strategic focus for its Youth Organizing program focused on Multi-generational Organizing (MGO). Multi-generational organizing refers to organizing efforts that bring together youth (18yrs and younger) and adults to share leadership and power within organizing campaigns and decision-making structures (i.e., organizations, coalitions, networks, etc). Specifically, we support effective and innovative efforts and models of young people and adults sharing power and decision-making within organizations and organizing campaigns (i.e., inter-generational organizing) and/or youth-led organizing projects or organizations sharing leadership and power with adult-led social justice organizations in coalitions and networks (i.e., cross-generational organizing).

For the purposes of this RFP, we will support two classes of multi-generational organizing groups – Model MGOs and Emerging MGOs.

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<th>Model MGOs are youth or adult organizing groups that</th>
<th>Emerging MGO are youth or adult organizing groups that</th>
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<td>• Are committed to and have well defined and effective models of multi-generational organizing;</td>
<td>• Have a track record and commitment to multi-generational organizing, but are still developing their MGO model.</td>
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- Have had a more significant policy impact because of youth and adults working together;
- Hold leadership roles in MGO coalitions & alliances.

- Have a track record of organizing wins and that have the potential to secure broader scale change.
- Work in coalition with other social justice organizing groups.

Additionally, HSF will give priority to youth organizing organizations that meet a majority of the following criteria:

1. Have a well-developed systemic, community or institutional level organizing campaign and strategy;
2. Are located on or work in the South and Southwest.
3. Employ a racial justice and gender justice analysis in their work.
5. Employ a racial justice and gender analysis in your work.
6. Integrate civic engagement strategies into organizing efforts.

Please note that we do not accept unsolicited proposals. HSF does not fund advocacy, media, publications, research nor social service programs that do not have an organizing component.

Full proposals must be received by 5:00 PM EST via our online grant application on Monday, June 17, 2019. We will not accept proposals past this deadline. Grant decisions will be made and applicants will be informed by November 2019. If you have any questions concerning this request, please contact Nat Williams at 202-833-8600 or nwilliams@hillsnowdon.org. Also, we are interested in hearing how you feel we could improve on this process.

Good luck and we look forward to learning more about your work.
Glossary

**Multi-generational organizing** refers to organizing efforts that bring together youth (18yrs and younger) and adults to share leadership and power within organizing campaigns and decision-making structures (i.e., organizations, coalitions, networks, etc). For our purposes, there are two types of multi-generational organizing arrangements:

1. **Inter-generational**: where youth and adults share leadership in the design, implementation and evaluation of organizing campaigns, as well as the management of a particular organization (i.e. board or senior management level).

2. **Cross-generational**: where youth-led organizations/projects and adult led organizations come together in networks or coalitions to do joint work. Youth in these settings have power and leadership in the direction of the coalition’s efforts, but not within the decision-making structures of the other coalition member organizations.

In both formations, we would like to see that there is a growing intentionality to develop, promote and integrate youth leadership as a “cultural” norm. Our hope in promoting multi-generational organizing is that it will create a stronger and more vital movement by utilizing the strengths of adult and youth organizers, create a pipeline for a new generation of social justice leaders and increase the sustainability of the social justice movement overall.

**Racial Justice**: is the elimination of institutional racism in US society and the promotion of policies and strategies that support equitable participation in, and access to, society’s resources and opportunities by members of all races and ethnicities. Efforts should address structurally or societal barriers that adversely impact groups of individuals and communities of color as a whole. *(adapted from the Akonadi Foundation)*

**Civic Engagement**: is the process that draws community members into collective problem solving to improve conditions in matters affecting their lives. Civic participation may include, but is not limited to: non-partisan voter education, registration and mobilization, educating and advocating with law makers, and advocating for the adoption of better practices, policies and laws by public officials. *(adapted from GCIR)*
HILL-SNOWDON FOUNDATION
2019 YOUTH ORGANIZING GRANT APPLICATION

I. NARRATIVE

For NEW GROUPS (skip if you are a returning group)

A. Please provide a brief history and description of your organization, including major strategies you employ and any recent accomplishments.

B. Multi-Generational Organizing
   1. Please describe why you have chosen to adopt a multi-generational approach in your organizing work.
   2. Please describe your organizational model of and/or experience with multi-generational organizing.

For ALL GROUPS

A. Context
   In the past year, briefly describe the major political, social and economic factors that affected your constituents and your work.

B. Goals/Objectives/Progress
   1. Please list your organization’s or project’s goals from the current year.
   2. List and describe the progress and challenges toward meeting these goals.
   3. What are your goals, objectives and activities/strategies for the coming year? (please be specific)

C. Critical Strategic Questions for Your Organization
   In addition to a report on your work, it would be helpful to us to understand a little more about the critical issues or questions that you face in your work and how you go about addressing them. This would deepen our understanding of the issues facing your organization as well as allow us to help other organizations that might be facing similar issues.

   Please take a moment to reflect on some of the major critical or strategic questions that faced your organization or your constituency in the past year. Please choose one and answer the following questions:

   1. What was the question or issue you faced and how did it arise (please be as detailed as possible)?
   2. Why was this a major question or issue for your organization and what implications did it have for your work?
   3. Were there any major lessons that you think are important to share with HSF and/or other groups similar to your organization?
D. Organizational Capacity

1. What is your membership and leader base (please be specific about the number of each)?
2. How many current full-time, part-time staff and volunteers are working with your organization? Please indicate the racial and gender composition of your staff.
3. Provide a list of your board of directors, and also indicate their racial and gender affiliation.
4. Please list any major staff, board or leader changes in the past year.
5. Did you raise your budget for your last fiscal year? If yes, did you have sufficient resources to support your work? If not, how did you meet the shortfall?

II. ATTACHMENTS/REQUIREMENTS (saved as individual files for upload into our online grant application)

A. Finances

1. Most recent, completed full year organizational financial statement (expenses, revenue and balance sheet), audited, if available.
3. Projected operating budget for upcoming year (2020).
4. List individually other funding sources for this request. Include amounts and whether received, committed, or projected/pending.
5. If your organization does not have 501(c)(3) status, please submit a signed fiscal sponsorship agreement.

B. Other Supporting Material (Please be selective: Send materials that are applicable to your project request.)

1. Letters of support/commitment (optional) (up to three).
2. Recent newsletter, articles, newspaper clippings, evaluations, or reviews (up to 3).
3. Recent annual report.