



# CALIFORNIA RURAL LEGAL ASSISTANCE, INC.

FIGHTING FOR JUSTICE, CHANGING LIVES

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## Fund For Rural Equity *A partnership of CRLA and ILRC*

CRLA and ILRC are working together to make \$1.3 million in investments that target organizations serving low-income communities of color in the eight-county region of the San Joaquin Valley. Grantees will be part of a targeted capacity building program that is guided by FFRE staff, and tailored to the needs of each grantee organization. The program will operate from July 2013-June 2016.

Selected organizations will receive \$60,000 in general operating support over three years, along with an additional \$20,000 for securing targeted technical assistance related to their chosen capacity building goals. Grantees will also be given access to specially designed programs at no additional cost, for leadership development, fiscal planning and technology assessment.

### **Selection Process**

FFRE resource investments are tied to the assumption that with more general operating support, executive directors will then have some time to further explore and refine their own leadership abilities and guide their organizational development. Readiness to participate will be a significant factor in selecting our grantees.

Application to the FFRE is by invitation only. Decisions are informed by an advisory committee of San Joaquin Valley advocates, community representatives and philanthropic leaders committed to the needs of low-income communities of color.

Selected grantees will meet two levels of requirements, demonstrated through participation in a readiness assessment and submission of a written application by invitation. Grants will be announced in late June, 2013. The eligibility requirements are as follows:

### **Core Requirements**

These are specific criteria that must be met by all grantee organizations:

- California non-profit corporation with 501c3 status or established fiscal sponsor relationship with a 501c3
- Annual Operating Budget between \$50,000 and \$500,000
- Main/Central Office located in the target eight-county region of the SJV (Fresno, Kern, Kings, Madera, Merced, San Joaquin, Stanislaus and Tulare)
- At least one paid staff position
- An Executive Director or Designated Lead Senior Director
- Established, operating board of directors (for 501 c3) or advisory board if a fiscally sponsored project
- Minority leadership at the Senior Level or Board Level
- Serves low-income communities , with a particular focus on communities of color

## **Readiness Requirements**

There are three broad areas of Readiness we will be seeking in potential grantees: **Availability, Ability and Timing**. These requirements are more focused on the conditions that we believe must be present in an organization to ensure success over the three years.

We have defined these in more detail below.

**Availability** to make the necessary time for a senior leader/staff to participate in technical assistance and capacity building activity

### **What does this look like?**

- We will be looking for organizations that have a staff leader, preferably the executive director, who is committed over three years to: attend trainings, make time for one-on-one coaching meetings and participate in bi-annual convenings to ensure success in reaching their organization's capacity building goals.
- There will also be a need to produce reports and participate in evaluation activity that includes the use of an on-line tools, in-person meetings and phone interviews.
- We will also be looking for indicators that the organizational staff, and the executive director in particular, are open to working with CRLA/ILRC as partners and guides in the planning and sequencing of their work over the three years.

**Ability** to articulate capacity building goals and vision for their organization

### **What does this look like?**

- We will be asking invited applicants to complete a draft statement of work that includes their initial sense of what capacity building goals and outcomes they hope to accomplish over the three years. We will be choosing grantees based on how clear they are in telling us why they chose their specific goals and what activities they might pursue to accomplish those goals.
- Organizations that have successfully demonstrated through past grants or work with consultants that they can complete and monitor a capacity building project or other goal-oriented program that included planning, monitoring and successful reporting.

**Timing** of grant support given the organization's current obligations, and an openness to make change in the organization.

### **What does this look like?**

- We will be looking for organizations that have thought about their current needs, their strengths, their opportunities for growth, and their desire for change.
- We will be looking for organizations with leaders who acknowledge a desire for change and openness to doing things differently in the future.
- We will be looking for organizations that have demonstrated enough stability in their finances, leadership, and staffing patterns so that they are ready to make meaningful change.