**2019 IIS Alumni Grant Application Development Form**

**This is not the formal application for the Invest in Success Alumni Grant – this is a form to assist the development of your responses. Please do not submit this document for your application; rather, copy and paste your answers into the online application here: https://thecommunityfoundationofutah.formstack.com/forms/iisalumnigrant**

**In celebration of past Invest in Success\* graduates, and to help foster your latest achievements, we are accepting applications for funding to cover unmet needs within your organization that could be addressed through a small grant. The scope of these needs can vary widely, however we encourage you to orient your proposal around the Invest in Success curriculum to support needs that are traditionally difficult to fundraise for (e.g. professional development, staff support, programmatic support, Board development, infrastructure improvements, etc.).  We highly encourage you to be creative and bold with your proposal. Up to $12,000 may be awarded to leaders of 501c3 organizations that support low- to moderate-income individuals in Utah. You will be required to submit a budget for your proposal.**

**Application Open:** December 2, 2019

**Application Close:** December 17, 2019 at 5:00 p.m.

**Eligibility Guidelines:**

* **Serve populations that live in Utah (priority is given to organizations that support rural populations)**
* **Serve a CRA\*\*eligible community or population, including Native Americans**
* **Have an economic development or human service focus**
* **Are a significant driver of social innovation in their communities**
* **Have a staff member who has graduated from the Invest in Success program**

If you have additional questions, please email [rosemary@utahcf.org](mailto:rosemary@utahcf.org).

\*Invest in Success for Rural Utah (IIS) is a partnership of the Community Foundation of Utah, American Express, and Fifth Ocean Consulting to provide intensive training to six rural nonprofit leaders, in addition to opportunities for ongoing consultation and a grant award for CRA-qualified projects.

\*\*CRA stands for the Community Reinvestment Act of 1977. CRA-eligible populations include distressed or underserved nonmetropolitan low- and middle-income communities. Qualifying counties can be found at [https://www.occ.gov/news-issuances/news-releases/2017/nr-ia-2017-70b.pdf](https://app.salesforceiq.com/r?target=5dd6e5184cedfd0079c17ae5&t=AFwhZf24GrZWvXpmwcBoJbqahh_T4dvk6EXjQ8RGiQClrbkW-4ULzLV2j4j1KJx30UDbpfh608gai7EKX2in4MgH5aM8_t0lpi14pQVRK91ID1DzkIfaeQVIUPdgMZliAOYQPbpatYGW&url=https%3A%2F%2Fwww.occ.gov%2Fnews-issuances%2Fnews-releases%2F2017%2Fnr-ia-2017-70b.pdf).

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| **Organization Information** | |
| Organization name | Red Rock Center for Independence (RRCI) |
| Mission | To empower people with disabilities in southwestern Utah to live independently through education, personalized services, and technology. |
| Website | www.rrci.org |
| Annual budget | 984,953.33 |
| Number of full-time employees | 16 |
| Counties or geographic areas served | Sevier Piute Wayne Garfield Kane Beaver Millard Iron Washington |
| Number of clients served in 2018 | 1122 |
| Percentage of clients served that are low- to moderate-income individuals | 75% |
| Percent of clients served that are form Native American communities or tribal organizations | 14% |
| Please indicate which (if any) of these apply: | X Our services focus on clients that live in rural communities in the State of Utah   * Our mission focuses on economic development   X Our mission focuses on human services |
| **Contact Information** | |
| Name of IIS graduate/current applicant | Barbara Lefler |
| Title of graduate/applicant | Executive Director |
| Number of years in that position | 13 |
| Number of years with current organization | 8 |
| Mailing address | 168 N 100 E, Suite 101 |
| Email | [barbara@rrci.org](mailto:barbara@rrci.org) |
| Phone number | 435-673-7501 |
| **Impact and Need Statements**  Please answer each of the questions below in 200 words or less (per question) | |
| Please describe how you and your organization are affecting change in your community. Please give at least one concrete example. | People come to RRCI to set personal goals for independent living. RRCI staff members work with each individual to support them in their quest to achieve their goals. As people with disabilities receive supports and services though RRCI, they become more independent in the community. In 2018-2019, nearly 300 people with disabilities met their goals and moved forward with the understanding that they can reach out to RRCI for future needs.    One visually impaired client was homebound, depressed, and feeling hopeless before learning about and coming to RRCI. Today, through needed education, she is confident and safe in her home. She is now able to use public transportation and assistive devices to do her shopping and prepare nutritious meals. She participates at least three times each month as a peer mentor to others with disabilities. And, she has become an advocate in the community to ensure accessibility and safety for others with disabilities. This person is just one example of how RRCI is affecting change in the community. |
| Please describe how you benefitted from Invest in Success. | As I reviewed the abundant information received during the Invest in Success training, I decided to focus on a specific area of difficulty we were experiencing. At the time, we were having a lot of staff turnover. Through the Invest in Success program, I decided to delve more deeply into the staff development and read Built of Values by Ann Rhoads. This book was on the recommended reading list from the program. It took some creativity to scale the corporate level information in the book to a small nonprofit organization. But we did it.  We took on the project of literally changing the culture of our organization. As Ann says, this starts in the C-Suite. In our case, this was me. This process was a very vulnerable experience for the staff in general and me specifically. I learned that I was leading from a place of fear and it was affecting our culture. Today, 90% of the staff members involved in the process are still here. The other 10% have left the organization for reasons other than dissatisfaction. I don’t think we could have gotten here without IIS. |
| Please describe the greatest unmet need facing your organization and you as its leader that a small grant could resolve. | Our small, dedicated staff work tirelessly to empower people with disabilities to live independently. We have 18 employees on a budget of less than $1 M. During the past five years, the caseloads have grown substantially. In 2013, 14 staff members served 473 consumers. Today, 18 staff members serve more than 1122 consumers. We have seen a 58% increase in the number of people served with a 33% increase in number of staff serving consumers.  In 2020, these staff members have an opportunity to impact the lives of people with disabilities in our rural services areas in a unique way. According to [www.census.gov/library/fact-sheets](http://www.census.gov/library/fact-sheets), “Responding to the census helps communities get the funding they need and helps businesses make data-driven decisions that affect the economy.” Additionally, People with disabilities living in rural areas can frequently be disassociated with objectives such as the census. Many people with disabilities, with little income, in rural areas do not have sufficient financial means or general access to the internet and computers. Depending on the level of disabilities, cognitive capacity can be a barrier to census participation. Nonexistent public transportation to a library or public access to computers will also be a barrier to census participation. |
| Please describe your proposed project. | This proposal focuses on motivating staff to do the extra work required to ensure that people with disabilities in RRCI’s rural service areas are fairly represented in the 2020 Census. A process will be put into place for staff to earn a $10 stipend (plus fringe). The stipend will be earned as staff members provide specific support to families with at least one person with a disability to successfully complete the 2020 Census. Providing a stipend will motivate staff who already have full caseloads and fulltime responsibilities to do the extra work needed to assist the state in gathering a more accurate count of the undeserved populations. This extra work will place the state of Utah in a more favorable position to received additional federal funding to enhance programs like those provided by RRCI. |
| Please describe how this would impact your organization. Include what outputs and outcomes you would be able to report on. | Currently, RRCI receives approximately 15% of its funding from federal resources. In the past 10 years, the allocation has increase one time. Diana Elliott, Senior Research Associate, Urban Institute said, “In 2015, [states received nearly $590 billion](https://gwipp.gwu.edu/counting-dollars-role-decennial-census-geographic-distribution-federal-funds) from 16 large federally funded programs, the allocation of which was determined by 2010 census counts. Research shows that certain groups—including [people of color, renters](https://www.census.gov/newsroom/releases/archives/2010_census/cb12-95.html), and [young children](https://www.census.gov/programs-surveys/decennial-census/2020-census/planning-management/final-analysis/2020-2017_04-undercount-children-analysis-coverage.html)—are more likely to be undercounted. Residents of every state have a vested interest in ensuring that their counts, including those typically undercounted, are as accurate as possible to receive a fair allocation of federal resources.”  Of the more than 1122 people served, staff will work toward the goal of supporting 850 people with census data input. With the average household size in Utah is just over 3 individuals, this will result in the census count of approximately 2550 individuals.  RRCI maintains a comprehensive data management system which will be used to track the number of households served by each staff member. The future impact of federal funding due to RRCI’s efforts will remain to be seen. However, RRCI will know that we have done our part in providing the most accurate data from our rural service area. |
| What are the specific strategies/steps you will take to implement the project(s)? (Please include associated timeframes.) | Timeline: The census will be conducted between March-July 2020 with April 1, 2020 identified as Census Day. RRCI staff will be fully trained by February 2020. RRCI will support staff with outreach efforts between March-July.  Strategies: Initially, each staff member will be responsible for reaching out to individuals in their respective caseloads. Consumers who have not been contacted by May 15, 2020 will be assigned to staff who demonstrate more active motivation in consumer census support. Staff will have access to laptops and mobile devices to ensure access to online census forms for consumers in remote areas. Consumers will sign forms validating staff support with assurances that there is no duplication of submissions. Signed forms will be uploaded to the data management system. Consumer participants will become ‘members’ of the 2020 Census program for tracking that can be easily disaggregated. |
| Amount requested: | $11,450 |

**Required Documents**  
Please upload the documents as a PDF.

* Organization’s current annual operating budget
* Project budget
* Charitable Solicitation Permit