



# TRACY FAMILY FOUNDATION

## Capacity Building Program

### Request for Proposal

## Mental Health Matters

### Opportunity for Organizations in West Central Illinois

The Tracy Family Foundation seeks Capacity Building Grant Applications from nonprofit organizations looking to improve organization culture by developing strategies to support the well-being of leaders and staff. Nonprofit organizations serving West Central Illinois in the counties of Adams, Brown, Cass, Greene, Hancock, McDonough, Morgan, Pike, Scott, or Schuyler are eligible to apply. Funds will be awarded to four eligible nonprofits. Successful applicants will receive a grant of \$5,000 to participate in this training and coaching series. A 10% matching cash contribution of \$500 is required from applicants.

### Purpose

Employees tend to feel overwhelmed and lose enthusiasm at work and in life. A recent survey even suggests that 45% of nonprofit employees are planning to leave their organizations in the next 2 years. It is no surprise that burnout affects productivity and can negatively impact retention, service quality, morale, and organizational culture. By reducing their personal burnout risk, leaders can model better behavior for employees and promote a positive culture of wellness. Grantees will be encouraged to engage in self-care and assess physical health, achieve a healthy balance in work and personal life, and develop coping strategies to manage stress.

### Program Description

This individualized coaching program will help nonprofit leaders and staff enhance and sustain skills to support their unique circumstances, thus reducing the risk of burnout. Participants will learn strategies to improve well-being, increase productivity, and enhance organization performance.

#### Overview:

- ❖ An Introductory/exploratory meeting with your coach
- ❖ A meeting to review assessment insights.
- ❖ At least five customized coaching sessions per participant (up to 4 participants per organization receive coaching).
- ❖ A final meeting to wrap up and discuss recommendations.

### Coaching Topics Include...

Building Resilience	Managing Stress	Improving Motivation
Strengthening Accountability	Navigating Life Transitions	Practicing Mindfulness
Setting Goals	Creating Boundaries	Developing Self-Compassion

### Readiness Factors

- Ability to meet virtually or in-person for meetings.
- Capacity to manage/share digital files and communicate electronically.
- Identify **two to four** dedicated leaders or staff ready to commit to this process (based on 4 participants, the approximate time commitment is 8 hours per individual over the course of 8 months).

**NOTE:** Coaching hours must be used by Feb 1, 2025.

## About Your Coach

Latonya Brock is not just a CEO; she is a catalyst for positive change, shaping the future of organizations and communities alike. Through Brock Consulting, she continues to be a driving force in assisting and creating cultures where everyone has the opportunity to thrive and reach their fullest potential. She has served on various boards and held leadership roles on the boards she has served on. Currently, she sits on the Quincy Public School Board. Latonya holds a certificate from Cornell University in Diversity & Inclusion, The Coaching and Positive Psychology Institute in coach training, and received her Master of Science in Education in Mental Health Counseling from Quincy University.

### What to expect:

- A professional coaching relationship
- Thought-provoking, interactive meetings that inspire individuals to maximize their personal and professional potential.
- Personalized Strengths: Your coach will highlight your strengths and set goals surrounding your areas of development.
- Non-judgmental space and confidential support
- Crisis intervention and support

**NOTE:** *This program is designed to foster a coaching relationship focused on personal wellness and promoting a healthy balance in personal and professional life. It is not intended to replace professional counseling or therapy services.*

## How to Apply

Nonprofit organizations must submit a Capacity Building Grant application to the Tracy Family Foundation by April 19, 2024, at <http://tracyfoundation.org/apply>. If approved, grant payments are issued approximately 30 days after the Capacity Building Grant approval. A Final Impact Report will be due within one year of the grant award. This application does not affect your organization's ability to participate in any other TFF grant programs, including TFF's Formal Funding grant program.

### Important Dates:

Grant Application Due	Decision Announced	Program Start Date
April 19, 2024	April 26, 2024	May 6, 2024

### Questions?

Please contact Callie Niederhauser at [callie.niederhauser@tracyfoundation.org](mailto:callie.niederhauser@tracyfoundation.org).

## About the Tracy Family Foundation

The Tracy Family Foundation (TFF) was established in 1997 by the Robert and Dorothy Tracy family to advance innovative, collaborative, and sustainable change in Brown County, Illinois, and the surrounding region through organizations that share the values of family, faith, education, leadership, and community. TFF seeks to cultivate a philanthropic spirit in all generations of the Robert and Dorothy Tracy family by providing opportunities for the family to give and serve together. Find out more at [www.tracyfoundation.org](http://www.tracyfoundation.org).