

**2022 Young Men United
Request for Proposals
Submitted Questions and Responses**

YMU GRANT APPLICATION INFORMATION AND PROCESS

Is there a recording of the Grant Information session? If so, are you able to share it?

Yes, please find a recording of the YMU Information Session from April 21, 2022 here:
[Young Men United Information Session](#)

Do you have a sense of some of the organizations that might be looking to partner with other organizations? Once the RFPs come in, will you try to match or connect organizations that might be able to complement one another, or do you expect the organizations to find those partners before the submission deadline?

Young Men United (YMU) is a collective impact strategy and United Way of Central Maryland (United Way) will fund partners who complement each other to provide the layered set of supports/services outlined in the *YMU Initiative Overview*. That said, organizations are welcome to include as part of their application, partners that they have identified who add value to/complement their work.

Are the next two cohorts guaranteed, or is that an entirely different RFP process? And, since the expectation is for a long-term, 9-year horizon for the full program, are you looking for potential partners that might be able to work with you for that entire time?

We are requesting organizations provide proposals for programming/service delivery for the first three years of the YMU initiative.

- In the future, we plan to hold a similar RFP process for those organizations interested in providing services to YMU participants after they graduate high school. We are open to working with partners who may be able to work with students throughout their YMU journey, but that is not a requirement.
- Also, we expect to consider/discuss opportunities to support additional cohorts (such as a cohort that begins with 10th graders in Fall 2023) with funded partners in advance of the launch of those cohorts. However, the specific process and timeline has not yet been determined.

It was said that you can isolate a period of time in the potential 3-year program/ process if that timeframe better fits what your organization offers. Would you still apply now and your application/possible funding would be held until implementation or do you have to reapply at the time OF implementation?

We are looking to put together an overview of the first three years of the YMU initiative. To that end, we do not plan to have an open RFP for years two and three of the initiative as we are looking to nail down a three-year collective impact strategy with this RFP. Please apply now for work you want to do, within the first three years of the initiative, while our first cohort of 50 students are in high school.

If we plan to only serve 12th graders, should we apply for year 3 since there will be No 12th graders in year one?

Yes, United Way is putting together a three-year program, so please submit your proposal outlining the years you intend to provide service to YMU participants. For example, if your program is designed only for 12th graders, then you may choose to apply only for year 3 when the first cohort is in 12th grade.

We recognize the need for flexibility. If we identify your organization as the awardee of a specific program component and situations change, we can discuss further, but it will have been helpful to have identified your organization as a key component when the first cohort of students will be in 12th grade and we can work together to prepare for that stage of the program.

We were planning to apply for the Year 2025 when the students will be in the 12th grade. However, my instructors informed me that for students wanting to attend college, 11th grade is the most important year in High School because that's the last year that the student grades will really matter and be looked at when applying for college. This does not apply for the students who are seeking a nationally recognized certification for a Career Pathway. So, with that being said should we apply for year 2024?

It is up to each organization to determine which academic year(s) they would like to provide programming to YMU participants. We expect to serve a range of students, some who will be interested in pursuing a college pathway and some who will choose training or certification for their post-secondary education.

Would UMCW consider awarding two grantees - one for each school?

We expect to have multiple grant awards as part of the YMU initiative and may have different organizations serving participants at the different partner schools. For example, we may have two organizations, one at each school providing one or more of the program components (ex. Academic support, mentoring, etc.). We have not yet determined whether one organization will provide the same service(s) at both schools or if we will utilize different partners at each school as this will be dependent on the applications we receive.

Can you speak to partnered submissions a bit more? If submitting with a partnered organization, are documents needed for both orgs or just the primary submitter?

If you are submitting an application that includes more than one service provider, please demonstrate in your proposal how the organizations are aligned and relate to one another. In terms of documentation, you only need to provide the required documentation (good standing, audit/review and determination letter) for the lead applicant. Best practice suggests you may also want to include a letter of support, MOU, or other documentation that outlines the partnership (could provide as attachments). If there is a fiscal agent, United Way's agreement would be with them, so the documents required would be for your organization's fiscal agent.

In terms of partners, how are you approaching the partnership aspect and collaboration with other CBOs? Are you going to help match organizations that might be aligned or is that up to us to find/identify a collaboration partner?

We seek organizations who are willing to work with one another, not necessarily to combine programming but to deliver a seamless program to the young men we will serve. If you are interested in collaborating with other organizations on the proposal, we are open to that and ask that you outline clearly in the application that you are joining forces with other organization(s).

In terms of schools, how did the 2 schools get picked for the inaugural launch? How involved will the school partners be and what are their roles/expectations?

United Way worked in partnership w/ Baltimore City Public Schools and followed their recommendations, engaging in conversations with leadership from both Ben Franklin High School and Patterson High School and ultimately partnering with those two schools. In terms of roles and expectations, we are still working with the two schools to determine how we will partner and respective roles.

APPLICANT ELIGIBILITY

Does our organization qualify as a viable program and/or are we a good fit for the Young Men United RFP?

UWCM is not able to provide individualized guidance to potential applicants. Please refer to the "Eligibility" section of the Young Men United RFP on page 4 to determine if you meet the outlined criteria. If eligible, and if after reviewing the application materials, you believe your organization would be a strong YMU partner, we encourage you to apply.

Are organizations with operating budgets over \$500,000 eligible for the Young Men United RFP?

Yes – we do not have a limit on who can apply based on an organization budget. Please refer to the "Eligibility" section of the Young Men United RFP on page 4 and note the financial documentation required depending on the level of your organization's annual gross income from charitable contributions.

Would an organization be ineligible if they have not had an independent audit or review because it has operated for slightly over two years?

United Way will consider waiving this requirement for any organization that has been operating for fewer than three years. Please upload a statement attesting to this as well as whatever financial documentation you have that will demonstrate that your organization is fiscally sound / accountable.

FUNDING AVAILABLE / APPLICATION BUDGETS

How much can an applicant apply for? How much is being awarded - total and per organization?

We have not set a limit on how much an organization can apply for. We want you to share with us your strongest vision and how much it will cost to do the work and achieve the outcomes you outline in your proposal.

Is there a target amount or limit on how many organizations will be funded?

We have also not set criteria regarding the number of organizations we will partner with. That will be driven by the applications we receive.

Is United Way fully funding this initiative? Is a match required? If so, how much or percentage?

No match is required. United Way expects to fund the majority of the YMU initiative through our own fundraising efforts. However, we are looking to see where we can connect to existing resources. If an organization has funding in place or plans to raise funds to contribute to the total cost of the program, and/or for existing programming that your organization is proposing to expand/build on, please include this information in the "Other Funding" column of the Program Budget.

If I understand this correctly, this RFP is for the first cohort of 50 students (25 per school), and the budget projections we create should be for three years to maintain the services for the same cohort of young men. Is that correct?

United Way will launch the YMU initiative in Fall of 2022 at our two partner schools, Benjamin Franklin High School and Patterson High School. For the purposes of this RFP, we are asking organizations to submit a proposal and corresponding budget, based on serving a cohort of 25 students at one location, and serving that same cohort of 25 students for the first three years of the program (2022- when they are in 10th grade, 2023 –when they are in 11th grade, and 2024 – when they are in 12th grade) if your organization is interested in providing programming for each of those academic years. We recognize some programs may have very targeted curriculum designed for a particular grade level – in that case you would apply only for the years (Year 1 – 10th grade, Year 2- 11th grade, or year 3- 12th grade) that align with the academic year you want to provide programming.

So we could propose a 1-year operational budget with TBD for Years 2 and 3 services?

We are looking for organizations to share through their proposals, which academic years you are interested in providing programming for and the corresponding budget for those services. Therefore, if you want to serve the initial cohort of 10th graders onboarding into YMU in Fall 2022 (please provide budget for a cohort of 25 students for the purpose of the RFP) and also want to provide services to that same cohort the following year when they are in 11th grade, and the year after that when they are in 12th grade, please outline the programming you intend to provide in each of the three years and the corresponding budget.

If your programming is only directed to 10th grade students, then you would describe that in your proposal and only provide budget information for year one (beginning Fall 2022) of the program when the students are in 10th grade. If your organization is selected for that 10th grade work, for example, we could have a conversation regarding whether you would also like serve the next cohort of 10th graders in subsequent years.

YMU YOUTH PARTICIPANT ELIGIBILITY AND SELECTION

Are Asian Americans eligible to participate in the Young Men United initiative?

No, at least not for this initial cohort. United Way based YMU participant criteria, as outlined in the RFP, on data identifying significant racial and gender disparities in terms of education access, enrollment and completion. The first cohort of the initiative to launch in Fall 2022, will serve students who identify as Black/African American, Hispanic/Latinx, Native American and male, and who attend one of our two initial partner schools, Benjamin Franklin High School and Patterson High School. It is possible the initiative could expand in the future to serve additional students.

What about two teen boys of Middle Eastern/Afghan Refugee status without ESOL? Will they be supported?

No, at least not for this initial cohort. Please see response to the previous question.

Will the United Way be who seeks out candidates for the various programs from these schools or will the program be responsible? Or will it just be offered and happen organically?

We aim to provide a layered approach to programming. Our intent is to provide all of the program components outlined in the RFP to all YMU participants.

YMU, as an initiative, will reach out to students and families at the partner schools in Fall 2022 to provide an overview of the YMU initiative and services participants can expect to receive in an effort to educate potential participants/families on program offerings and expectations. Our hope is to do this outreach in conjunction with the selected organizations who will be providing direct service as well as the partner schools.

Can you clarify the eligibility criteria and process for selecting young men who will participate in the cohort? Will the grantee be a part of the selection process? Will a cohort of 25 men be pulled solely from participants in our organization or is this a cohort of men across the city?

United Way will develop, with input from our partners, a YMU participant application process. As noted in the *YMU Initiative Overview*, participant criteria may include a GPA requirement, a demonstrated commitment to educational success and other commitments such as family support, community involvement, employment and extracurricular activities, as well as a desire to graduate high school, pursue post-secondary education and a commitment to actively engage in YMU program activities. Students in this initial cohort, to be onboarded as 10th graders in Fall 2022, must attend one of our two partner schools, Benjamin Franklin High School or Patterson High School.

How early could these young men be identified and available for mentorship connections and introductions prior to the school year start on Aug 29?

The YMU participant application process will not start before the 2022-23 school year begins.

Can you confirm that the grant opportunity is only to serve students at Ben Franklin and Patterson? Does United Way have plans to expand the initiative to other students in Baltimore?

For the first cohort, to be onboarded in Fall 2022, YMU will only serve students at Benjamin Franklin High School and Patterson High School. The potential for other partner schools in subsequent years has not yet been determined.

Would our org be responsible for the Identification and recruitment of Young Men United participants prior to Fall? or will candidates be selected and provided to the proposed operator(s) at each school by United Way?

United Way will develop, with input from our partners, a YMU participant application process for Fall 2022 with requirements, such as GPA, and other criteria to help with the selection process. Students in this initial cohort, to be onboarded as 10th graders in Fall 2022, must attend one of our two partner schools, Benjamin Franklin High School or Patterson High School, and will be recruited through joint efforts between United Way, the selected partners and the partner schools.

Can you clarify if this funding can be used to support any young man of color... or can it solely be used for students attending Ben Franklin or Patterson? Can you also clarify cohort size requirements: For example can you serve 25 students who are 9th and 10th graders (and who will remain involved in the program for multiple years)?

We will onboard 10th graders in Fall 2022 who attend Benjamin Franklin High School and Patterson High School. We will develop, with input from our partners, a YMU participant application process with requirements, such as GPA, and other criteria to help with the selection process.

Our intent is to keep all cohorts engaged in the YMU initiative and see them through high school graduation, into and through a post-secondary education pathway that aligns with their goals and help them transition into their first full-time career-track position. Therefore, we will be following each cohort (cohorts onboard to the YMU initiative in 10th grade) through the high school/post-secondary/career journey outlined above.

YMU PROGRAM DETAILS

We do financial literacy and education, and financial case management - and we can do this for youth and their families. A) Is that enough "case management?", or B) Are you looking for someone with a social worker/resource staff to address healthcare, resource connection, etc.? If "B," can we partner with another agency to provide this type of case management? As outlined in the *YMU Initiative Overview*, YMU will address both components you mentioned, "financial literacy/education" for students and families as well as "family resource navigation/case management" for the student and their family. We are not mandating the qualifications/certification of staff who would be responsible for delivering those services and applicants may propose to partner with other agencies.

Will YMU programming (and awarded funding is secured) cover the school year (2022-23) or July 2022 to June 2023?

United Way plans to announce grant awards in July 2022. We will then work with awardees on grant agreements with a target start date of early August 2022. Work with students and their families will not begin until Fall 2022.

It is my understanding that there are six activity input areas:

- 1. Community Building/Fostering Brotherhood**
- 2. Mentoring**
- 3. Academic Support**
- 4. College Prep/application support**
- 5. Family Case Management/Financial Support**
- 6. Internship**

The six program components addressed in this RFP are:

- Journey navigation/coaching
- Academic support
- Post-secondary (college & training program) preparation and application support
- Mentorship
- Family resource navigation/case management
- Financial education

For the purposes of this RFP, released in April 2022, we are planning for programming YMU participants will receive while they are in high school (School Years; 2022-23, 2023-24 and 2024-25). There will be a similar RFP process for those YMU Initiative components to be

delivered to YMU participants as they enter and continue through their post-secondary journey, with such services as: college/training journey navigation, mentoring, internship, career prep and transition.

If an organization puts in a proposal for one or more activities, will there be another provider offering the same activities?

We have not set criteria regarding the number of organizations we will partner with. That will be driven by the applications we receive. Therefore, it is possible that more than one organization may be selected to provide direct service programming for a specific program component (for example, we may utilize a provider for journey navigation at one YMU partner school and engage with a different partner to provide that same service at another YMU partner school).

Will all of the 50 students be required to participate in each activity or will students be permitted to pick and choose what services they want?

Our intent is to deliver all six YMU program components outlined above to all YMU participants. While we recognize there may be some exceptions, our goal is to provide a layered set of services to all the young men - we are not approaching these components as a menu of services from which the young men will choose.

My question is for the 12th graders, will we have access to the students while they are in school and if so, is there a time slot set? When I say access I mean virtually. For example, if enrolled in our program can students log on during school hours or is the program for after school hours only?

We do not know at this time if schools will be able to allocate time during the school day for YMU programming for Fall 2022 and beyond. Please outline in your application what your organization feels would work best in terms of program timing based on your experience and lay out any alternatives you envision.

In terms of staffing, are you planning on hiring staff within UW to manage implementation, or are you hoping the partners bring in all the staff needed for implementation?

United Way staff will manage the different partnerships we establish with the organizations providing direct service programming, but are looking for those organizations to staff up, to the level required, to be able to provide that direct service.

United Way will serve as the convener/ connector for the layered program services we want to see provided through the YMU initiative, but United Way will not provide your organization with staff for direct service programming delivery.

We specialize in mentoring young men through sports, specifically in West Baltimore. Would our application indicate interest in carrying out mentoring for our org, OR bringing our skills/programs to the table for a city-wide cohort?

We are seeking applications from organizations who would be bringing their expertise/programming to serve young men who are specifically enrolled in the YMU initiative.

Can an organization provide programming for YMU cohort participants as outlined in the RFP along with other non-YMU participants, provided that for the purposes of this funding we only report YMU cohort participants? For example, if programming is provided at the target school on certain weekdays for mixed participants, and on other days with the YMU cohort only? Our goals would be to both integrate the YMU cohort into our existing programming/structure and encourage YMU participants to engage in broader leadership development and wraparound family success programming.

We are open to considering such an approach. Please outline clearly in your proposal your vision for this approach.

Benjamin Franklin and Patterson High Schools were mentioned as the starting groups for the initial cohort. Does this mean programming is to be offered on-site at these locations or can our respective services be rendered elsewhere? Does transportation then need to be provided?

We will work with YMU partner schools, and the selected partners to address this question. It is our desire to meet students where they are and recognizing they are spending time at school, a primarily school-based initiative may make sense. We are trying to determine what timing works best for this population and recognize that after school may pose issues for students who have jobs or other commitments. In terms of where and when programming will be offered, it is possible that some off-site programming may be beneficial. Your organization does not need to budget for transportation for the core part of the program, if that programming ends up taking place off-site, however, if your programming includes intentional trips/visits, for example to colleges or other sites, please do include transportation costs in your budget for those activities.

Will the participating schools provide office space for the grantee's staff?

We do not yet know about space within the schools. Once we better understand the number of partners and space required, we will do our best to advocate for adequate space for program partners.

Does a Nationally recognized certification in a career pathway qualify for this program or do they have to attend a college?

Our goal is for students to align their post-secondary pathway with whatever their career goals are, which could be college (2-year or 4-year) or a certification or training program.

Regarding Graduation / Completion as defined by the student as a metric - would GED completion be an acceptable outcome?

We are not ruling out GED completion as opposed to high school graduation for YMU participants, however, one of the goals of the YMU initiative is to help young men stay in and graduate from high school. We recognize there may be students who may not be able to stay in school and could have the capacity to work through a GED, and then transition into a post-secondary education pathway, so would certainly consider.

Are there requirements for how many hours of service are provided weekly, or how many weeks the program will run through the year?

We are asking organizations to tell us what program design, including dosage and frequency, is needed based on your experience. We have not set those parameters and are intentionally leaving them open so you can tell us what works.

Can these programs be eligible for service learning for youth?

We believe service learning is important. If your program builds service learning into your programming and it meets school and district requirements for service-learning hours, then students would be able to earn hours toward their requirements.

YMU PROGRAM EVALUATION, REPORTING AND LONG-TERM PLANS

Will this in any way be connected to a longitudinal study with a control school or control group?

We are unable to answer that at this point. We want to be sure there is a strong evaluation, but not sure if there will be control groups involved. We will determine an evaluation that does not sacrifice the opportunity for the young men who meet the outlined criteria and want to be part of this program to participate.

Where and how are you going to expand if successful? What does scale look like? I believe you mentioned Baltimore is the first of 6 potential cities launching YMU, what are the others?

Locally we are starting with a cohort of 50 young men in Fall 2022 between our two partner schools and aim to serve at least 250 young men over a nine-year period (onboarding two additional groups of 100, 10th graders each in Summer/Fall 2023 and 2024).

Beyond the first year of the program in Fall 2022, it has not been determined where future cohorts will be located. It is possible we will onboard more students from our initial partner schools or may include other schools from the Central Maryland area.

United Way of Central Maryland is part of a larger cohort of local United Ways working to broaden YMU program expansion, however, additional locations across the country have yet to be determined.

What reporting requirements will be in place?

Reporting requirements are still to be determined. We will be reasonable with this collective impact model as we want to be sure we are sharing info with one another and that we're on track in terms of outcomes. You may reference the logic model provided to better understand broadly our theory of change and what we have identified as inputs and outcomes at this point, indicating the type of information we may want to collect, but of course that will be largely dependent on what you propose, the outcomes you anticipate, and data you intend to collect. Our goal is to create a space where we are being efficient and find the right balance between program implementation and reporting.