

DURHAM COUNTY NONPROFIT AGENCY FUNDING PROGRAM UPDATES

January 2021-July 2022

LESSONS LEARNED
...FROM THREE YEARS OF PILOT
NONPROFIT FUNDING PROCESS

1. Performance Measures:

- Measures in target areas were often not cumulative
- Defining return on investment for small funding amounts was difficult

2. Management and Staff Time and Efficiency:

- Amount of Human Capital expended does not equate to level of funding

3. Subject Matter Experts (SMEs) were not leveraged:

- And related nonprofit funding was not moved to relevant departments

RECOMMENDATIONS – PRESENTED AT FALL BOCC RETREAT

- 1. Narrow RFP Process to a max of 4 strategic outcomes (Target Areas)**
 - Fewer and larger awards to allow for a greater impact
- 2. Move funding and oversight to relevant departments**
 - SMEs to improve information flow & provide more effective review of performance
- 3. Better performance measures**
 - Collective impact measure(s) for each target area
 - Dedicated staff time with each nonprofit to develop measures
- 4. Dedicated staff for oversight of all community partnerships**
 - Subject Matter Expert (SMEs) oversight will occur within each Target areas

TIMELINE OF NEXT STEPS

- **September 2020**
 - Update on nonprofit process to BOCC
- **September 2020**
 - Announce RFP by County Manager Memorandum, Local Papers, Nonprofit contact list
- **October 2020**
 - Begin RFP Process
- **November 2020**
 - Close RFP Process
- **November 2020**
 - Nonprofit application review process
- **December 2020**
 - Nonprofit selection finalized by SMEs
 - Development and refinement of Performance Measures by Service Area points of contact
- **January 2021 – December 2021**
 - Distribution of second half designated FY 2020-21 funds and performance measures to nonprofits

OVERVIEW - PROCESS

- The RFP process will focus on **direct COVID-19 pandemic relief**
- The current Nonprofit grant process will run for 18 months, January 2021-July 2022
- Future RFP process run for three years, goal of creating a more inclusive funding process

OVERVIEW – GUIDING PRINCIPLES

Five guiding principles used during nonprofit grant evaluation:

1. Equity - Main principle applicants needed to address
2. Systems-thinking
3. Capacity-building
4. Community engagement
5. Collaboration

SUBJECT MATTER EXPERTS (SMEs)

1. Kweli Rashied-Henry, Racial Equity Officer – Overview of all 4 Areas
2. Donna Rewalt, County Extension Director – Food Security
3. Michael Davis, Strategic Initiatives Manager – Food Security
4. Kelly Warnock, Public Health Nutrition Program Manager – Food Security
5. Cate Elander, Early Childhood Coordinator – Child, Youth 7 Family Wellness
6. Karlene Phillips, Administrative Librarian – Child, Youth 7 Family Wellness
7. Lara Khalil, City of Durham's Office on Youth – Child, Youth 7 Family Wellness
8. Andy Miracle, Economic Development Officer – Enhanced Workforce Development
9. Drew Cummings, Chief of Staff – Housing Security
10. Janeen Gordon, Assistant Director of Social Services – Housing Security

OVERVIEW – DECISION MAKING

- Embodied guiding principles referenced in RFP, especially equity related to who they serve and how they work
- Recommended proposals align with language of target areas
- Made a clear case about how they had adjusted or reimaged their services to be responsive to COVID needs—and the populations they propose to serve are disproportionately affected by COVID
- Demonstrated direct responsiveness to needs/ideas shared by the people they serve—and investing in the people they serve through jobs and leadership/decision-making opportunities

OVERVIEW – TARGET AREAS

**Durham County Board of Commissioners
approved four target areas:**

1. Food Security
2. Child, Youth, and Family Wellness and Learning
3. Enhanced Workforce Development
4. Safe and Stable Housing (Partnering with City)

OVERVIEW – APPLICATIONS

66 total applications for 3 Target Areas

16 applications chosen with total funding request of \$932,105 + \$264K for affordable housing = **\$1,246,105**

- Child Youth and Family: 4 applicants requesting \$286,000 + \$88,000 to Office on Youth (OOY)
- Food Security: 5 applicants requesting \$358,105
- Workforce Development: 6 applicants requesting \$250,000
- Affordable Housing: No applicants → \$264,000 to City of Durham

OVERVIEW – FINAL RECOMMENDATIONS

- **Total Recommended Funding: \$1,056,000 for 16 nonprofits & City of Durham**
 - Child Youth and Family: \$278,000 (4 + Office on Youth allocation for a COVID-focused RFP process aligned with results of Youth Listening Project, Spring 2021)
 - Food Security: \$264,000 (5)
 - Workforce Development: \$250,000 (6)
 - Affordable Housing: \$264,000 (City of Durham)

CHILD, YOUTH, AND FAMILY WELLNESS AND LEARNING—OVERVIEW

Target area invited proposals focused on COVID response and recovery-related needs from organizations and groups serving young people 0-24 years and their families.

- Received 38 applications totaling \$1,910,894

Eligible activities included partnering with young people and their families to:

- Create safe places, spaces, and approaches that promote health, wellness, and learning for young people and their families
- Offer targeted supports and encouragement that consider culture, trauma, and other lived experiences
- Provide young people and their families opportunities for decision making and leadership in creating these opportunities
- Re-imagine and re-design the policies, systems, and institutions that influence health, wellness, and learning

CHILD, YOUTH, AND FAMILY WELLNESS AND LEARNING-CHOICES

Village of Wisdom (\$55,000): Development of digital tools and provision of instructional support to teachers in providing culturally-affirming instruction and developing better relationships with Black families. The need for this work emerged from parent-led research on needs of Black young people and their families during virtual learning.

Empowered Parents in Community (EPiC) (\$55,000): Offering parent and student training and workshops in partnership with Durham TRY, as well as academic and economic supports. Trainings and workshops would focus on trauma, healing, and resilience, using a parent-developed resilience curriculum.

Refugee Community Partnership (\$55,000): Implementation of COVID-response strategies developed by their members, including financial assistance, supporting non- English speakers with information access, personal accompaniment, and interpretation, and organizing to create more equitable systems and policies.

Helping Adolescents Reach Their Spark (H.E.A.R.T.S.) (\$25,000): Relational programming with teen parents ages 13-22, including addressing needs identified in an April 2020 needs assessment. Programming would include doula services, group parent education, peer networking, and home visits.

FOOD SECURITY

1. Target area received proposals related to increasing food access and improving the local food system.
2. Received 14 applications requesting a total of \$763,768.
3. Sought applicants focusing on one or more of the following:
 - Work to increase food security for vulnerable populations.
 - Create a stronger local food system. This could include work with farms, food production, food delivery, or any other organization that get food on Durham tables.
 - Manage and distribute a series of microgrants to smaller food security nonprofits in Durham, such as food pantries.

FOOD SECURITY

Recommend funding five nonprofits at a total of \$264,000:

- **Believers United for Progress (BUFP): \$51,000**
 - Support staffing, food and supplies for Community Kitchen Program and meal deliveries for families, no-and-low-income residents, seniors, and people with disabilities primarily residing in Durham's Hayti community.
- **Communities in Partnership (CIP): \$51,000**
 - Support salaries, food purchases, and supplies for CIP's co-op grocery in Old East Durham. CIP works on food sovereignty, workforce development, and other efforts for Black and Brown people in Old East Durham.
- **Durham Congregations in Action (DCIA): \$60,000**
 - Enable DCIA to administer a micro-grant program to Durham nonprofit applicants, such as food pantries, seeking grants of \$2,500 to \$5,000 to feed food-insecure Durham residents.
- **End Hunger Durham (EHD): \$51,000**
 - Support a coordinator, food purchases, and operating costs related to providing food to Durham seniors in subsidized housing through weekly meal delivery.
- **Iglesia Presbiteriana Emanuel: \$51,000**
 - Fund purchase of food and expanded refrigeration/freezer capacity for this Durham food pantry, located just north of I-85 on Roxboro Road, to serve weekly clients. Iglesia Emanuel serves primarily Latinx and Black people.

WORKFORCE DEVELOPMENT

Goal: To help residents in low-wage jobs transition into high-demand industries with opportunities for salary growth and upward mobility. To recruit, enroll and support residents until certified through DTCC's Back to Work Initiative.

Possible Outcomes:

- Attainment of GED®/HiSET® certification or High School equivalency
- Work-based learning opportunities: on-the-job-training, apprenticeship and internship placement
- Enrollment, retention and successful completion of DTCC's Back to Work or NC Works recognized program that leads to industry recognized credential
- Provision of support services for program participants

WORKFORCE DEVELOPMENT

Recommended Agencies for Funding (\$250,000):

- StepUp Durham** (\$75,000) - Funding to support StepUp Durham graduates through enrollment in DTCC's Back to Work Initiative and funding students' tuition, books, technology, childcare, transportation, financial incentives, etc.
- Church World Service Durham** (\$45,000) - Funding to support a part-time employment specialist to work with local refugees and immigrants to enroll in DTCC's Back to Work Initiative and provide employment case management.
- El Centro Hispano** (\$35,000) - Funding to support instruction to meet requirements for ESL, HISET, specialized training and support services to increase the number of Hispanics/Latinos prepared to enter the workforce.
- LIFE Skills Foundation** (\$35,000) - Funding to support Education and Career Counseling, job prep skills and a Licensed Clinical Social Worker for 16-24-year-olds who have aged out of foster care and are homeless or housing insecure.
- Durham Literacy Center** (\$35,000) - Funding to support Adult Literacy, ESOL and Youth Achievement programs for adults who have low literacy skills, low English language proficiency, and/or lack a high school diploma.
- Triangle Literacy Council** (\$25,000) - Funding to support a part-time program manager to help residents of McDougald Terrace improve reading, writing and math skills; obtain HS equivalency; and learn construction and tech. basics on site.

SAFE AND STABLE HOUSING

Via an interlocal agreement coming to the Board (Jan.), transfer funds to the City of Durham

- Further strengthening non-profit-led housing repair programs helping low-income seniors and disabled individuals continue to reside in safe, decent housing
- The non-profit the City selects (contract award expected in January) will fully operate a minor repair program and do intake for a substantial repair program
- Accumulated County funds from HOME Consortium funds will help extend the substantial repair program to County residents, and the non-profit funds transferred via the interlocal will extend the minor repair program
- **The County did not accept applications in this area**

NEXT STEPS

- January 11, 2021: Return to Board for contract approvals of selected nonprofits
- January 2021: Signing of contracts/ILAs and distribution of FY 2020-21 nonprofit funding
- January 2021: Development and SME approval of nonprofit performance metrics
- June 2021: Board approval of nonprofit funding for FY 2021-22
- July 2021: Distribution of FY 2021-22 nonprofit funding
- July-August 2021: Review of FY 2020-21 nonprofit financials and performance