

Alexandria Fund for Human
Services:
Community Listening Session

December 15, 2022 6:00PM

Department of Community
and
Human Services



Investing in People ~ Building Community

Agenda

About the Alexandria Fund for Human Services (AFHS)

- History
- AFHS Overview/Priorities
- Data

Reform Committee

- Members
- Committee Objectives
- Key Questions Used to Drive the Process

Road Map

- Tools Used to Inform the Review Process

Reform Committee Feedback



AFHS History

- **1992** – Children’s Fund established
- **1997** – Community Partnership Fund established, replacing Council awarded Contributions List
- **2001** – Youth Fund established for youth developmental programs - grades 6-12
- **2002** – Youth Fund expanded to ages 6-21 , with transfer of funding for youth programs from CPF
- **2005** – Administration of CPF transferred from OMB to former Dept of Human Services
- **2005** – Alexandria Fund for Human Services adopted as umbrella name
- **2013** – City Manager appoints Review Committee to assess the fund’s grantmaking approach and issues process improvement recommendations
- **2014** – City Council Review Committee recommendations to consolidate the CF, CPF and YF grant pools, implementation of an on-line application process, a multi-year grant cycle and established funding consistent with City Council endorsed strategic plans

AFHS Overview

- AFHS expands the human service delivery system through a competitive grant-making process, in recognition that the City alone cannot address all the critical needs of the community.
- AFHS funds non-profit partners in our community that are providing vital services to our residents.
- Currently in a second extended grant period, an appropriation of \$2,000,000 supports 40+ programs managed by 34 nonprofit partners.
- Current awards range from \$10,000-\$263,000+.
- Historically AFHS grants have been supplemented by grantees with \$4 - \$5 million in additional funding from other sources.
- Review of grant submissions and funding recommendations have been made by committees comprised of a cross-section of members from the City human service-related boards and commissions.
- Annual award amounts are contingent upon a City Council appropriation, and articulated priorities.
- For the past 15 years the City Council's appropriation has ranged from \$1.9 to \$2.2 million, and the funding requests typically exceeds the available funds.



Current AFHS Funding Program Priorities

Children and youth are school and career ready.

Children and youth are socially connected, emotionally secure and culturally competent.

Individuals, families, and older adults are economically secure.

Individuals, families, and older adults have access to health and mental health resources.

Individuals, families, and older adults are assisted in preventing and remedying crises

Grant Distribution by Outcomes and Number of Individuals Served		
Outcomes	Number of Grants	Number of Individuals Served*
Children and youth are school and career ready.	12	1,293
Children and youth are socially connected, emotionally secure and culturally competent.	10	1,678
Individuals, families, and older adults are economically secure.	9	1,114
Individuals, families, and older adults have access to health and mental health resources.	2	289
Individuals, families, and older adults are assisted in preventing and remedying crises.	8	44,075
Total	41	48,449

*Denotes duplicated number of individuals served

Reform Committee



Reform Committee Members

ACT for Alexandria – Ms. Heather Peeler, President, and CEO
Alexandria Employment Commission, Ms. Susan Picerno
Alexandria Housing Commission, Ms. Betsy Faga
Children, Youth and Families Collaborative Commission,
Ms. Jessica Cuddy
Commission on Aging, Mr. Michael Schuster
Commission for Women, Ms. Crystal Kramer
Community Services Board, Ms. Michele Walz
Economic Opportunities Commission,
Ms. Aminata Ly and Ms. Jeneka Codgell
Former Reform Committee, Mr. Joseph Valenti
Human Rights Commission, Mr. Marc Bendick
Partnership for Healthier Alexandria, Mr. Allen Lomax
Social Services Advisory Board, Ms. Stephanie Kanwit
City's Race and Social Equity Officer, Ms. Jacqueline Tucker
Mr. Antonio Tamariz, Community Advocate, and past Economic
Opportunities Commission Chair

Reform Committee Objectives

Over the course of 5 in person sessions the Committee sought to:

- ✓Review funding areas and priorities to determine if the AFHS competitive process is the appropriate vehicle for funding these areas and the related fiscal impact.
- ✓Review all relevant data to determine critical outcomes/impact areas and structure for future grant cycles.
- ✓Explore mechanisms that will allow collaboration among and between community-based organizations that provide services to City residents.
- ✓Develop a better understanding of racial and ethnic communities most impacted using prior AFHS data.
- ✓Seek to explore ways to encourage innovation and a racial equity focus.

Key Questions



What are the core values we wish to convey through this funding effort if different than the one presented?



How well and accurately does the fund reflect the mission, vision and values of the organization when looking at the outcomes?



In reviewing strategic plans, are we missing any elements in the focus of this fund?



What are the essential features of this fund that we wish to highlight?



How do we look to promote innovation through this funding mechanism and what would that look like?



Looking at the Outcome activities:

Are there gaps in population of focus?
Interventions?
Emerging areas?

Road Map: Tools Used to Inform the Review Process



Materials Reviewed by Committee

Mission, Vision and Values Documents

- City of Alexandria
- Department of Community and Human Services

Strategic Plans

- Alexandria City Council 2022 Priorities
- Age Friendly Plan for A Livable Community Alexandria, Virginia 2019-2021-Published June 2018
- Community Health Improvement Plan (CHIP) 2025- Published June 2021 by the Alexandria Health Department and the Partnership for Healthier Alexandria
- Children and Youth Community Plan (CYCP) 2025- Published 2020

Racial Equity Budget Tool

Information about Social Determinants of Health

AFHS Grantees

- Review outcome data for FY22
- Surveyed current AFHS grantees

Benchmarked other jurisdictions using similar funding mechanism

Key Commitments

City Council Priorities, Department of Community and Human Services, Office of Housing, Age Friendly Plan, Children and Youth Community Plan, Community Health Improvement Plan, and the Alexandria City Public Schools Strategic Plan reflect commitments to:

- Racial equity
- Trauma informed care
- Developmental assets
- Affordable, healthy and stable housing
- Fight Poverty
- Address Mental Health
- Addressing the climate crisis*

**While not all of the plans reflect this element, the Fund will include this focus*

Survey of Current AFHS Grantees

Survey results from 68% of AFHS grantees:

- 96% reported that the application process was clear
- 74% of grantees found “*Follow up after report submission*” most helpful
- 89% found reporting process was “Comprehensive” and “Just Right”
- A combination of demographics such as age, gender, race/ethnicity or zip code are tracked by most respondents
- 74% leveraged additional funds as a result of the AFHS
- 63% reported the ability to expand services by collaborating with other agencies

Work of the Committee

Fund Mission, Vision, Value Statements

Funding Priorities/Goals

Focus Populations

Data Collection/Reporting

Innovation Approach

Racial Equity Capacity Building

Request for Proposal Framework

Recommended AFHS Mission/Vision/Values

- The Alexandria Fund for Human Services supports efforts that address the needs of the City's most vulnerable across the lifespan to advance conditions in their respective environments to ensure the wellbeing, safety, self-sufficiency and resilience through equitable processes, practices, and outcomes.
- Applicants, programs and services will reflect the City of Alexandria's diverse communities and their values. This includes community and recipient voice in practices and decision making.
- The Fund supports organizations in the community to offer services that are sound in practice and innovative in the way they are delivered to respond to emerging and critical human service challenges.

Polling Question

Do the Mission, Vision and Values being recommended adequately represent the critical principles of the Fund?

- Yes
- No
- If no, please recommend changes/additions in the Chat.

Funding Goals Recommendation

- All children and youth are school ready.
- All Alexandrians are socially connected, emotionally secure and culturally competent.
- All Alexandrians are economically secure and career ready.
- All Alexandrians have access to physical, dental and mental health resources and services.
- All Alexandrians are assisted in preventing and remedying crises (this includes food insecurity, evictions, and financial crises).

Focus Population Recommendations

- Children and youth
- Individuals with low incomes and low wealth
- Individuals with dental, physical health and mental health needs
- Individuals facing crises
- Older Adults
- Historically marginalized communities:

Black, Indigenous, People of Color (BIPOC)

Immigrant populations

Justice involved individuals

LGBTQIA+

Persons with disabilities

Individuals with Limited English proficiency

Unhoused /Housing Insecure /Housing Cost Burdened

Polling Question

Are there any focus populations that have been left out from the list?

- Yes
- No
- If yes, please identify those groups that should also be included in the Chat.



Data Collection

Committee noted consensus on:

- Funded organizations should commit to collect and report data.
- Data collection should be relevant and reflect the work grantees are being funded to do.
- Data collection is a means to ensure focus areas of interests are being served with the Fund.
- Key elements for data collection may include; zip codes, population served, number of individuals served.

Using the Fund to Infuse Innovation

Committee Feedback: *The Fund should support balanced risk taking as organizations are engaging in innovative approaches to respond to emerging and critical challenges.*

Committee Discussion:

- What is the mechanism for funding innovative practice through the Fund:
 - Do we devote a set-aside portion of the fund to pilot demonstration projects that exemplify social innovation? Or
 - ✓ *Do we integrate innovation through the scoring system by awarding points for programs that demonstrate innovative practices in the RFP?*

Polling Question

Should evaluation points be awarded for programs that demonstrate innovative practices in the RFP?

- Yes, I think we should award points for programs that demonstrate innovative practice.
- No, I do not think we should award points for programs that demonstrate innovative practice.
- If no, please submit your comments in the chat function.

Organizational Capacity: Racial Equity

Committee Feedback

- Committee discussion centered on capacity building around Racial Equity and Diversity Equity Inclusion (DEI) as an important component for those organizations that are funded. Ultimately with the goal to make systemic changes in historically marginalized communities.
- Committee also noted that DEI elements can be woven into the fabric of the application process.

Committee Discussion

- Look to identify organizations that exemplify commitment to DEI as demonstrated by their board and staff composition, focus population, service areas, stakeholder and feedback related interventions.
- Look for organizations that are embedded in the communities they serve.
- ✓ *Support capacity building with funded organizations and associate value/scoring with demonstrated commitment to advancing racial equity*

Polling Question

What would be the most effective way to address racial equity and equity, diversity and inclusion through this funding opportunity?

- Ask applicants to describe their efforts to address this work
- Include capacity building/training and development for grantees
- Include an option for designated funding for this purpose
- If none of these, please provide feedback and suggestions in the Chat.

Request for Grant Proposals: Framework Discussion

Grant Proposal Content

Mission/Vision/Values Statement

Purpose

- Grant Priorities
- Requirements
- Focus Population

Application

- Applicant Information
- Organization's Budget
- Grant Amount Requested
- Geographic Area Being Served (within the City)
- Focus Population (e.g., age, income, gender, needs, etc.)
- Number of Proposed Served
- Grant Priority
- Program Description
- Board or Agency Input

Combined Revenue, Expenses and Program Expected Outcomes

- Revenue and Expenses- Proposed Budget
- Outcomes Expected to be Achieved

Proposal Narrative

- Grant Priorities
- Program Description
- Expected Outcomes, Performance Measures and Evaluation Plan
- Collaboration-For Joint Proposals

Required Attachments

- Audited Financial Statements; 990
- Job Descriptions
- Organizational Background: Include Board of Directors and latest Annual Report if applicable
- Evidence of Non-profit Status
- List of Accreditations Maintained

Grant Proposal: Scoring Criterion

Committee Feedback:

- Ensure a transparent and clear scoring system. Make scoring criterion available to applicants.
- Provide concrete examples of what constitutes the various score range (0-100 and provide examples).
- Explicit points should be given for collaboration that strengthens community capacity and cost effectiveness and overall human service system.
- Proposed scoring criteria offered by a committee member:
Focus population, program description (the unmet need), organizational governance and fiscal management, organizational reach and engagement of the focus population, efficiencies and cost effectiveness, intra-agency collaboration, and advancement of Racial Equity.

Polling Question

What would be the most important thing that can be achieved through AFHS?

- Please provide feedback and suggestions in the Chat.



Q & A



If you have any questions or further feedback, please feel free to email Federico Gutierrez on or by December 21, 2022.



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