



Nonprofit Funding Opportunity: Review Committee Scorecards

Fund for Louisville 2021 - 2023: Racial Justice Cohort *Strengthening Black-led Social Change Organizations to Advance and Inform Systems-level Change*

On February 8, 2021, the Community Foundation of Louisville announced a nonprofit funding opportunity, Fund for Louisville 2021-2023: Racial Justice Cohort. The nonprofit funding opportunity document defines how organizations will be evaluated in Phase 1 and Phase 2; we are also sharing the committee scorecards, which include the same language, in the interest of full transparency.

Phase 1 Review Scorecard: The Phase 1 Review Committee will use this scorecard to evaluate Phase 1 submissions, assigning any point value between “exemplary” and “not aligned,” on a 10 - 0 point scale. The total score for each organization will be totaled and form the basis for the Phase 1 selection committee’s discussion and selection of 25 organizations to proceed to Phase 2.					
Phase 1 Questions and Criteria					
1. Name of nonprofit, 501(c)(3) public charity, or charitable projects that is fiscally sponsored	Evaluation: CFL to check Candid.org (if fiscally sponsored, request letter of fiscal sponsorship and confirm nonprofit status of sponsoring organization). -Eligible: Organization is a 501c3/fiscally sponsored project -Not eligible: Organization is not eligible				
2. Briefly explain how your organization meets the definition of a “Black-led social change organization.”	Exemplary 9-10 points	Strong 7-8 points	Adequate 5-6 points	Needs Work 3-4 points	Not Aligned 0-2 points
	Organization provides clear and compelling information that makes it very clear how they meet the definition.	Organization provides strong information that makes it clear how they meet the definition	Organization provides sufficient information about how they meet the definition.	Organization provides limited information about how they meet definition.	Organization does not provide any information about how they meet the definition.
3. What are your organization’s current- and long-term goals to impact systems?	Exemplary 9-10 points	Strong 7-8 points	Adequate 5-6 points	Needs Work 3-4 points	Not Aligned 0-2 points
	Org clearly describes its work as building up the strengths and assets of people or places. The org’s goals and aspirations are very clear and well understood.	Org describes its work as building up the strengths and assets of people or places. The org’s goals and aspirations are clear and understood.	Org describes its work as building up the strengths and assets of people or places, and the org’s goals and aspirations are understood, but lacks some clarity.	Org provides a limited description of its work building up the strengths and assets of people or places. The org’s goals and aspirations are not very clear and/or understood.	Org’s work is deficit-focused. The org’s goals and aspirations are not clear and/or difficult to understand.

<p>4. Please tell us about the people you support through your efforts and how you support them to achieve their aspirations and goals, or to make contributions to the Black community. Please give specific examples.</p> <p>5. What makes your organization special, unique, and powerful?</p>	<p>Exemplary 9-10 points</p> <p>Org strongly describes people and their organization through their assets, aspirations, or contributions instead of their greatest challenges or mistakes, and shares at least one clear and strong example of how it builds the power of people or places through the work of the organization.</p>	<p>Strong 7-8 points</p> <p>Org clearly describes people and their organization through their assets, aspirations, or contributions instead of their greatest challenges or mistakes, and shares at least one example of how it builds the power of people or places through the work of the organization.</p>	<p>Adequate 5-6 points</p> <p>Org seems to describe people and their organization through their assets, aspirations, or contributions instead of their greatest challenges or mistakes, and shares one example of how it builds the power of people or places through the work of the organization.</p>	<p>Needs Work 3-4 points</p> <p>Org provides limited description of people and their organization through their assets, aspirations, or contributions, and does not share an example of how it builds the power of people or places through the work of the organization.</p>	<p>Not Aligned 0-2 points</p> <p>Org describes people and their organization through their greatest challenges or mistakes, with little mention of their assets or aspirations. Org does not share an example of how it builds the power of people or places and/or the focus of the org is not to build the power of the people they serve.</p>
<p>6. If you had three wishes for your organization, what would they be?</p>	<p>Exemplary 9-10 points</p> <p>Org's wishes strongly support the realization of people's and/or the organization's aspirations or goals while clearly demonstrating a commitment to systems change.</p>	<p>Strong 7-8 points</p> <p>Org's wishes clearly support the realization of people's and/or the organization's aspirations or goals and demonstrate a commitment to systems change.</p>	<p>Adequate 5-6 points</p> <p>Org's wishes seem to support the realization of people's and/or the organization's aspirations or goals and reflect a commitment to systems change.</p>	<p>Needs Work 3-4 points</p> <p>Org's wishes have limited relationship to the realization of people's and/or the organization's aspirations or goals and it is unclear if they have a commitment to systems change.</p>	<p>Not Aligned 0-2 points</p> <p>Org's wishes have no relationship to the realization of people's and/or the organization's aspirations or goals and do not demonstrate a commitment to systems change.</p>
<p>Please provide your impressions of this organization using information from this introduction, websites, social media, word of mouth, or any other information you can easily access regarding the organization. CFL, with your help, accepts the responsibility of completing the additional research to get to know the work of these organizations.</p>					
<p>Do you recommend this organization for a Phase 2 interview to provide more information? Yes or No</p>					

Phase 2 Review Scorecard: The Phase 2 Review Committee will use this scorecard to evaluate the interviews, assigning any point value between “exemplary” and “not aligned,” on a 10 - 0 point scale. The total score for each organization will be totaled and form the basis for the interview team’s discussion and recommendation of grantees.

Phase 2 Questions and Criteria

	Exemplary 9-10 points	Strong 7-8 points	Adequate 5-6 points	Needs Work 3-4 points	Not Aligned 0-2 points
1. Tell us about the system or systems you are impacting through your work. What has the Covid-19 pandemic, racial, social and political unrest revealed to you about your work? Does your work impact systems at a city, county, state, national, or international level?	Org provides compelling information that makes it very clear how it is impacting a specific system and/or providing skills, knowledge and tools for individuals or communities to overcome systems-level barriers.	Org provides strong information that makes it clear how it is impacting a specific system and/or providing skills, knowledge and tools for individuals or communities to overcome systems-level barriers.	Org provides sufficient information about how it is impacting a specific system and/or providing skills, knowledge and tools for individuals or communities to overcome systems-level barriers.	Org provides limited information about how it is impacting a specific system and/or providing skills, knowledge and tools for individuals or communities to overcome systems-level barriers.	Org does not provide any information about how it is impacting a specific system and/or providing skills, knowledge and tools for individuals or communities to overcome systems-level barriers.
2. If your work succeeds, how will it change systems to improve people’s ability to obtain their aspirations, goals, or increase their contributions to the Black community?	Org very clearly describes, and shares more than one example of how its work will improve people’s ability to obtain their aspirations, goals, or increase their contributions to the Black community.	Org clearly describes, and shares one example of how its work will improve people’s ability to obtain their aspirations, goals, or increase their contributions to the Black community.	Org describes how its work positively impacts people’s ability to obtain their aspirations, goals, or increase their contributions to the Black community.	It is unclear how the org’s work is related to improving people’s ability to obtain their aspirations, goals, or increase their contributions to the Black community.	The org’s work does not seek to improve people’s ability to obtain their aspirations, goals, or increase their contributions to the Black community.
3. What goal(s) do you have for your systems change work? How do you know you are making positive progress on the goal(s)? What do you look for to know that you have achieved your goal? <i>Note: We are interested in how the organization understands its progress. We are not assessing the progress</i>	The org’s system change goal(s) is specific and understood. Monitoring progress on the goal(s) is clearly a priority for the org, and the proof they use to determine their progress is well understood. It is very clear this org understands how it is/is not making progress on its goal(s).	The org’s system change goal(s) is well understood. Monitoring progress on the goal(s) is important to the org, and the proof they use to determine their progress is understood. It is clear this org understands how it is/is not making progress on its goal(s).	The org has a system change goal(s), but it could be better defined. The org monitors its progress, and uses some kind of proof to determine its progress. The org seeks to understand how it is/is not making progress through its work.	It is unclear if the org has a systems change goal(s). It is unclear if the org desires to understand if it is/is not making progress through its work.	The org does not have a goal for its systems change work.

<i>they are/are not making on their goals.</i>					
4. Please tell us about your organization's leadership and team. How does the leadership (including Board of Directors) and staff/volunteers work together to contribute to the success of your efforts? What skills, knowledge, relationships, experiences or resources do they offer?	<p>Exemplary 9-10 points</p> <p>It is very clear that the org understands the human resource capacity necessary for its work. The org clearly prioritizes the inclusion of people with relevant and/or first-hand knowledge, relationships, experiences or resources.</p>	<p>Strong 7-8 points</p> <p>It is clear that the org understands the human resource capacity necessary for its work. The organization includes people with relevant and/or first-hand knowledge, relationships, experiences or resources.</p>	<p>Adequate 5-6 points</p> <p>The org is developing their understanding of the human resource capacity necessary for its work. The org includes or is seeking to include people with relevant and/or first-hand knowledge, relationships, experiences or resources.</p>	<p>Needs Work 3-4 points</p> <p>It is unclear if the org has, or is developing their understanding of the human resource capacity necessary for its work. It is unclear if the org includes, or seeks to include people with relevant and/or first-hand knowledge, relationships, experiences or resources.</p>	<p>Not Aligned 0-2 points</p> <p>The org does not seem to have an understanding of the human resource capacity necessary for its work.</p>
5. Please tell us how your team engages the people and places you support. How do those people and places inform your organization's work and decision making?	<p>Exemplary 9-10 points</p> <p>The org clearly prioritizes engagement with the people and places its work supports. The org shared more than one example of how this engagement has informed, and will continue to inform, its work and decision making in authentic and meaningful ways.</p>	<p>Strong 7-8 points</p> <p>The org prioritizes engagement with the people and places its work supports. The org shared one example of how this engagement has informed, and will continue to inform, its work and decision making in authentic and meaningful ways.</p>	<p>Adequate 5-6 points</p> <p>The org engages with the people and places its work supports, and the org indicates that this engagement informs its work and decision making.</p>	<p>Needs Work 3-4 points</p> <p>It is unclear if the org engages with the people and places its work supports and/or if this engagement informs its work and decision making.</p>	<p>Not Aligned 0-2 points</p> <p>There is no evidence that the org engages with the people and places its work supports.</p>
6. Please tell us about the benefits gained and lessons learned from partnerships or collaborations with others. What did these experiences teach you?	<p>Exemplary 9-10 points</p> <p>The org shared more than one example of a tangible/actionable lesson or benefit gained from a partnership or collaboration, and it is clear how the org learned from and applied those lessons to its work.</p>	<p>Strong 7-8 points</p> <p>The org shared one example of a tangible/actionable lesson or benefit gained from a partnership or collaboration, and how the org learned from and applied that lesson to its work.</p>	<p>Adequate 5-6 points</p> <p>The org shared general examples of how partnerships or collaborations with other orgs have been, or could be, beneficial to its work.</p>	<p>Needs Work 3-4 points</p> <p>It is unclear if the org participates, or is open to engaging in partnerships or collaborations with other orgs.</p>	<p>Not Aligned 0-2 points</p> <p>The org is not open to engaging in partnerships or collaborations with other orgs.</p>

<p>7. In addition to grant funds that may be used for any nonprofit purpose, CFL will regularly convene over 3 years a cohort of 12 organizations for networking and invest in organization-defined capacity and community building.</p> <p>With that in mind, what skills, knowledge, expertise, and/or networks does your organization hope to gain through participation in the Racial Justice Cohort? What will participating in this three year cohort mean to your organization and its work?</p>	<p>Exemplary 9-10 points</p> <p>Org has clearly defined expectations for participating in the Racial Justice Cohort, and shared more than one example of the kind of skills, knowledge, expertise and/or networks they hope to gain through their participation.</p>	<p>Strong 7-8 points</p> <p>Org has expectations for participating in the Racial Justice Cohort and shared one example of the kind of skills, knowledge, expertise and/or networks it hopes to gain through their participation.</p>	<p>Adequate 5-6 points</p> <p>Org has ideas for how participation in the Racial Justice Cohort can support its work beyond the grant check, and shared general information about what it hopes to gain through its participation.</p>	<p>Needs Work 3-4 points</p> <p>It is unclear if the org understands how it may benefit from participation in the Racial Justice Cohort, beyond the grant check.</p>	<p>Not Aligned 0-2 points</p> <p>The org does not express interest in participation in the Racial Justice Cohort, beyond the grant check.</p>
<p>Interviewers: Considering the entirety of the interview, how significantly do you think this org's systems-level work or programs will benefit from three years of unrestricted grant funding and participation in the cohort convenings, networking and skill building opportunities?</p>	<p>Exemplary 9-10 points</p> <p>Very significantly</p>	<p>Strong 7-8 points</p> <p>Significantly</p>	<p>Adequate 5-6 points</p> <p>Will benefit</p>	<p>Needs Work 3-4 points</p> <p>Unclear if it will benefit</p>	<p>Not Aligned 0-2 points</p> <p>Unlikely to benefit</p>