

AFHS Reform Committee Recommendations

1. Alexandria Fund for Human Services Mission, Vision, and Value Statements

- a. The Alexandria Fund for Human Services supports efforts that address the needs of the City's most vulnerable residents to improve conditions in their respective communities; ensure their wellbeing, safety, self-sufficiency and resilience across their lifespan; and to advance equitable processes, practices and outcomes.
- b. Applicants, programs, and services will reflect the City of Alexandria's diverse communities and values. These values include community and participant voice in practices and decision making.
- c. The Fund enables organizations in the community to offer services that are delivered both efficiently and creatively, so they respond to emerging and critical human service challenges.

2. Funding Goals

- a. All children and youth are school ready (including children 0 to 5).
- b. All Alexandrians are socially connected, emotionally secure and culturally competent.
- c. All Alexandrians are economically secure and career ready.
- d. All Alexandrians have access to physical, dental, and mental health resources and services.
- e. All Alexandrians are assisted in and empowered to prevent and remedy crises (this includes, but is not limited to, food insecurity, evictions, and financial crises).

3. Focus Populations

- a. Children and youth
- b. Individuals with low incomes and low wealth
- c. Individuals with dental, physical health and mental health needs
- d. Individuals facing crises
- e. Survivors of domestic violence and sexual assault
- f. Older Adults
- g. Historically marginalized communities: *Black, Indigenous, People of Color (BIPOC), immigrant populations (including those who lack documentation or families with mixed status), Justice involved individuals, LGBTQIA+, Persons with disabilities across the lifespan to include support for care givers, Individuals with Limited English proficiency, Unhoused /Housing Insecure /Housing Cost Burdened*

4. Data Collection¹

- a. Funded organizations will commit to collect and report specific data as designated by the City.
- b. Data collection will be relevant and reflect grantees' specific grant-funded work.
- c. Data collection will ensure that focus areas of interests and populations are being served by the Fund.
- d. Key indicators for data collection will include but will not be limited to; zip codes, population served, number of individuals served.
- e. Data collection templates will be user friendly and shared in advance with prospective grantees.
- f. Trainings will be held with grantees to provide clarification and to ensure transparency about reporting requirements before the funded grant year starts.
- g. An annual meeting will be held with grantees and the City's Office of Performance Analytics to discuss existing trends, data issues and future data needs.

5. Using the Fund to Advance Innovation/Proven Practices

- a. AFHS will support balanced risk taking to encourage organizations to engage in innovative approaches that respond to emerging and critical challenges.
- b. Applicants will be asked to include/describe innovative practices they plan to employ in their program.
- c. Applicants will also be asked to describe the proven/promising practices that support their approach.

6. Addressing and Advancing Racial Equity

- a. Racial Equity and Diversity, Equity, and Inclusion (DEI) elements will be woven into the fabric of the application process.
- b. Additional focus will be on capacity building for Racial Equity and DEI as an important component for those organizations that are funded, with the goal to make systemic changes in historically marginalized communities.

7. Request for Grant Proposals Framework and Scoring

- a. Required Content
 - Mission/Vision/Values Statement
 - Purpose
 - Grant Priorities
 - Requirements
 - Focus Population
 - Applicant Information
 - Organization's Budget

¹ The Committee recognizes that some data collection can be a barrier to program participation, as some residents may have concerns about sharing personally identifiable information.

- Grant Amount Requested
- Geographic Area to be Served (within the city)
- Focus Population
- Number of Individuals/Families Served
- Goal Area
- Program Description
- Organization's Board of Directors Consideration
- Proposed Budget
- Outcomes Expected to be Achieved (Described through a Logic Model format)
 - Proposal Narrative
 - Goal Area
 - Program Description
 - Expected Outcomes, Performance Measures and Evaluation Plan
 - Collaboration-For Joint Proposals
 - Description of how organization and project advances equitable processes, practices and outcomes.
 - Description of innovative practices employed in the proposed project.
 - Description of any promising/proven practices that support the project.

b. Required Attachments

- Audited Financial Statements for larger organizations; IRS Form 990 Return of Organization Exempt from Income Tax for organizations with budgets of \$100,000 or less.
- Logic Model/Project Plan
- Job Descriptions (for positions AFHS will partially or fully support)
- Organizational Background (including Board of Directors demographic roster, and most recent Annual Report)
- Evidence of Non-profit Status
- List of Accreditations Maintained

8. Grant Proposal Scoring Approach and Criteria:

- a. Scoring system will be clear and transparent and will be made available to applicants.
- b. Examples of what constitutes the various score range (0-100) will be provided to applicants.
- c. Points will be given for collaboration that strengthens community capacity and cost effectiveness and overall human service system.
- d. Scoring will be based on: focus population, description of the unmet need to be addressed, 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 and DEI, innovation and promising/proven practices.

Finally, the Committee recognizes the many diverse communities and populations of the City, so to ensure a diverse applicant pool, the Department of Community and Human Services will make extensive outreach efforts by disseminating widely the AFHS grant opportunities information.