

Valentine Foundation
Valentine Fund for Visionary Leadership

Request for Proposals: Leadership Development

THE PURPOSE

The Valentine Foundation, through its Valentine Fund for Visionary Leadership, is initiating a pilot program to expand our understanding of the leadership development needs of nonprofits in Southeastern Pennsylvania that improve the lives of women and/or girls. The Valentine Fund for Visionary Leadership will accept electronic applications for funding to support leadership development initiatives that will make current nonprofit women leaders more effective and/or develop the next generation of leaders working to improve the quality of life for women and girls. The application deadline is **July 20, 2011**. A total grant pool of \$10,000 will be awarded to between one and three successful applicants. Funding will be granted in November of 2011. The purpose of this Fund is to develop leadership capacity as defined by the characteristics detailed below, rather than to support the acquisition of content or field knowledge.

THE FUND FOR VISIONARY LEADERSHIP

The Valentine Fund for Visionary Leadership (VFVL) is a separate endowment managed by the Valentine Foundation. Created in 2005, this endowment provides a dedicated source of funding for leadership training for women executives in the non-profit sector. The purpose of the VFVL is to strengthen the organizations that improve the lives of women and girls in the Greater Philadelphia region by:

- making current women leaders more effective,
- developing the next generation of women leaders, and
- fostering a community of women leaders.

Note: Applications to the Valentine Fund for Visionary Leadership are separate from applications to the Valentine Foundation. The guidelines and criteria for approval are distinct and decisions affecting one request will not necessarily apply to any other. Organizations are eligible to apply to both Valentine Foundation and the Fund for Visionary Leadership in the same grant year.

Grants will only be made to qualifying organizations and will not be made to individuals.

GUIDELINES

Non profit organizations with paid staff operating in Southeastern Pennsylvania whose primary focus and mission-driven activities serve to benefit women and/or girls either through direct service, advocacy, public policy or capacity building are eligible to apply for funding from the Valentine Fund for Visionary Leadership.

The Fund seeks to support both current and emerging women leaders and will accept nominations for an individual or a group from the eligible organization's management team.

Leadership Characteristics

The Valentine Fund for Visionary Leadership currently understands the characteristics of leadership apart from management and executive authority to include:

- Demonstration of innovation (takes initiative, is not risk averse).
- Credibility (knowledge of issues from the standpoint of content and policy. Demonstrated capacity for strategic synthesis of knowledge and practice).
- Demonstration of the capacity to influence others without necessarily the formal authority or title.
- Demonstration of the capacity to respect followers, promote their voices, and protect their interests.
- Exhibition of generosity: Share knowledge, share power, share resources in the interest of an aim.
- Demonstration of life decisions and actions that are consistent with a set of core values/core ethics.
- Demonstration of effectiveness. Achievements, even if modest, that reflect intelligence, creativity, vision, advocacy, and a healthy balance of outrage and optimism.

Leadership Initiatives

The following types of strategies, programs and approaches described below are provided as a source of ideas but are **not** intended to limit thinking about the best way to achieve the unique leadership development objectives of each proposed leader or emerging leader.

1. Conference and or workshops that are part of a larger strategy
2. Training and or coaching either brought in house or provided externally
3. Courses or certificates offered by local colleges and universities that are directly related to building leadership capacity/characteristics, not merely content or field knowledge
4. Succession planning
5. NELI (Nonprofit Executive Leadership Institute at Bryn Mawr College Graduate School of Social Work and Social Research): Certificate for Executive Leaders or Certificate for Ascending Leaders <http://www.brynmawr.edu/neli/> -
6. The Non Profit Center at La Salle University: Leadership Development options including CLEAR Circle for Emerging Leaders <http://www.lasallenonprofitcenter.org/Leadership>
7. Leadership Philadelphia <http://www.leadershipphiladelphia.org/>

APPLICATION FORMAT AND CHECKLIST

Applicants to the Valentine Fund for Visionary Leadership must submit a proposal of no more than 5 pages (excluding requested attachments) by July 20, 2011, which includes the following:

General Organizational Information

1. The non profit organization's name
2. Federal tax identification number
3. Name, telephone number, mailing and e-mail address of contact person
4. The year organization was founded
5. The current overall budget of your organization
6. Amount requested from Valentine Foundation Is this full _____ or partial funding _____ (list other funding sources)
7. Summary of organization's mission and history

8. Gender of population(s) served by your organization (estimate as best you can): Female _____% Male _____% Trans _____%
9. Geographic area served by the organization: Please list the county or counties you serve:

Leadership Development Project for which you are requesting financial support

- Who (by name and title/function) is being nominated for this leadership development grant (individual or team)? Please include a brief summary of each person’s job description and responsibilities.
- What are the professional development/leadership goals for the individuals described above?
- Please describe the strategy/approach you will implement, and for which you are seeking funding, to reach your leadership development objectives (e.g., plan to bring in a consultant to do coaching/training, plan to send an individual or team to a series of trainings, or nominate an individual to attend one of the three approved programs),
- Please explain how and to what degree this project aligns with the Valentine Fund for Visionary Leadership's objective of funding leadership development; i.e., describe how your proposed strategy will build leadership capacity as defined (above) and why/how you chose this particular strategy vs. other possible approaches.
- Proposed budget for this project (please include a list of other funders if the request is for partial funding, and indicate whether funding is pending, committed or to be submitted).

Attachments Requested

1. Copy of 501 (C) 3 letter
2. Resumes of each individual who will benefit directly from this grant, if awarded.
3. Personal statement of no more than one page from each individual who will benefit directly from this grant that addresses what (specifically) she hopes to achieve through this opportunity, how this opportunity will prepare her for the challenges that lie ahead and how she anticipates the personal benefits from this opportunity will be applied to furthering the Valentine Fund for Visionary Leadership's mission of building leadership that will help to improve the lives of women and girls.

Submission Instructions

Applications and all required attachments must be sent electronically to:

**Alexandra Fraser, Executive Director
Valentine Foundation
info@valentinefoundation.org**

Please put “Application for Leadership Funding” in the subject line of your email transmission. All required material must be submitted by July 20, 2011.

TELECONFERENCE INFORMATION SESSIONS

We are offering two teleconference sessions for prospective grantees. The sessions are designed to assist applicants in preparing and submitting a proposal. Prospective grantees are encouraged to participate in one of two sessions:

Tuesday, July 12 from 9:30 – 10:30am and Thursday, July 14 from 1:00pm – 2:00pm

Conference call access number: 1-866-244-8528; passcode: 750977

FREQUENTLY ASKED QUESTIONS

Who is eligible to apply?

Non profit organizations with paid staff operating in Southeastern Pennsylvania whose primary focus and mission-driven activities serve to benefit women and/or girls either through direct service, advocacy, public policy or capacity building are eligible to apply for funding from the Valentine Fund for Visionary Leadership.

Could my organization receive funding if we only provide direct service and do not have a social change component?

Yes

Could my organization receive a grant from both the Valentine Foundation and the Fund for Visionary Leadership?

Yes

Is funding available to support leadership development for board members?

Board representatives may be included in the grant as long as they are part of a team that includes a staff member.

Who should be completing the grant application?

While the purpose of the fund is to support leadership development for individuals or a team, the application should be on behalf of the organization and explicitly supported by the Executive Director.

Can individuals apply?

Organizations are eligible to apply on behalf of individuals or groups of management team level staff members. One or more people may be included in the application. No Valentine Foundation funds are awarded directly to individuals.

Is it acceptable to propose sending an individual to a leadership program or course that is not one of the three approved programs listed in the Guidelines?

Yes, but please provide detailed information about any non-approved program, including content, duration, costs and application process.

Will funding be provided for men working in non-profits that serve women and girls?

No

