



John Rex Endowment

REQUEST FOR PARTNERSHIPS

FACILITATED BY EMERGING EQUITY



John Rex Endowment (JRE) is leaning into our 20-year vision of *having a resilient, equity-centered ecosystem that is better equipped to improve the social emotional health of children* with the inauguration of a new three-year partnership funding opportunity.¹ This new venture is inspired, in part, by JRE's journey as we innovate our organizational practices. We would like to invite likeminded organizations to join us in working courageously toward a shared vision.

Since 2022, JRE has partnered with Emerging Equity, LLC (EE) to align our mission, vision, values, and strategic roadmap, with our overall culture. This partnership has allowed us to engage more meaningfully with our organizational and leadership structure, as well as explore new ways to provide supports for our partners. To realize our vision of a resilient, more equity-centered ecosystem, we strive to be a part of the solution.

KEY APPLICATION DATES

Thursday, March 14, 2024

Launch of Request for Partnership

Monday, March 25, 2024, at 12:30 PM

Informational Webinar (Register [HERE](#))

Wednesday, April 3, 2024 (11:59 pm)

Letters of Intent (LOIs) due in **Foundant**, JRE's online grant application and management system

Friday, April 12, 2024

JRE notifies LOI applicants, and invites full applications for consideration

Monday, May 13, 2024 (11:59 pm)

Applications are due (for submission in **Foundant**)

Week of May 27, 2024

Applicants are notified of the funding decision

June 2024

JRE Kick-off with selected grant-partners and EE Orientation with selected grant-partners

Context for the Partnership Opportunity

Emerging Equity believes that honing a practice of equity requires an adaptive approach (as opposed to a technical one). Equity cannot be thought of as a set of technical fixes, but rather an ever-evolving framework through which continuously changing landscapes, environments, pressures, and realities can be accounted for. That sort of adaptation requires the development of responsive skillsets, an intersectional understanding of equity, and simultaneous attention to organizational and leadership development.

To grow and evolve our capacity alongside our grant-funded partners, JRE envisions this three-year opportunity as a vehicle for capacity building² across the social emotional health ecosystem, of which we are a part. Together with EE, we look forward to fostering a collaborative community of practice and strengthening the knowledge, skills, resources, and tools across a cohort – collectively and simultaneously increasing our ability to apply those toward regional impact.

Selected and funded organizations will send up to five (5) organizational representatives (board and staff) to participate in our community of practice. Additionally, each will engage in an assessment specifically designed for and tailored to their unique organization. Plans for the interventions needed to build mission-driven capacity will be co-created between EE consultants and the organization's selected representatives. Additionally, representatives will be offered

consultative support for the implementation of those plans, along with a shared space for learning and collaboration across all partner organizations and JRE.

In these shared spaces, representatives will be developing key skills for building and integrating an adaptive and intersectional Equity Framework to support their leadership and decision-making. EE will directly support representatives' learning by drawing from their case studies and experience to further collective skill development, and the abilities to infuse those skills into their respective organizations. Representatives who participate in this community of practice will also be able to learn from and problem-solve alongside their peers and JRE, creating more cohesion across our ecosystem of impact.

Design of the Partnership

For this funding opportunity, JRE will award up to four (4) partner organizations. We will cover fees associated with each organization's engagement with EE. Additionally, those awarded will receive \$75,000 over three years (\$25,000 per year) in unrestricted funds to support general operations.

We intend to offer this funding opportunity once a year for the next two years. Our hope is that if your organization is eligible, you will apply to join this first cohort!

Expectations of Applicants

Organizations eligible for this grant:

- ▶ Center racial equity³ and/or racial justice⁴ to support children's (age 0 to 18) and families' social emotional health, particularly for those made most marginalized by structural racism.
- ▶ Have 4-30 full-time paid employees.
- ▶ Have been in operation for at least three (3) years.
- ▶ Have an Executive Director and at least one board member (with at least two years remaining on the board) who can fully participate in the cohort/community of practice.
- ▶ Maintain an active 501(c)(3) status and NC Charitable Solicitation License and have a Board of Directors.
- ▶ Can provide the most recent IRS Form 990, and most recent year-end financial statements, along with:
 - Statement of Financial Position (Balance Sheet)
 - Statement of Activities (Income Statement)

Expectations for JRE's Participation

JRE's interest in partnering with organizations extends beyond funding. We seek to build trusting relationships with our grant-funded partners.

Over the course of three-years, JRE agrees to authentically share aspects of our journey, and engage as thought partners alongside this community of practice to strengthen the ecosystem of which we are all a part.

Emerging Equity's Role in this Opportunity

Through this partnership, EE will provide each organization with the following services:

- ▶ Creation of an assessment specifically designed to illuminate key opportunities for growth, alignment, and capacity building within each partner organization.
- ▶ Facilitation of a community of practice that develops the skills of leaders who represent partner organizations. These skills will serve representatives in the following areas:
 - Their understanding of intersectional equity and how to operationalize it
 - Organizational development
 - Leadership development
 - Alignment between Mission, Vision, and Values, and the culture and practices of the organization
 - Co-creation of an intervention plan alongside nonprofit representatives to help each organization meet the opportunities to build their capacities to serve their missions that were illuminated by their assessments
 - Designation of responsive hours for consulting/coaching to support the plan's implementation
 - Creation of a shared space for co-learning and collaboration needed to create a more collaborative and effective ecosystem of impact

Engagement Structure with Emerging Equity

Timeline of the structural components:

2024	
June	In-person Cohort Orientation, Individual Organizational Pre-Assessment Conversations & 1 Virtual Session
June	Organizational Assessments & 2 Cohort Panels
July	1 Virtual Session, 1 Leaders Learning Lab & Quarter Check-ins
August	2 Virtual Sessions
September	1 Virtual Session & Assessment Report Back Sessions
October	1 Virtual Session & 1 Leaders Learning Lab
November	2 Virtual Sessions
December	Quarter Check-ins & Intervention Planning

2025	
January	Quarter Launch Check-ins & Leaders Learning Lab
February	Organization Check-ins & Leaders Learning Lab
March	Cohort Debrief, Reflections, and Look to Year 2

Questions?

Questions about programming content, design, function of the community of practice, etc., will be addressed during the Informational Webinar scheduled for Monday, March 25, 2024. Sign up [here](#).

Please click [here](#) to submit questions about logistics, LOI or application submissions, or organizational qualifications for funding.

¹ Children's Social Emotional Health is related to a child's ability to understand their own feelings and emotions, as well as the feelings and emotions of others. It is essential as they learn empathy and establish and maintain social relationships (JRE 2023).

² Capacity building is about organizations cultivating the leadership necessary to be effective as they fulfill their missions in ever-changing contexts. It should be viewed with an asset-based approach to build upon the strengths of an organization. It may be in the form of gaining additional knowledge, skills, resources, or other tools to help provide solutions to the issue being addressed (JRE 2023).

³ Racial Equity acknowledges the unfair distribution of pain and suffering to those who have been denied access. It focuses on the prevention of harm and the redistribution of benefits—providing collective access to those who have barriers within current systems. (Grantmaking with a Racial Justice Lens: A Practical Guide)

⁴ Racial Justice includes racial equity but adds dimensions of power building and transformation. Racial justice calls for change and the removal of barriers. It focuses on the building of new systems and gives power to disenfranchised people to change the fundamental rules of society. (Grantmaking with a Racial Justice Lens: A Practical Guide)