# Advanced Proposal Development and Program Funding Planning

June 5, 2013 9:00 AM – 4:00 PM

### Introductions

- Your Name
- Your Organization/Department
- Your Level of Involvement in Proposal Writing, Grant Procurement, Grant Management
- "I would be delighted if, by the end of today's workshop..." (complete)
- Your Purpose

### Participants will deepen their ability to:

- Use the GPG GOALS Matrix to develop key components of the Program Core;
- Conduct functional Bid/No-Bid Analysis;
- Engage in successful collaborations and partnerships;
- Strengthen organizational capacity through effective program monitoring and evaluation;
- Develop budgets for successful proposals; and
- Utilize "Grants Network" as part of the grant seeking process.

### Bid / No Bid Analysis

### What is Bid / No Bid Analysis?

- Structured exercise to determine "fit" between grant opportunity and:
  - Organizational Mission
  - Strategic Plan
  - Organizational Capacity
  - Possibility for Success
  - Opportunity to define success:
    - ➤ Getting the Grant
    - Building Capacity (Planning, Partnership, etc.)
    - ➤ Developing Narrative Content

### **Bid/No-Bid Practice**

#### **SAFER**

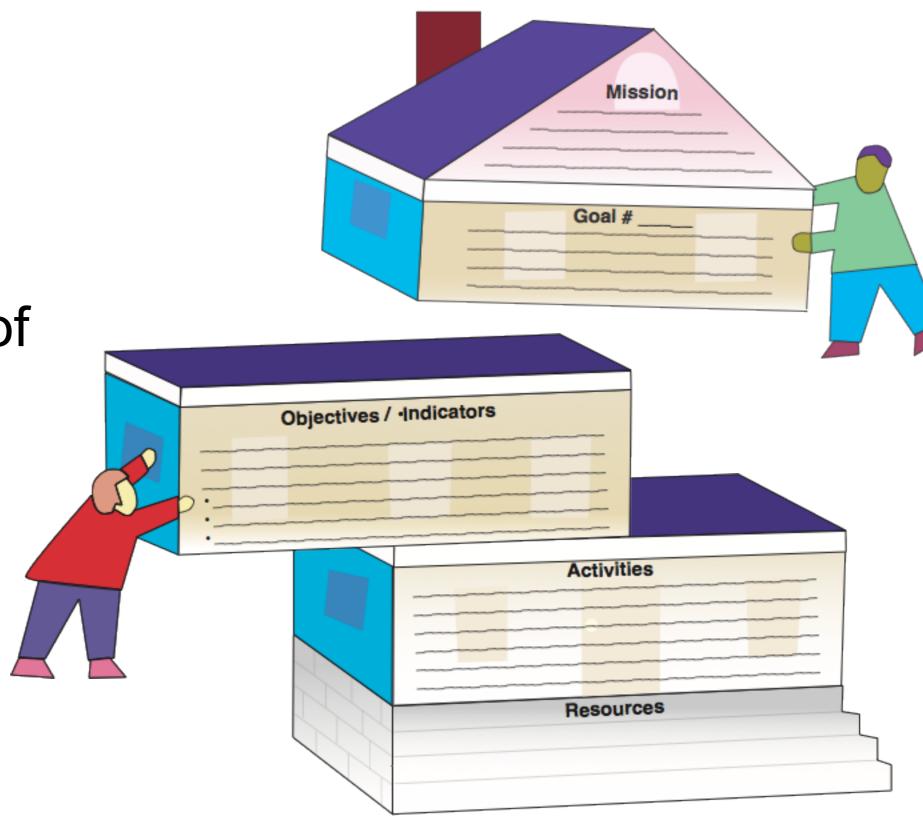
- To Bid or Not to Bid?
- You are:
  - A medium size "mixed" fire company
  - Basically fully staffed for current operations but you experience occasional staff shortages
  - In order to provide matching funds for additional SAFER staff positions you would need to cut essential supplies budgets
  - You need a few additional firefighters to achieve a moderately important strategic plan goal

### **GOALS Review**

Strategically Linking the Core

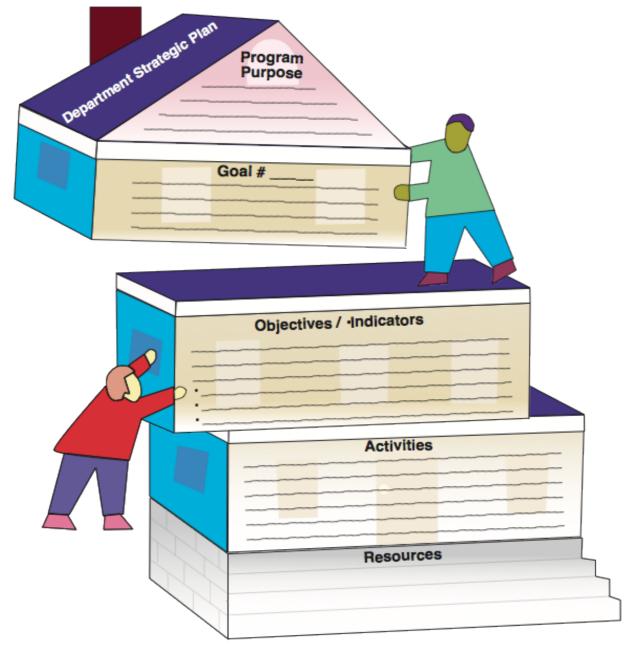
Components of

Your Program



### GOALS

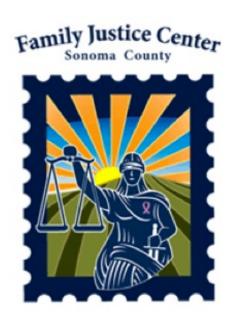
Goals Objectives Activities Linked Strategically



### **Advanced Goals Practice**

### **Advanced Practice With Goals**

- You are on a mission to support the FJCSC's transition to a new location and improvement in service delivery
- Your Mission: Grants Network: US0294



### **FJCSC:** Goals

Family Justice Center
Sonoma County

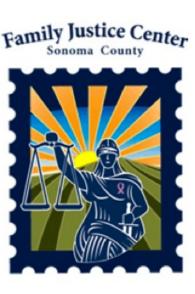
- Individually, formulate 1-3 goals based on:
  - The FJCSC and project background information;
  - The parameters for the program described in the Grants Network Grant Detail and NOFA excerpt; and
  - The previous learning/discussion regarding goals.
- As a team, discuss the goals developed by team members and select 1-3 of the finest goals and chart these on a flip chart.

### FJCSC: Objectives



- As a team, select one goal that you developed:
  - Individually, formulate 1-3 objectives based on the previous learning/discussion regarding objectives, GTEAP information, and FJCSC background information.
- As a team, discuss the objectives developed by team members and select 1-3 of the finest objectives and chart these on a flip chart.

### **FJCSC: Activities**



- As a team, brainstorm activities for your selected objectives.
- Select 1-3 of the finest activities for each objective and chart these on a flip chart.

Goal	Objective	Tasks
I) Adapt service delivery to permanent building. Plan, der referral pris preparent is preparent.	By opening day for new building, ensure accessibility for clients with special	Identify all accessibility issues.
	needs (physical/mental, language/literacy barriers, drug dependence, etc.)	Incorporate all accessibility issues into Center design.
	Plan, develop, and implement a client referral plan to ensure all partner staff is prepared to provide efficient and culturally competent services.	Based on experience with the first phase of service delivery through the SRPD, develop client referral flowchart and service delivery protocol.
		Hold client focus group to ensure all new plans address the needs of the clients.
		Train all on- and off-site partner staff in updated service delivery protocol and client flow chart.

Goal	Objective	Tasks
	Ensure all partners in new building trained under cultural competency plan.	Review and adapt cultural competency plan.
2) Implement,		Train on-site partner staff in cultural competency procedures.
monitor and evaluate		Hold client focus groups to ensure clients' needs are being met.
innovative, comprehensive, direct service program for victims of domestic violence, sexual assault, and elder abuse.	Within six months of moving into new building, and every six months thereafter, conduct a review of services including clients and partners.	Solicit feedback from on- and off-site partners.
		On a monthly basis, review Efforts to Outcomes reports and make necessary adjustments to service delivery protocol.
	Ensure that all on-site partners at the FJC and critical off-site partners are	Conduct ETO training for all new on-site staff.
	utilizing Efforts to Outcomes (ETO) to facilitate case management, referrals, and outcome tracking	Provide ETO reports to FJCSC management team and participating partners.

Goal	Objective	Tasks
3) Review and modify Family Justice Center logistical systems supporting program delivery.	Assess and evaluate all physical systems within six months of opening day, and implement improvements.	Elicit client and partner feedback on physical system.
		Review key improvement items and implement follow-up actions as necessary.
	By Month 12, install secure video relay systems in participating community clinics.	Pilot secure video relay system.
		Train participating community clinics in operation of video relay systems, FJCSC service delivery protocols, and use of ETO software.
		Evaluate use of secure video relay.

### Russian River After-School Partnership

	Table 7			
Goal	Program Tools	Objectives	Outcomes	Measure
Improve Academic Performance.	educational opportunities for students, parents, and families in order to better support students' educational and developmental needs.	week in an after school academic program, working with certificated teaching staff who link tutoring activities to school day programs.337 students will spend a minimum of 3.75 hours per week in project-based learning activities gaining	accelerated progress toward meeting or exceeding state standards and also show a 25% improvement over baseline data in English/ language arts	CAT/6 Tests CA Standards Test Grades Teacher Assessment.

### Glen Price Group - County of Sonoma

Purpose: Maximize the ability of Sonoma County to Seek and Secure Grants.

Goal # 1 Produce High Quality/High Impact Proposals for Priority Sonoma County Programs.

Objectives	Indicators	Activities
Develop a minimum of 5 major federal proposals by June 30, 2011 with a minimum of 2 of these being successfully		Meet with all departments to determine goals and program priorities by September 30, 2010.
funded.		Continuously identify funding prospects and develop bid/no bid analyses for potential proposal opportunities.
		In conjunction with department staff, conceptualize, write, and submit proposals as opportunities develop.

### **Project Goals, Objectives, Key Activities, and Timeline**

Goal	Objective	Activities	Timeline
violence, sexual assault, dating violence, and stalking victims and their families to lead safe and productive lives by providing them with integrated and powerful legal and social services.	extended family violence, casework for victims of domestic violence, sexual assault, dating violence, and stalking.	Hire an additional 1.0 FTE Legal Aid Attorney to meet the need for extended casework.	Within 3 months of securing funding.
			Months 3, 6, 12, 18, 24.
		O ( )	Within 3 months of securing funding.
	violence, sexual assault, dating violence, and stalking with immigration services when appropriate.		Within 3 months of securing funding.
		Develop and review protocols for referral of FJCSC clients to Catholic Charities for full range of available services.	Months 3, 6, 12, 18, 24.

# Best Practices and Techniques for Partnership/Collaborative Development

### Effective Partnerships and Collaboration

- Questions we will address:
  - What is the relationship between partnership and collaboration?
  - What do we mean by effective partnerships and collaboration?
  - What are different kinds of partnership/collaboration?
  - Why is it important?
  - How do we document partnerships and collaboration?

## Characteristics of Effective Partnerships and Collaboration

- What are the most important characteristics of effective partnership? collaboration?
  - Form two small groups:
    - ➤One group focuses first on partnerships, the other focuses on collaboration
    - ➤ Brainstorm characteristics of effective partnerships or collaboration. Think about a positive experience you've had what made it effective, successful, productive, etc.?

# Relationship Between Collaboration and Partnership

- Often used as interchangeable terms, but they are not
- Partnership describes something that <u>is</u>, while Collaboration identifies what one does
- It is possible for a partnership to be nothing more than rhetoric, with little genuine working together, and for organizations to work collaboratively together without a formal partnership in place
- Collaborative Partnerships are more likely to succeed when they are based on: trusting relationships, aligned mission and values, buy-in from leadership, clear documentation (e.g. by an MOU or letter of agreement)

## Potential Elements of Partnership and/or Collaboration

- Co-located staff and service delivery
- Joint fund development
- Joint programming (development and/or delivery)
- Shared staff
- Shared training (could include "cross-training")
- Integrated services
- Shared data
- Joint marketing efforts
- Referrals
- Shared administration
- Creation of a new organization

# Collective Impact-Working on Big Issues at a Big Scale

- Five Conditions of Collective Success:
- Common Agenda-A shared vision for change, including a common understanding of the problem
- Shared Measurement Systems-Agreement on the ways success will be measured and reported
- Mutually Reinforcing Activities-Diverse stakeholders undertake activities at which they excel in a way that supports and is coordinated with the work of others
- 4) Continuous Communication-Regular meetings over a long period of time in order to build trust
- 5) Backbone Support Organizations-Dedicated staff separate from the participating organizations who can plan, manage and support the initiative (e.g. project manager, data manager, facilitator)

### Innovative Partnerships Get Noticed!

# Sonoma County Family Justice Center Receives OVW Grant

- The Office of Violence Against Women (OVW) recently awarded \$400,000 to Sonoma County through its Grants to Encourage Arrest Policies Program. The grant will support the on-going development and implementation of a Sonoma County Family Justice Center (SCFJC).
- Convened by the County of Sonoma District Attorney's office, the
  FJC collaborative consists of over 20 county, city, and community
  organizations. Key partners include: the Sheriff's Office, Department
  of Health, Human Services Department, City of Santa Rosa Police
  Department, YWCA Sonoma County, United Against Sexual Assault,
  Catholic Charities, Legal Aid of Sonoma County, Council on Aging,
  Inter-Tribal Council of California, and others.

### NTIA awards the California Emerging Technology Fund \$7.25 million

- San Francisco March 1, 2010, The National Telecommunications and Information Administration (NTIA) a department of the U.S. Department of Commerce, announced a grant to the California Emerging Technology Fund (CETF) for \$7.25 million for its Broadband Awareness and Adoption (BAA) proposal. The application was submitted on behalf of eight partners statewide who will implement a coordinated statewide education strategy to reach those most impacted by the Digital Divide.
- BAA will provide households in low-income communities with the basic building blocks necessary to adopt broadband technology. It mobilizes the talents and resources of eight partners statewide who have experience reaching the California low-income communities that are most impacted by the Digital Divide.

### **Building Partnerships in Advance**

Broadband Awareness and Adoption (BAA)

Access to Careers in Technology (ACT)

Partners were new to working together, resulting in a need for more time to bring the project to speed and scale.

Partners had existing relationships and extensive experience working together, allowing the project to take off quicker.

### Be Prepared to Partner

- Maintain an organizational culture that is actively engaged with the community and other organizations.
- Always look for (and cultivate) opportunities to collaborate and/or partner.
- "Networked nonprofits achieve their mission far more efficiently, effectively, and sustainably than they could have by working alone. Many traditional nonprofits form short-term partnerships with superficially similar organizations to execute a single program, exchange a few resources, or attract funding. In contrast, networked nonprofits forge long-term partnerships with trusted peers to tackle their missions on multiple fronts." The Networked Non-Profit

# Beyond grant funding, how partnerships build strong programs

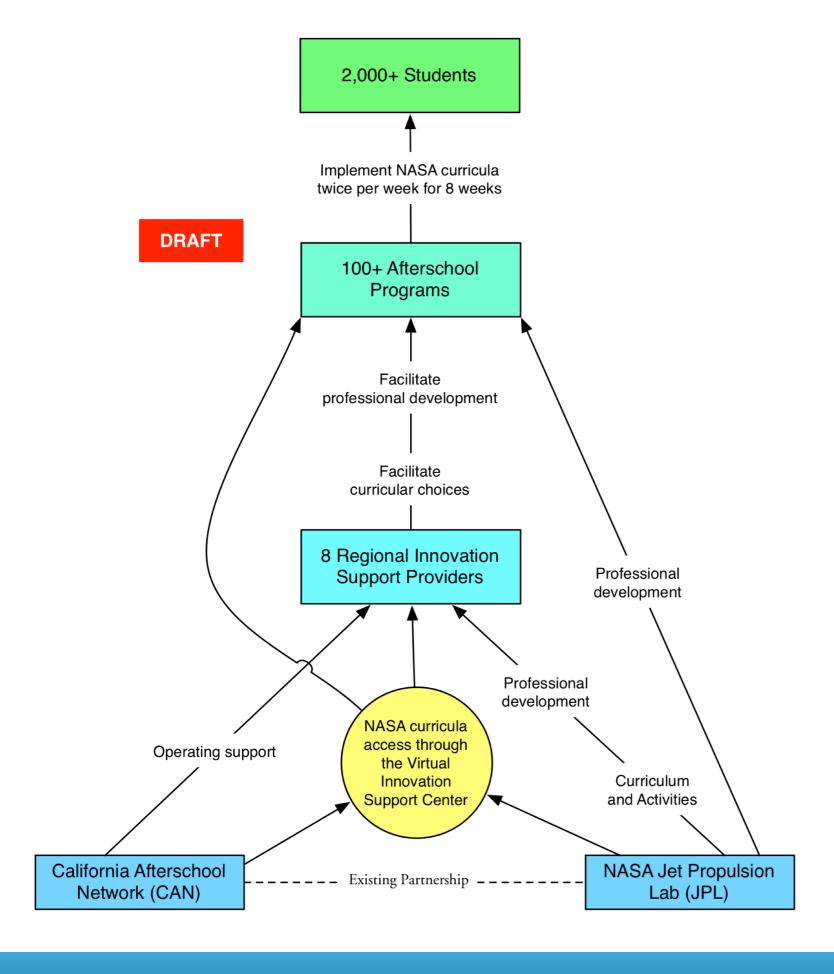
- Expertise
- Capacity (collective and internal)
- Access to a broader range of funding opportunities
- Others?

### Displaying Collaborative Partnerships

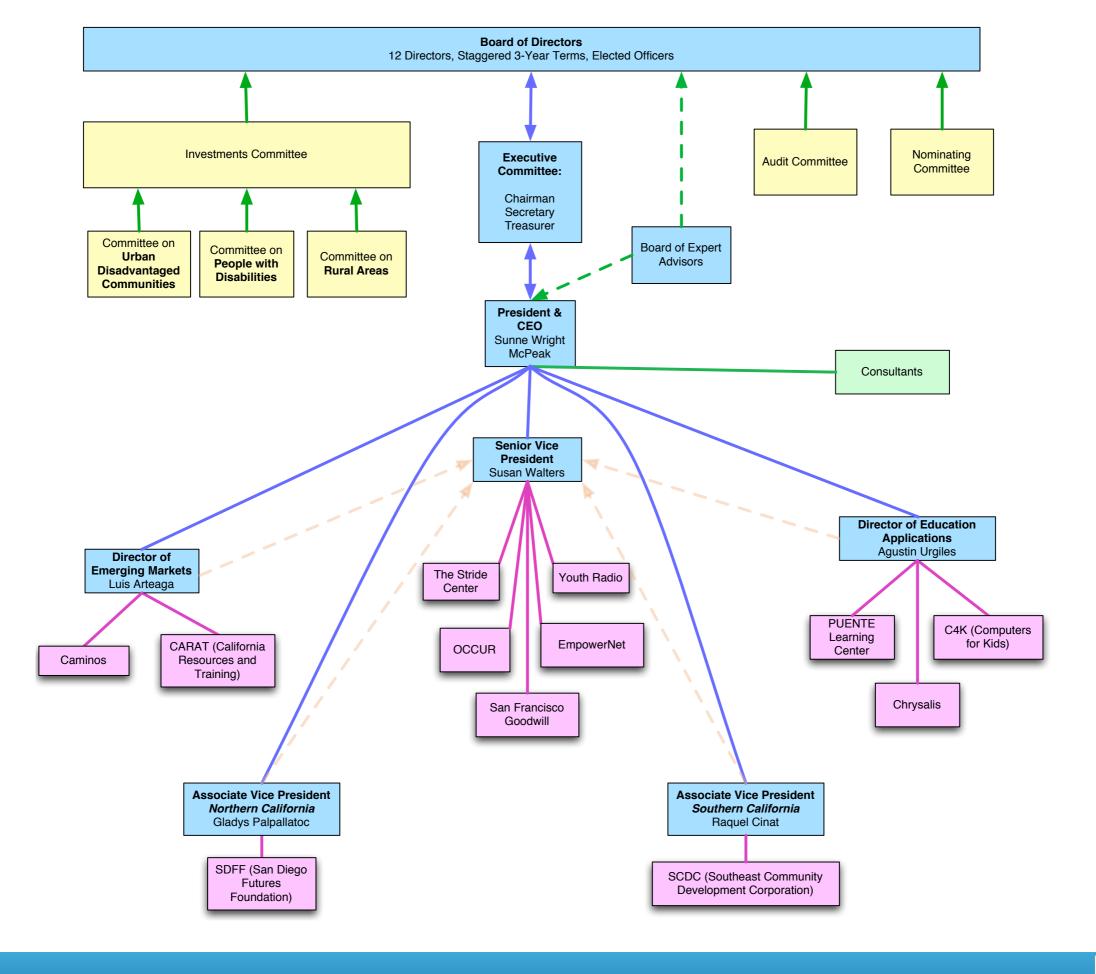
Partner	Role	
City of Richmond	Lead Agency, Sustainability Plan Development, Linkages to City Resources	
Contra Costa County	Technical assistance with evaluation and staff development, Linkages to County resources (Afterschool4AII), Sustainability Plan Development	
Bay Area Partnership	Technical Assistance/Fund Development/ Networking	
West Contra Costa USD	Program Implementation, Management, Linkages to School District Resources (School Linked Services), Sustainability Development	

# Displaying Collaborative Partnerships: Table Linking to Goals/Objectives

Goal/Objectives	Prime Responsibility
Goal: Complete development of an integrated system of enforcement	
Expand and enhance operations of Domestic Violence Action Committee	SCLA/AII
Training for Law Enforcement and Criminal Justice	YWCA/SCLA/District Attorney/ Probation Department
Enhanced batterer accountability	Probation Department



# Displaying Collaborative Partnerships: Org Charts



### Documenting the Relationship

- "Letters of Support," "Letters of Commitment,"
   "Memoranda of Understanding"
- Which of these is a legally binding document?
- Letter of Support = Statement of endorsement
- Letter of Commitment = An intent to invest or participate
- Memorandum of Understanding = Statement of Partnership

# Collaborative Partnerships

Questions & Answers

# Continuous Learning Through Monitoring & Evaluation

### Group Discussion

- Questions we will discuss:
  - What is monitoring & why is it important?
  - What is evaluation & why is it important?
  - What does M/E have to do with proposal & fund development; why is it important?
  - How do you currently learn about what is going on in your program, & how is that shared internally and externally? (What best practices do your organizations have to share?)

### What is Monitoring?

- The routine tracking of the key elements of program or project performance, usually inputs and outputs, through recordkeeping, regular reporting and surveillance systems as well as observation, participant surveys, etc.
- For funders, indicates whether grantees are staying within their budgets, serving the number of participants that they proposed to serve, carrying out the activities that were described in their application for funding

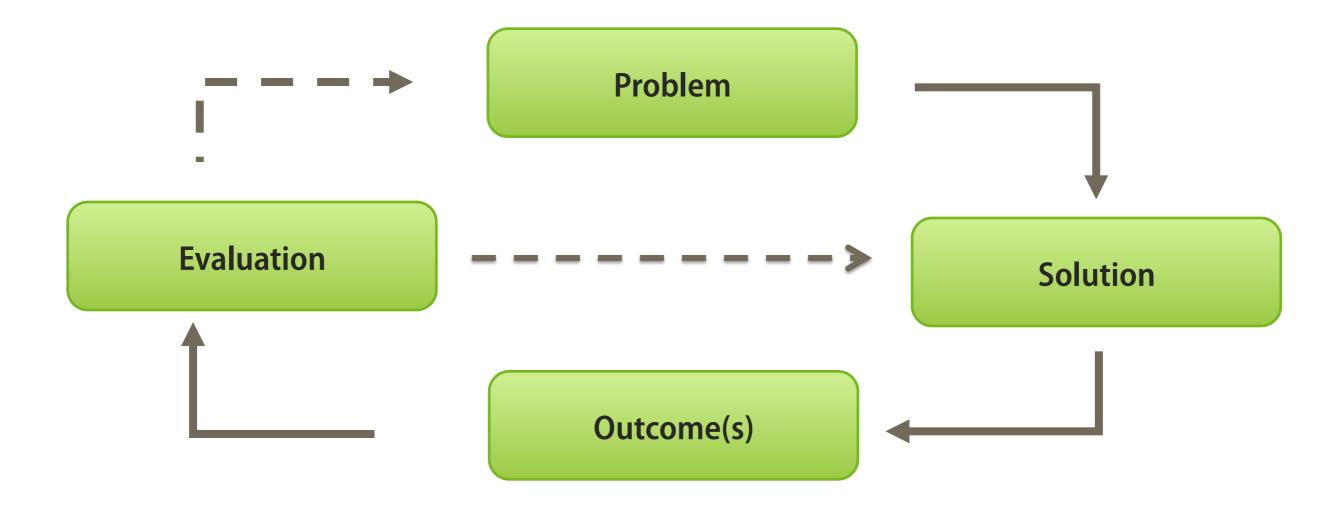
### What is Evaluation?

- "The systematic collection of information about the activities, characteristics, and/or outcomes of programs to make judgments about the program, improve program effectiveness, and/or inform decisions about future programming."
  - -Michael Quinn Patton, Utilization-Focused Evaluation
- "The <u>episodic</u> assessment of the change in targeted results that can be attributed to the program or project/project intervention. Evaluation attempts to <u>link</u> a particular output or outcome directly to an intervention after a period of time has passed"
  - -Global Fund for Health

### **Evaluation Terminology**

- Formative
  - Is the program being implemented as planned?
- Summative
  - Are the efforts resulting in the outcomes intended?

### Project Planning Starts With...



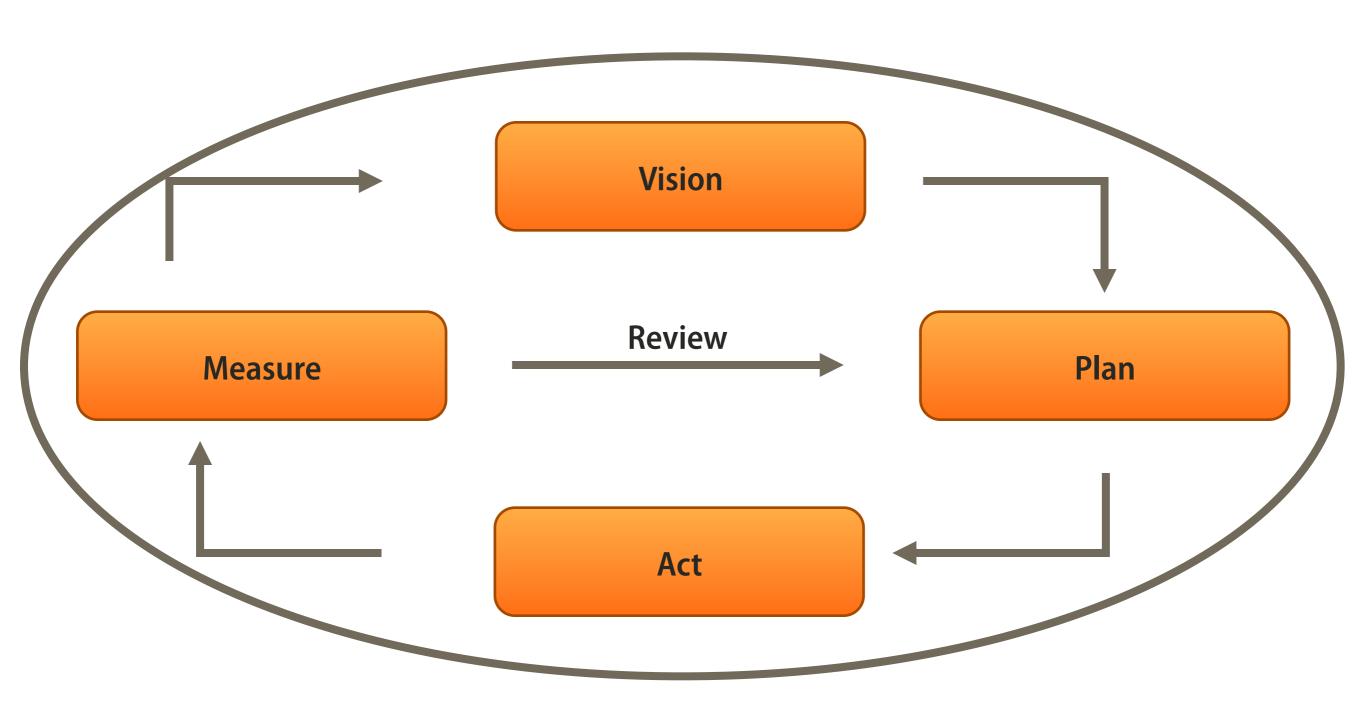
### Why Evaluate?

"If you don't know where you are going, any road will take you there."

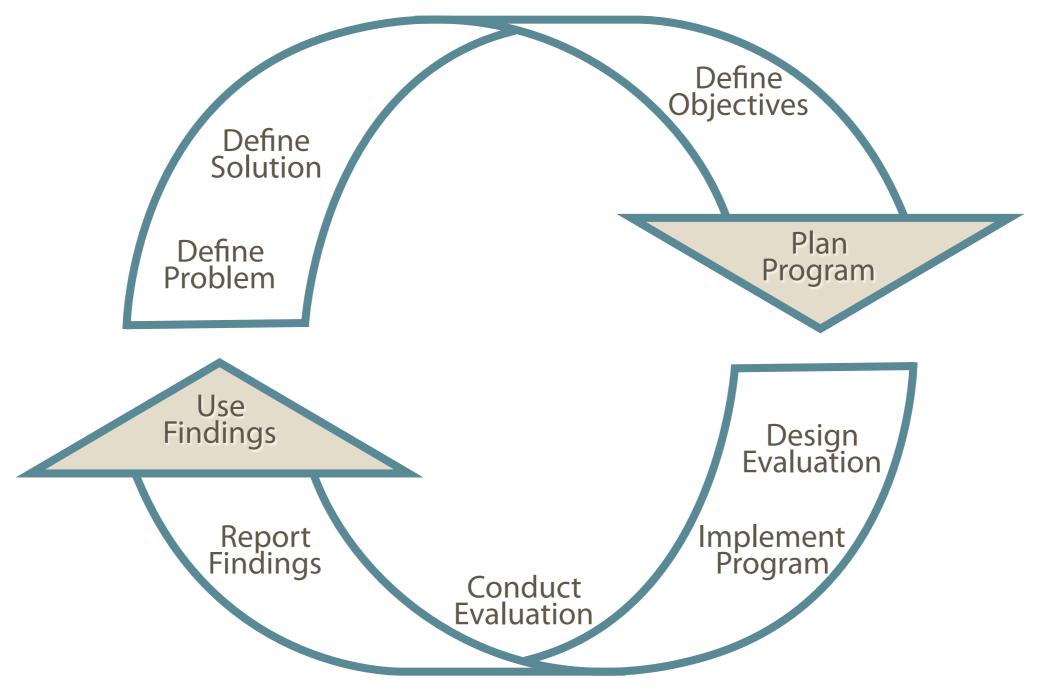
–Lewis Carrol



### The Evaluation Loop



### **An Evaluation Model**



### Evaluation Includes...

- Stakeholders
- Evaluation Questions
- Evaluation Design
- Dissemination

### **Focus Questions**

- How do you currently learn about what is going on in your program?
- How do you make people pay attention to what you've learned?
- How do you disseminate the results of your learning?



#### Internal vs. External Evaluator

- What are the advantages and challenges of conducting an evaluation internally?
- What are the advantages and challenges of using an external evaluator?

### Internal Use of Evaluations

- Expand successful services, modify unsuccessful ones
- Use for future planning or program replication
- Understand, verify, or increase the impact of services on participants
- Use results as a public relations tool with participants or the community
- Increase staff pride through documentation of accomplishments and quality
- Provide an opportunity for staff to step back and reflect on what the program is all about

### **External Use of Evaluations**

- Validate or justify the program to outsiders
- Be accountable to funders, board members, policy-makers, public
- Retain/increase program funding

### Tips for Working with External Evaluators

- Get them involved early
- Make them part of project team
- Ask them to assist with evaluation design portion of proposal
- Insist on prior review and rights...at all phases
- Insist on involvement of stakeholders in design of evaluation.
- Other?

### How to Increase the Credibility of an Evaluation and Its Results

- Take more measures
  - Measure more people, more often, over a longer time
- Use more types of measures
  - Use more than one source of information to measure (or track) the same thing
- Use comparison groups or conditions
  - Compare results before and after the program or key factor your are testing
  - Compare results from your program with results from similar programs
- Measure things that are likely to also influence your target outcomes (besides your intervention)
  - Ask: What else may have contributed to producing or preventing the effects?

# Designing the Evaluation (4 Questions)

- WHAT do we want to know about the program? e.g., list five things that you'd like to know, things you aren't certain about, that would make a difference in the operation of your program.
- WHO has this information? e.g., program clients, staff, other agencies.
- WHEN will information be collected? e.g., when entering program, completion of program.
- HOW can we get the information? e.g., surveys, interviews, observation, focus groups.

### What is an Indicator?

- An indicator is something that must be changed, or a condition that must be achieved, in order to show that progress is being made towards an objective or goal. Since goals are generally quite broad, there are many possible indicators that could suggest progress toward the goal.
- A discussion of indicators is a discussion of values it reveals how different people interpret the goal. Indicators are most powerful when created and agreed upon within the context of the community or organization where they have real meaning to participants.
- Success of programs is critically linked to choosing appropriate indicators and regularly collecting information on those indicators.

### Qualities of a Good Indicator

- Four qualities of a good indicator:
  - Relevant...something that the program will affect.
  - Understandable...can people relate to it through common knowledge or personal experience
  - Measurable...and measurable by mortals.
    - Effective indicators are based on data that is easy to access or that can be measured directly.
    - ➤Or even better...that another entity is collecting data for.
  - Dependable...does the indicator give you information you can trust.

### Types of Indicators

- Types of Indicators
  - Output or Process Indicators.
    - >Effort vs. Effect.
    - ➤ Quality vs. Quantity.
  - Intermediate (Impact) Indicators.
    - ➤ Sometimes referred to as proxy indicators.
  - Impact Indicators.

### Choosing the Right Indicators

- Choosing the right indicators
  - Indicators may relate to objectives and/or goals.
  - You may have multiple goals each with multiple objectives that in turn have multiple indicators.
  - A laundry list is not the answer.
  - A carefully selected set of indicators saves time and resources.

### **Demonstrating Impact**

- How to demonstrate impact?
  - Changed behavior:
    - >% of participants (people or institutions) that have adopted new practices
  - Adoption of new policies
  - Improvement of Service Delivery
    - Specific quantitative measurements of the type and number of services delivered before and after --- service (linked to a research-based indicator)
  - Increased Efficiency in Service Delivery

## Monitoring and Evaluation

**Indicator Practice** 

# Weed and Seed 2009 Richmond, CA

Goal: Neighborhood residents are engaged in community beautification.

Objective	Indicators	Data Source	Target
In cooperation with the Iron Triangle Neighborhood Council, establish neighborhood clean-up days on a twice- yearly basis.			
Engage school-based service programs in neighborhood clean- up initiatives.			
Create a community mural to beautify the neighborhood and increase a sense of ownership among residents.			

# **Budgeting for Success**



Glen Price Group

### What Is a Budget?

- Nuts and Bolts: An itemized forecast of income and expenses for a specified period of time.
- An Opportunity: A budget is a policy statement. It reflects program priorities.
- A Price Tag: A presentation of the resources necessary to realize the desired impact.

### What is Budgeting for Success?

- Two measures of complete success...
  - Landing the grant/contract.
    - ➤ No Margin No Mission!
  - Obtaining sufficient resources to realize your goals and create the impact you propose.
    - The budget and proposal narrative are a seamless whole. The budget is palpably connected to the narrative.

### Types of Budget Presentations

- Line Item
- Custom Form
- Budget Narrative
  - Your place to shine!



### Use the Budget Process as a Tool with Your Proposal Teams

- Introduce the budget early and review it often.
- Tips:
  - During conceptual proposal development, include a "Conceptual Budget" along with the Concept Paper.
    - ➤ Implement your own "two-phase process."
  - Gather budget requests from partners early in the process.
  - Collaboratively develop the budget with lead agency.

### Use the Budget Process as a Tool with Your Proposal Teams

- More Tips:
  - Continue to include a draft budget at every phase.
  - Use the budgeting process as a Team Builder not a Team Buster.
  - Realize that in collaborative partnerships the level of organizational development (and budget needs of partners) will vary greatly.

### Common Federal Budget Categories

- Salaries
- Fringe Benefits
- Travel
- Equipment
- Supplies
- Contractual
  - Consultant Costs
  - Professional Services
- Construction Costs
- Other
- Indirect

### The Fine Art of Estimating



- Link activities/tasks to required resources.
- Add contingency if you can, but, more often, "absorb" additional cost into your line items.
- Include indirect/overhead costs.
- Document your calculations, estimates, and assumptions.

#### Match

- Often required as a percentage of either the grant request or the total project cost.
- In-kind sometimes allowable. What is in-kind?
- Also referred to as "cost sharing."
- Must go towards allowable costs/ services.
- Often funders have additional restrictions on matching funds (e.g., cannot be sourced from program income or Federal funds)



#### Lack of Cash Match Forces Grant To Be Turned Down

- Frenchtown: No thanks to \$900,000
- By: Dean Cousino story updated January 12. 2006 11:24AM
- Frenchtown Township officials have turned down a \$900,000 federal grant that would have been used to hire nine full-time firefighters because they don't have the cash to match the offer.

#### Leveraged Resources

- "All resource used by the grantee to support grant activities and outcomes, whether or not those resources meet the standards required for match." (LA Community Development Department)
- What are some examples of "Leveraged Resources?"

#### What Is Your Lever?

 Write a short statement (less than 25 words) describing how a cash investment leverages resources in your project.

#### **Direct and Indirect Costs**

- Defined in OMB Circular A-21
- Summary definitions:
  - Direct costs are directly associated with specific activities or projects.
  - Indirect costs cannot readily be associated with specific activities or projects.

#### **Direct and Indirect Costs**

- Examples of Direct Costs (for a specific project/activity):
  - Staff and consultants
  - Supplies for the specific project
  - Travel
- Examples of Indirect Costs (applicable to multiple projects/ activities):
  - Telephone service
  - Administrative staff
  - Rent and utilities
  - General office supplies (e.g., stamps, glue, post-its)

#### **Budget Tips**

- The budget is perhaps the most crucial part of your proposal
- Give it (and the budget narrative) the attention it deserves
- Some readers will read the Executive Summary and then flip to your budget (or just flip to the budget)
- Make it compelling
- Make it attractive
- Consider "cost per outcome"
- Start right away
- Document everything

#### More Tips: Attributes of a Good Budget

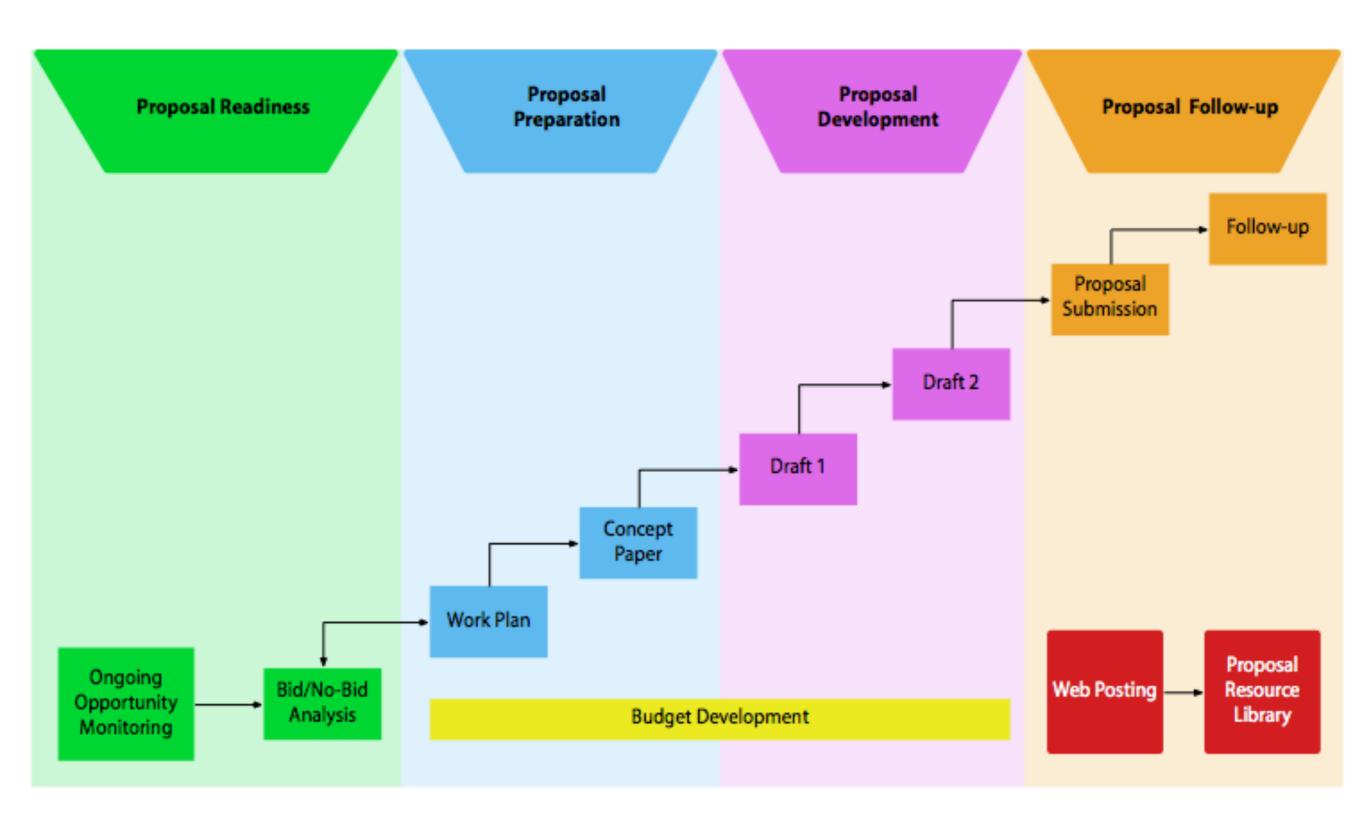
- Clear
- Cost-effective
- Eligible (including match)

#### **Review Budget Narrative**

- What is compelling?
- Do they justify the costs in each area?
- How could the budget narratives be improved?

## Managing the Grant Process

#### **Ongoing Proposal Development**



#### Managing the Grant Process

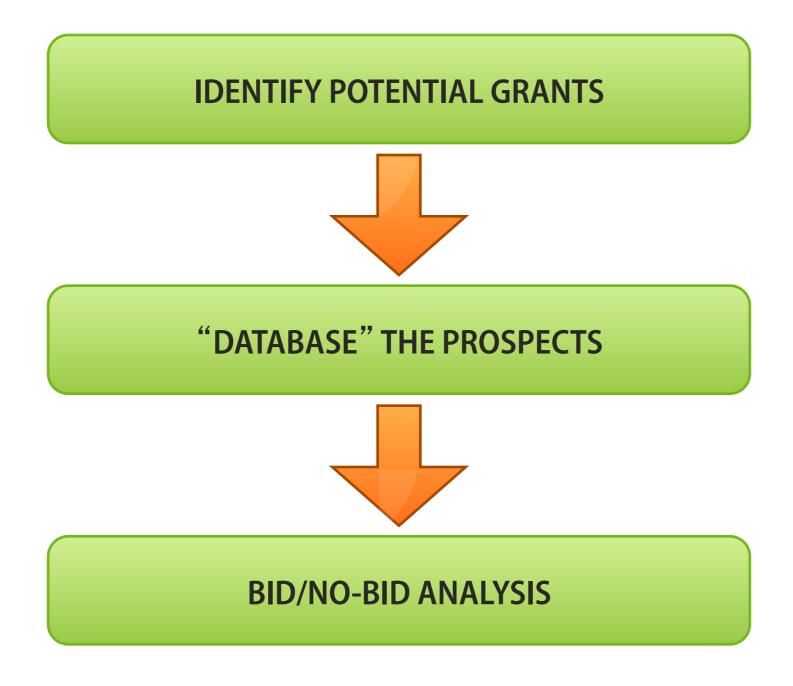
- Engage in Continuous Prospect Research
- Prospect Evaluation (Bid/No-Bid) and Ranking
- Relationship Development (with potential funders and partners)
- Articulate a clear proposal development process schedule narrative drafts and reviews, budget development, etc.

# Funding Opportunity Research

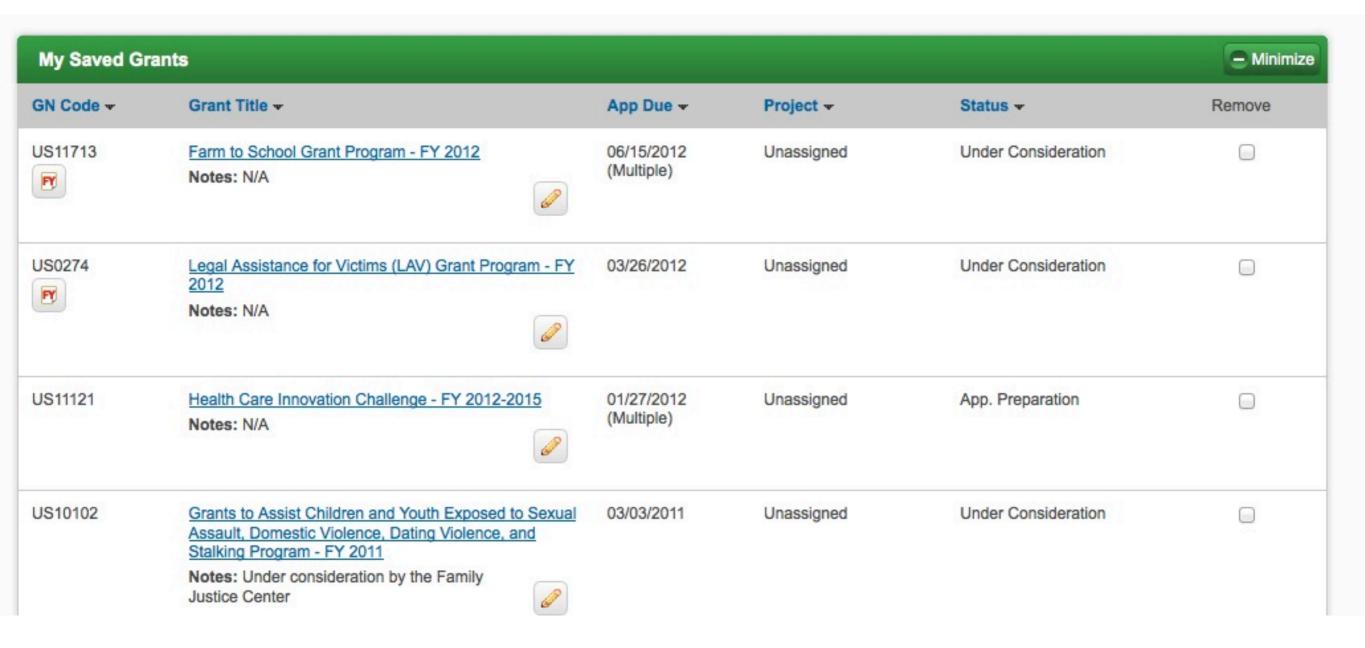
#### **Key Grant Seeking Databases**

- Foundation Center (fdncenter.org)
- eCivis Grants Network (ecivis.com)
  - Saved Grants
  - Search Agents
  - Grant Summaries
- Grants.gov

#### Prospect Research Key Sources



#### Using Grants Network to Database and Track Prospects



#### Building Your Own (Expanded) Database

Funder	Program	Timing	Notes/follow- up/Next Steps
Grants to Encourage Arrests, OVW, USDOL	Family Justice Center of Sonoma County	RFA Due out Winter 2009	Check on release with OVW
Youth Service California	California After- School Service- Learning Initiative	RFA due out 3/19	RFA is out. GPG to analyze

#### Building Your Own (Expanded) Database

- Possible columns
  - Funder
  - Opportunity
  - Due Date
  - Match Requirement
  - Potential Partners
  - Priority
  - Next Steps
  - Notes

#### Develop & Maintain Key Relationships

- During Project Planning, spend time developing key relationships or partnerships
  - Funders (State, Federal & Foundation)
  - Non-Profit Organizations
  - Private Sector
  - Labor Unions
  - Community Colleges and Universities
  - Special Districts
  - Federal Government

#### Registering on eCivis

- For a username and password contact Aaron Price at aaron@glenpricegroup.com
- eCivis Support
  - Ryan Baird
  - Telephone: 877.232.4847 x5363
  - email: <u>rbaird@ecivis.com</u>

#### Glen Price Group Tools

- Overview of Contract with Sonoma County
- Basic Services
  - Training
  - Proposal Development
  - Access to Grants Network: Research

# Funding Opportunity News Website and Newsletter

- Email messages sent weekly and contain funding opportunities that have been added to the website throughout the week and a semi-monthly newsletter article.
- www.glenpricegroup.com/sonomafon
  - Full list of current grant opportunities
  - Connects directly with eCivis
  - GPG documents and resources
  - Opportunity to add comments

# Grantseeking Learnings

# Workshop Evaluation