

**BOARD OF SUPERVISORS
BUSINESS MEETING
ACTION ITEM**

SUBJECT: **FY 2021 Human Services Nonprofit Grant
Recommendations**

ELECTION DISTRICT(S): Countywide

CRITICAL ACTION DATE: At the pleasure of the Board

STAFF CONTACT(S): Megan Cox, Finance and Budget
Janet Romanchyk, Finance and Budget
Valmarie Turner, County Administration

PURPOSE: This item presents the recommended human services non-profit grant awards for FY 2021.

RECOMMENDATION(S): Staff recommends that the Board of Supervisors (Board) approve grant funding for the human services nonprofit organizations as recommended, and direct staff to notify selected applicants and process the payment of grant funding.

BACKGROUND: Each year, Loudoun County provides funding through the human services nonprofit grant program to strengthen the County's coordination with nonprofit partners, and to ensure opportunities for local funds are leveraged in the most effective manner for services that assist vulnerable and disadvantaged individuals and families in meeting a critical need for safety, health, security and independence. Loudoun County prioritizes investment in high quality human services that provide significant positive outcomes for County residents.

The current grant process was shaped significantly by a nonprofit needs assessment commissioned by the previous Board and conducted by Virginia Tech. The needs assessment was presented to the Board on [September 20, 2017¹](#), and included, among other findings, recommended changes to the County's nonprofit grant program. Subsequently, an internal team of county staff, in collaboration with representatives of the Loudoun Human Services Network (LHSN), recommended an implementation plan for improvements to the nonprofit grant program. At its [December 5, 2017²](#) Business meeting, the Board adopted the plan and directed staff to implement the following changes for the FY 2019 grant process.

¹ [September 20, 2017, Business Meeting, Nonprofit Needs Assessment Findings and Recommendations](#)

² [December 5, 2017, Business Meeting Copy Teste-Nonprofit Needs Assessment Implementation Plan](#)

1. Direct funding relationships were established for six core services considered vital to the health and social safety net within the County.
2. The nonprofit grant program's preexisting four Areas of Need were modified to align with the most critical human service outcomes.
3. Funding for the program was established at the programmatic level (rather than by Area of Need) to give more flexibility to the program and to more closely reflect the changing needs of the community rather than a pre-determined level of service.
4. Funding levels for each applicant began at zero and applications required a minimum score to be considered for funding.
5. A mini-grant program was established to provide funds for specific, innovative projects or small and/or new organizations.

Additionally, the County hired a Grants Coordinator in 2017 with the goal of significantly enhancing the level of customer service and technical assistance provided to nonprofit grant program applicants. To that end, staff has developed and presented manuals, webinars, and trainings focused on grant writing basics, development of strong goals and outcomes, and a detailed overview of grants process.

The County utilizes best practices in grantmaking and have been implementing those since the FY 2019 grant cycle to ensure fair, equitable, and professional scoring for these increasingly competitive funds. Reviewers are given a standardized scoring matrix to review proposals; a scale of 0-3 is applied to specific criteria for each question with points representing a range from *Excellent* (3) to *Deficient* (0). Scores are also ranked based on the Commonwealth of Virginia's Best Value Rating Method which provides a process for ranking scores based on a combination of cost, quality and various elements of the proposed services that support the County's needs.

Nonprofit finances and governance have been a source of ongoing training and increased scrutiny in order to promote stability and accountability within the nonprofit community. The result has been a more rigorous and competitive application process which requires organizations to explicitly detail their needs, outcomes, and quality of services as part of obtaining funding each year.

Areas of Need

In 2017, the Board created four Areas of Need to establish priorities for the funds available:

- Prevention and Self-Sufficiency: Services focused on assisting individuals and families in becoming and/or remaining independent and stable, and providing tools, skills, strategies, and resources to individuals and families.
- Crisis Intervention and Diversion: Services provided to individuals and families in crisis to overcome immediate problems, and reduce or prevent further penetration to more restrictive and expensive higher-level services.
- Long-term Support: Services that focus on assisting individuals who have continuing, long-term support needs to remain healthy, safe, and independent in the community.

- Improved Quality of Human Services: Services and opportunities provided to individuals, organizations, and communities that enhance the quality, accessibility, accountability and coordination of services provided by community organizations.

Funding Options

The County has two options for organizations wishing to apply for funds through the human services nonprofit grant process: the standard nonprofit application process for organizations wishing to apply for awards of more than \$5,000; and a mini-grants process with a simplified application for any organization applying for a small grant of \$5,000 or less.

During the FY 2018 Nonprofit Grant Process, the Board revised the funding allocation methodology to direct staff to (1) set a minimum score across all Areas of Need that would be necessary to receive funding; and (2) proportionally allocate funding based on the number of applicants approved for funding and the score ranking, not to exceed the applicant's request.

Quality Improvement Process

Loudoun County annually uses feedback solicited from applicants and reviewers after the previous year's grant process. Changes to the FY 2021 process included:

- Earlier application release date, from December to November.
- Each question included word limit suggestions (not requirements) to give a general idea of the maximum amount of information expected.
- The application evaluation requirements were shared in application materials.
- Applicant questions regarding the process were answered via web portal instead of phone or email to provide equitable assistance to all applicants.
- Partnerships, past performance, and evidence-based programming are benchmarks for excellence in the scoring criteria. No bonus points were awarded for these criteria.
- The evaluation plan included required outcomes. Each applicant was instructed to choose targets and objectives based on the services for which they were requesting funds.
- As in previous years, no organization could request more than 30% of its current operating revenue. In addition, individual awards are limited to no more than \$113,000 to ensure that the county retains the capacity to make multiple awards across all areas of need.

Prior to the grant process opening, staff held trainings at the Rust and Cascades Libraries and provided technical assistance to applicants throughout the process. Staff also provided a more robust application manual, and a Q&A web portal compiling all questions received throughout the process.

ISSUES: For FY 2021, the County received 52 applications which were divided into three categories for review: behavioral health, community services, and health and youth. The applications were further divided by the size of the organization; those whose operating budget was above \$500,000 and those below. The purpose for separating large and small organizations was to ensure equitable reviews regardless of organization size. Mini-grant applications were placed into their own category. Subject matter experts independently reviewed applications within their expertise category and scored each one individually, with Department of Finance and Budget

(DFB) staff adding additional analysis. The DFB Grants Coordinator then facilitated review panels in which the scores were reviewed and consensus reached on final scores by item.

This year, applications were higher quality than in past years, as 33 competitive applications qualified for funding; however, only 20 competitive grants are being recommended for funding due to limitations of the budget.. As such, some organizations that have been funded in the past are not included in the funding recommendations for FY 2021. In addition, 7 out of 14 mini-grants (\$5,000 each) met the criteria and are recommended for funding.

The initial FY 2021 budget included a 3% increase for grant funding (\$1,157,124 total); however, due to the current budget restrictions which included freezing FY 2021 base budget increases, staff has prepared the funding recommendations at the FY 2020 budget amount, which is \$1,123,421. Should the FY 2021 base budget increases be unfrozen in the future, one additional organization could receive the full amount of their proportionally allocated funding, and one additional organization would receive partial funding.

Staff applied the current Board-directed methodology described above to the FY 2021 funding allocations. Staff allocated funds as follows (excluding mini-grants):

1. All requests were capped at \$113,000 prior to applying the allocation formula.
2. The top scoring application set the bar for the proportional ranking and received 100% of its funding request. Remaining applications received a proportion of their request based on their ranking.
3. The minimum score for funding was 85.4; this is 70% of the total 122 points available. 70% was calculated as the average minimum score for funding based on previous years' median scores.
4. The lowest scoring application at or above the minimum score received the remainder of funding available after applying the allocation formula to the highest scoring applicants.
5. No applicant was allocated more than 30% of their organization's total budget, in order to ensure a healthy funding mix.

The resulting individual funding recommendations and requests from each organization are shown in Table 1 below.

Table 1: FY 2021 Nonprofit Grant Funding Recommendations``

Organization Name	FY21 Amount Recommended	FY21 Requested	Request Description
Loudoun Hunger Relief, Inc.	\$113,000	\$113,000	General operating support for Emergency Grocery Distribution Program, serving approximately 8,000 unduplicated Loudoun County residents of all ages and demographics each year through approximately 64,000 visits.

Organization Name	FY21 Amount Recommended	FY21 Requested	Request Description
The Chris Atwood Foundation	\$57,831	\$59,583	Launching Revive to Thrive, which expands upon current opioid overdose reversal trainings to provide resource navigation and coaching to individuals with substance use disorder through Certified Peer Support Specialists.
Loudoun Literacy Council	\$80,672	\$83,117	Operating support to serve the literacy needs of the 32,000 residents who do not speak English well.
Crossroads Jobs	\$29,628	\$30,927	Job search training program, individualized placement services and post placement support to unemployed and underemployed residents.
The Ryan Bartel Foundation	\$48,182	\$50,295	Operating support for current and growing suicide prevention programs for youth ages 11-19.
Community Foundation for Loudoun and Northern Fauquier Counties	\$60,859	\$64,375	Operating costs for programs to support nonprofit organizations and the Loudoun residents they serve, with an emphasis on human services organizations, through training and capacity-building programs.
Catholic Charities Diocese of Arlington	\$104,929	\$113,000	Support for programs supplying critical food, financial assistance and immigration legal assistance to 4,464 impoverished residents.
Piedmont Dispute Resolution Center	\$23,214	\$25,000	Court-ordered mediation services provided free to families in need at Juvenile and Domestic Relations Court.
Windy Hill Foundation, Inc.	\$62,571	\$68,000	Support for staff salaries and direct costs for free onsite programming for children, families, and older adults living in households whose income is 30 to 50% of average median income.
Friends of Loudoun Mental Health	\$24,343	\$27,200	A Place To Call Home program provides Loudoun County residents with a serious mental illness and living at or below 150% of the Federal Poverty Income Guidelines with housing subsidies of up to \$350 per month for up to six months.

Organization Name	FY21 Amount Recommended	FY21 Requested	Request Description
Women Giving Back	\$75,939	\$84,852	Emergency assistance and crisis intervention services to 1,200 unduplicated women and children in Loudoun County who are homeless, living in local shelters, transitional housing facilities, or safe houses, or living below the poverty line.
Loudoun Habitat for Humanity	\$27,947	\$31,375	Support for seven home repair projects to be completed in 2021 targeting aging in place, veterans and disabled individuals.
A Place To Be	\$70,924	\$80,000	General operating support to provide county residents (primarily youth and young adults) with disabilities, medical challenges and mental health struggles the skills and strategies to achieve greater independence, belonging and hope through the clinical practice of music therapy in an inclusive community setting.
INMED Partnerships for Children	\$94,966	\$107,118	Salary and operating support for Healthy Families Loudoun, an intensive, long-term perinatal home visiting and case management program for first-time parents who are assessed to be at high risk for poor outcomes in their children's health, development and safety, as well as for the program's associated parent education and support groups.
Bringing Aid to Women's Shelters (BRAWS)	\$21,515	\$24,500	Providing women and girls at shelters and schools with menstrual supplies and underwear, to assist in overcoming immediate burdens, provide resources for economic and educational success, aide in achieving stability, as well as increasing long-term health benefits and well-being.
Dulles South Food Pantry	\$25,966	\$30,000	Staff salaries, food purchases, and self-sufficiency program costs to provide food insecure residents with resources to aid them in becoming self-sufficient.
Northern Virginia Family Service	\$29,424	\$34,327.	Loudoun Accessible Medication Program arranges the provision of ongoing, free prescription medication for uninsured Loudoun residents with chronic conditions

Organization Name	FY21 Amount Recommended	FY21 Requested	Request Description
			who are living below 200% of the Federal Poverty Level
Brain Injury Services	\$42,752	\$50,000	Provides intensive case management to 60 individuals with brain injury, and follow-along supports for an additional 25 survivors preparing to transition to independence.
Legal Services of Northern Virginia	\$68,263	\$80,032	Provides free civil legal services to low-income, elderly, and disabled residents.
Insight Memory Care Center	\$20,067	\$24,000	Launching a new chapter of Reconnections program, a social club model for engaging and connecting older adults with mild cognitive impairment or in the early stages of dementia.
Loudoun Cares	\$5,429 ³	\$33,000	Operational expenses that cut across 3 program areas (Volunteer Center, Nonprofit Center, Emergency Assistance Network) and directly serve over 200 community organizations.
Project Horse Empowerment Center	\$0	\$55,499	Expand and augment Equine Assisted Psychotherapy programs that support at-risk youth and their families.
SCAN of Northern Virginia, Inc.	\$0	\$113,000	Expand evidence-based programs that promote the well-being and self-sufficiency of vulnerable children and families, and increase the number of human service providers trained on Adverse Life Experiences, enhancing their capacity to provide trauma-informed services that are responsive to at-risk families' needs.
Tree of Life Ministries	\$0	\$45,000	Operating costs to help families and individuals who are elderly, disabled, or living in poverty by addressing food, life skills, shelter, and healthcare.
All Ages Read Together (AART)	\$0	\$23,350	Four summer school-readiness classes for rising (low- and moderate-income) kindergarteners who have not attended Head Start, STEP, or preschool.

³ Received remainder of funding available after applying allocation formula to highest scoring applicants

Organization Name	FY21 Amount Recommended	FY21 Requested	Request Description
Inova Health Care Services	\$0	\$101,564	Increase forensic nursing services for adults, children and infants who have experienced physical and sexual violence.
The Good Shepherd Alliance, Inc.	\$0	\$100,000	Maintenance, utilities, and insurance costs to operate emergency shelter and 5 transitional homes.
Melwood Horticultural Training Center, Inc.	\$0	\$106,593.	Provide job training, coaching and support services to Temporary Assistance for Needy Families recipients by expanding the JOBS program to Loudoun County.
Mobile Hope of Loudoun	\$0	\$113,000	Rent for facility serving homeless, precariously-housed and at-risk youth up to age 24.
YMCA Loudoun County Youth Development Center	\$0	\$60,000	Early learning program, after-school program, and summer day camp, serving youth and families of Loudoun County that are at risk and fall under or near the poverty line.
The Arc of Loudoun	\$0	\$113,000	Funding for ALLY "A Life Like Yours" Advocacy Center's two staff salaries, providing direct service workshops, job training, emergency funding, social opportunities, education, employment resources and free information on disability rights to 2,027 residents people with disabilities, their families, caretakers and professionals who work with them.
Northern Virginia Resource Center	\$0	\$32,052.	Operating support for an Outreach Specialist to bring HEAR-Loudoun program to Loudoun County, offering hearing education, advocacy and resources to residents who are deaf or hard of hearing.
Opportunities, Alternatives, and Resources	\$0	\$113,000	Funding to assist adults who are involved with the criminal justice system with planning for release from incarceration, emergency services at the time of release, and post-release case management to guide a successful transition to the community after incarceration.

Organizations below this line scored below the minimum score required for eligibility

Organization Name	FY21 Amount Recommended	FY21 Requested	Request Description
Loudoun ENDependence	\$0	\$60,000	Assist residents who experience disabilities to learn the skills necessary to gain and maintain independence, inform them about local resources and how to access them, and support them in accessing resources.
A Farm Less Ordinary	\$0	\$45,300	Staff for newly opened Leesburg location, focused on helping individuals with intellectual and developmental disabilities gain independence and self-worth through employment.
Capital Caring	\$0	\$25,000	Support for Patient Care Fund to provide hospice care to residents who are low-income or indigent and lack financial resources and/ or insurance, covering the full cost of all services.
JK Community Farm	\$0	\$50,000	Support for expansion of protein program to alleviate hunger and promote food education with organic vegetables and protein.
Stroke Comeback Center	\$0	\$17,200	Operating funds for small group classes for survivors of stroke and brain trauma and their families, regardless of ability to pay.
Meridians Recovery	\$0	\$40,440	Support for new women's recovery house offering services to residents who otherwise could not afford to get help.
Loudoun Arts Council	\$0	\$47,025	Funds to create and house high-quality arts programming that serves English Language Learners, senior citizens, low-income families, and young people facing physical, emotional and mental challenges.

Mini-Grant Funding Allocation Recommendations

Mini-grants were reviewed by a separate team, using broader criteria and taking the minimum score of 35 as the starting point for funding recommendations; this is 70% of the total 50 points available. As shown in Table 2, organizations with a total score of 35 or above are recommended for full funding at the amount they requested. Organizations with a total score below 35 are not recommended for funding.

Table 2: FY 2021 Mini-grant Funding Recommendations

Organization Name	FY21 Recommended	FY 21 Request	Request Description
Loudoun Youth, Inc.	\$5,000	\$5,000	Scholarships for low-income teens to attend the annual Loudoun Youth Leadership Program.
Loudoun Therapeutic Riding	\$5,000	\$5,000	One-on-one equine assisted activities to residents ages 18 and older who live with physical, intellectual, or mental health challenges.
Loudoun County Commission for Women and Girls	\$5,000	\$5,000	General operating funds for programming on Domestic Violence, STEM, Education, Employment, and Human Trafficking.
Loudoun Wildlife Conservancy	\$5,000	\$5,000	Expansion of the Peterson Young Naturalist Award Program by increasing participation from students from Title 1 schools across Loudoun County.
NOVA Diaper Bank	\$5,000	\$5,000	Diapers and diapering supplies for families with children who receive WIC, SNAP, TANF, Medicaid and free and reduced lunch.
The Fenwick Foundation	\$5,000	\$5,000	Therapeutic outings and activities for older adults, veterans, caregivers and individuals with disabilities to address isolation, loneliness, and boredom and to foster community involvement, "connectedness" and wellbeing.
Help for Others	\$5,000	\$5,000	Holiday Coalition – Neighbors Helping Neighbors program assists families, children, teens, adults with disabilities, and seniors.
Organizations below this line scored below the minimum score required for eligibility			
Just Neighbors	\$0	\$5,000	Immigration legal services for low-income Loudoun residents.
Friends of Adaptive Recreation	\$0	\$5,000	Adaptive Recreation Summer Camp Scholarships which serve school-aged children with disabilities.
Leonard W. Kidd Memorial Post 2001 Charitable Foundation	\$0	\$5,000	Eviction avoidance funds to prevent homelessness for Veterans and their families due to inability to pay rent due to illness, job loss, unexpected expenses and other issues.

Organization Name	FY21 Recommended	FY 21 Request	Request Description
Embark Center for Self-Directed Education	\$0	\$5,000	Fee subsidies for low-resource teens needing access to learning alternatives and support.
ImpactTek Inc.	\$0	\$5,000	IT workforce development program and employment for low income and disadvantaged residents.

FISCAL IMPACT: \$1,157,124 was budgeted in the FY 2021 operating budget to be allocated for this purpose. However, due to the FY 2021 budget restrictions, allocations have been made at the FY 2020 funding level of \$1,123,421, which does not utilize the 3% base budget increase.

ALTERNATIVES: The Board could choose not to provide funding for human service nonprofits, or could choose to provide funding in a different amount.

DRAFT MOTIONS:

1. I move that the Board of Supervisors approve grant funding for the Human Service Nonprofit Organizations as recommended in the April 21, 2020, Board of Supervisors Business Meeting Action Item, and direct staff to notify selected applicants and process the payment of grant funding.

OR

2. I move that the Board of Supervisors approve grant funding for the Human Service Nonprofit Organizations as recommended in the April 21, 2020, Board of Supervisors Business Meeting Action Item 4, and direct staff to decrease award amounts for full competitive grants by 10% in order for the Board to fund the next eligible organizations in rank order according to Attachment 1.

OR

3. I move that the Board of Supervisors approve grant funding for the Human Service Nonprofit Organizations as recommended in the April 21, 2020, Board of Supervisors Business Meeting Action Item 4, and direct staff to decrease award amounts for full competitive grants by 20% in order for the Board to fund the next eligible organizations in rank order according to Attachment 1.

OR

4. I move that the Board of Supervisors approve grant funding for the Human Service Nonprofit Organizations as recommended in the April 21, 2020, Board of Supervisors Business Meeting

Action Item 4, and direct staff to decrease award amounts for full competitive grants by 25% in order for the Board to fund the next eligible organizations in rank order according to Attachment 1.

OR

5. I move an alternate motion.

ATTACHMENT:

1. Alternative Funding Recommendations

Alternative Funding Recommendations

Organization Name	FY21 Amount Requested	FY21 Original recommendation	Alterative 1 (10% award decrease)	Alterative 2 (20% award decrease)	Alterative 3 (25% award decrease)
Loudoun Hunger Relief, Inc.	\$113,000.00	\$113,000	\$101,700	\$90,400	\$84,750
The Chris Atwood Foundation	\$59,583.00	\$57,831	\$52,048	\$46,264	\$43,373
Loudoun Literacy Council	\$83,117.00	\$80,672	\$72,605	\$64,538	\$60,504
Crossroads Jobs	\$30,927.00	\$29,628	\$26,665	\$23,702	\$22,221
The Ryan Bartel Foundation	\$50,295.00	\$48,182	\$43,364	\$38,545	\$36,136
Community Foundation for Loudoun and Northern Fauquier Counties	\$64,375.00	\$60,859	\$54,773	\$48,687	\$45,644
Catholic Charities Diocese of Arlington	\$113,000.00	\$104,929	\$94,436	\$83,943	\$78,696
Piedmont Dispute Resolution Center	\$25,000.00	\$23,214	\$20,893	\$18,571	\$17,411
Windy Hill Foundation, Inc.	\$68,000.00	\$62,571	\$56,314	\$50,057	\$46,929
Friends of Loudoun Mental Health	\$27,200.00	\$24,343	\$21,909	\$19,474	\$18,257
Women Giving Back	\$84,852.00	\$75,939	\$68,345	\$60,751	\$56,954

Organization Name	FY21 Amount Requested	FY21 Original recommendation	Alterative 1 (10% award decrease)	Alterative 2 (20% award decrease)	Alterative 3 (25% award decrease)
Loudoun Habitat for Humanity	\$31,375.00	\$27,947	\$25,153	\$22,358	\$20,961
A Place To Be	\$80,000.00	\$70,924	\$63,832	\$56,739	\$53,193
INMED Partnerships for Children	\$107,118.00	\$94,966	\$85,469	\$75,973	\$71,224
BRAWS	\$24,500.00	\$21,515	\$19,363	\$17,212	\$16,136
Dulles South Food Pantry	\$30,000.00	\$25,966	\$23,370	\$20,773	\$19,475
Northern Virginia Family Service	\$34,327.76	\$29,424	\$26,481	\$23,539	\$22,068
Brain Injury Services	\$50,000.00	\$42,752	\$38,477	\$34,202	\$32,064
Legal Services of Northern Virginia	\$80,032.00	\$68,263	\$61,436	\$54,610	\$51,197
Insight Memory Care Center	\$24,000.00	\$20,067	\$18,061	\$16,054	\$15,050
Loudoun Cares	\$33,000.00	\$5,429 ⁴	\$24,584	\$21,852	\$20,486
Project Horse Empowerment Center	\$55,499.00	\$0	\$40,995	\$36,440	\$34,162
SCAN of Northern Virginia, Inc.	\$113,000.00	\$0	\$48,151 ¹	\$72,168	\$67,658
Tree of Life Ministries	\$45,000.00	\$0	\$0	\$28,588	\$26,801
All Ages Read Together (AART)	\$23,350.00	\$0	\$0	\$14,782	\$13,858
Inova Health Care Services	\$101,564.00	\$0	\$0	\$48,197 ¹	\$60,170

⁴ Received remainder of funding available after applying allocation formula to highest scoring applicants

Organization Name	FY21 Amount Requested	FY21 Original recommendation	Alterative 1 (10% award decrease)	Alterative 2 (20% award decrease)	Alterative 3 (25% award decrease)
The Good Shepherd Alliance, Inc.	\$100,000.00	\$0	\$0	\$0	\$53,042 ¹
Melwood Horticultural Training Center, Inc.	\$106,593.47	\$0	\$0	\$0	\$0
Mobile Hope of Loudoun	\$113,000.00	\$0	\$0	\$0	\$0
YMCA Loudoun County Youth Development Center	\$60,000.00	\$0	\$0	\$0	\$0
The Arc of Loudoun	\$113,000.00	\$0	\$0	\$0	\$0
Northern Virginia Resource Center	\$32,052.12	\$0	\$0	\$0	\$0
Opportunities, Alternatives, and Resources	\$113,000.00	\$0	\$0	\$0	\$0