

DRAFT



Indianapolis Foundation
Competitive Application 2025 Preview

Introduction

At the Indianapolis Foundation, we are committed to creating a community where everyone—no matter their race, place, or identity—has the opportunity to thrive. As part of our [Equity Imperative 2030](#) strategic plan, we invest in organizations advancing [housing](#), [economic](#), [health](#), and [environmental](#) equity across Indianapolis.

We are sharing this draft application to help prospective applicants prepare for the 2025 Competitive Grant Round, which officially opens on **July 15, 2025**. Reviewing these materials in advance can help you determine eligibility, understand expectations, and begin developing a strong, mission-aligned proposal.

Organization Checklist

- ☐ By checking this box, I affirm that I have contacted the organization's respective [Community Leadership Officer \(CLO\)](#).
- ☐ By checking this box, I affirm that I have updated the organizational profile and that all the information provided is accurate and up-to-date.
- ☐ By checking this box, I affirm that I have reviewed [the Indianapolis Foundation's Grant Application Guide](#) and [Definitions](#) document.

Proposal Summary

Proposal Title:

The Indianapolis Foundation acknowledges the interconnection of the [Equity Imperative 2030](#) priority areas listed below. However, please select one impact area that is the main focus of your organization for this proposal. The primary area of focus you select here will determine the metrics you select in this application for the reports.

- ☐ Housing Equity
- ☐ Economic Equity
- ☐ Health Equity
- ☐ Environmental Equity

If your organization would like to highlight intersectionality and multiple areas of impact, please select additional area(s) the organization's work addresses. You will not be asked to report on the second area of focus.

- ☐ Housing Equity
- ☐ Economic Equity
- ☐ Health Equity
- ☐ Environmental Equity

Amount Requested

The maximum request for this round of the Indianapolis Foundation's is \$75,000. The amount requested should not exceed 30% of your organization's board-approved budget for the current fiscal year.

Proposal Summary

Grant Cycle Period

Start: Date of the Indianapolis Foundation Board approval

End: One year after start date

Progress Report: Six months after start date on the last day of the month

Final Report: 15th of the month after grant end date

Example: Start, Dec. 9, 2025; Progress Report, June 30, 2026; End, Dec. 9, 2026; Final Report, Jan. 15, 2027

Current grantees of the Indianapolis Foundation are eligible to apply for a new grant this round, provided the organization has completed their most recent progress report and met with their Community Leadership Officer (CLO).

Please select the ZIP Codes your organization serves in Marion County.

☐ 46107 ☐ 46113; ☐ 46183; ☐ 46201; ☐ 46202; ☐ 46203; ☐ 46204; ☐ 46205; ☐ 46206; ☐ 46207;
☐ 46208; ☐ 46209; ☐ 46211; ☐ 46213; ☐ 46214; ☐ 46216; ☐ 46217; ☐ 46218; ☐ 46219; ☐ 46220;
☐ 46221; ☐ 46222; ☐ 46223; ☐ 46224; ☐ 46225; ☐ 46226; ☐ 46227; ☐ 46228; ☐ 46229; ☐ 46230;
☐ 46231; ☐ 46234; ☐ 46235; ☐ 46236; ☐ 46237; ☐ 46239; ☐ 46240; ☐ 46241; ☐ 46242; ☐ 46244;
☐ 46247; ☐ 46249; ☐ 46250; ☐ 46251; ☐ 46253; ☐ 46254; ☐ 46255; ☐ 46256; ☐ 46257; ☐ 46259;
☐ 46260; ☐ 46262; ☐ 46266; ☐ 46268; ☐ 46274; ☐ 46275; ☐ 46277; ☐ 46278; ☐ 46282; ☐ 46283;
☐ 46285; ☐ 46288; ☐ 46291; ☐ 46295; ☐ 46296; ☐ 46298

Proposal Summary

[Please select the Indianapolis Foundation staff member](#) who you have been in contact with regarding this proposal.

- ☐ Jenny Menelas, Community Leadership Officer
- ☐ Josette Robinson, Senior Community Leadership Officer
- ☐ Rachael Sample, Senior Community Leadership Officer
- ☐ Ben Tebbe, Community Leadership Officer
- ☐ Joy Usigbe, Senior Community Leadership Officer
- ☐ Jamie Valentine, Senior Community Leadership Officer
- ☐ Fabio Yataco, Senior Community Leadership Officer
- ☐ Other

May we have permission to share this information with other Donor Advised Funds held at the Indianapolis Foundation?

- ☐ Yes
- ☐ No

Proposal Narrative

1. Tell us the story of your organization: Why the organization started, its mission and purpose, when it was incorporated, and what community need(s) the organization addresses. (500 words)
2. How does the organization work to address inequities using community-centered and culturally relevant solutions to systemic gaps in [housing](#), [economic](#), [health](#), and [environmental](#) equity (500 words)
3. Are there any special or unique situations occurring for your organization at this time (e.g. funding shifts, leadership transitions, other shifts, etc.)? (500 words)
4. For what specific purpose is the organization seeking support? Please describe how the organization will utilize funding and how it aligns with the mission of the Indianapolis Foundation. (500 words)
5. How does the organization interact and engage with the community it serves? How is community feedback and voice incorporated into programs, services, and the organization overall? (500 words)
6. What language(s), other than English, are supported and how? How does the organization ensure language is not a barrier for community members who want to engage in programs and services? (500 words)

Performance Measures

In this section, organizations will select 1. strategy(ies), 2. one goal, and 3. one to eight aligned metric(s) for your organization and/or program. The strategy(ies) selected will address HOW your organization does your work while the metric(s) enumerate WHO was served or the percent change by the work.

Strategy = HOW = Qualitative/narrative responses

Metrics = WHO = Quantitative/number count responses

1. Strategy(ies)

The Indianapolis Foundation prioritizes the strategies below as integral to dismantling inequitable systems, redistributing power, and increasing economic opportunities for residents. Please select one or more strategy(ies) your organization utilizes in its work. This can be for a specific program or the overall organizational approach to the work. Organizations will be required to qualitatively report on how the organization engaged in the strategy(ies) selected to meet the goals identified in the next section.

- **Direct Service:** Meeting and or responding to immediate community needs resulting from inequitable systems.
- **Advocacy:** Work and action to uplift community causes with a goal to shift use of resources, change policy, and how government is accountable to communities.
- **Cross-sector partnerships:** Collaborations with people and organizations who work in different fields or scopes of work. This work highlights that many social issues are interconnected, and these types of partnerships are essential in creating equitable systems.
- **Community organizing:** The collective power of diverse residents responsible for deploying inclusive strategies to disrupt status quo systems and influence policies affecting their lives and communities.
- **Resident leadership:** Diverse leaders embrace agency, shared power, and authentic relationships as they forge collective movements to advocate for and achieve the desired results on behalf of their communities.
- **Narrative work:** The social process of storytelling about one's community to change how that community is viewed by society. It is a way to shift power and own one's truth and experiences.

Performance Measures

2. Goal

Please select one goal that aligns with the organization's work and the [Equity Imperative 2030](#) strategic plan. The goal chosen will align with selected metrics. (Applicants will only see the goals aligned with the priority area selected in the application – housing equity, health equity, economic equity, environmental equity).

Housing Equity

1. Increase access to safe, stable and affordable housing units
2. Ensure access to crisis housing and increase permanent housing placement and retention
3. Reduce eviction rates

Economic Equity

1. Narrow the wealth gap by providing residents with access to wealth-building opportunities and credit-building resources to enhance economic inclusion
2. Empower entrepreneurs by expanding capacity and strategic capital for grassroots and BIPOC-led support organizations, increasing business lending, and amplifying impact
3. Increase holistic workforce development through training, upskilling, and certification/credentialing programs that lead to high paying jobs

Health Equity

1. Decrease the incidents of violence
2. Improve access to preventative care
3. Improve access to social services
4. Improve mental health supports

Environmental Equity

1. Advance renewable energy facility improvements and upgrades
2. Empower community-driven solutions to local environmental justice issues
3. Support green workforce development through training, upskilling, certification programs, and/or degree pathways

Performance Measures

3. Metrics

Please select one to eight metrics that align with the organization's work. You will provide a goal number for each of the metrics selected or inserted. Organizations will report on these metrics at six- and twelve-month intervals.

Housing Equity

Please select one to eight metrics that align with this proposal. Organizations will provide a goal number for each of the metrics selected and provide projected demographics of those served for each metric.

1. Increase access to safe, stable and affordable housing units

- ☐ # of affordable housing units developed, preserved, or renovated
- ☐ # of individuals provided with services to address access to affordable housing
- ☐ # of education or advocacy events hosted
- ☐ # of individuals participating in education or advocacy events
- ☐ Cumulative \$ amount leveraged for investment in the preservation, renovation, or development of affordable housing units
- ☐ # of organizational partnerships developed or strengthened to address affordable housing access
- ☐ Other(s): _____ (share a maximum of five metrics)

Performance Measures

2. Ensure access to crisis housing and increase permanent housing placement and retention

- ☐ # of individuals receiving crisis housing
- ☐ # of individuals assessed for coordinated entry
- ☐ # of individuals placed in permanent housing
- ☐ # of individuals retaining permanent housing after six to twelve months
- ☐ # of individuals served using the Housing First model
- ☐ # of education or advocacy events hosted
- ☐ # of individuals participating in education or advocacy events
- ☐ Cumulative \$ amount leveraged for investment in permanent housing for individuals experiencing homelessness
- ☐ # of individuals provided with services to address barriers to permanent housing OR housing stability
- ☐ # of organizational partnerships developed or strengthened to address permanent housing access
- ☐ Other(s): _____ (share a maximum of five metrics)

3. Reduce evictions rates

- ☐ # of individuals provided with prevention rental assistance
- ☐ # of individuals retaining permanent housing after six to twelve months
- ☐ # of education or advocacy events hosted
- ☐ # of individuals participating in education or advocacy events
- ☐ # of individuals provided with services to address barriers to housing stability
- ☐ # of organizational partnerships developed or strengthened to address housing stability
- ☐ Other(s): _____ (share a maximum of five metrics)

What is the goal number for each metric selected?

Performance Measures

Economic Equity

Please select one to eight metrics that align with this proposal. Organizations will provide a goal number for each of the metrics selected and provide projected demographics of those served for each metric.

1. Narrow the wealth gap by providing residents with access to wealth-building opportunities and credit-building resources to enhance economic inclusion.

- ☐ # of individuals successfully placed in jobs
- ☐ # of individuals placed in jobs receiving wages above \$18/hour or above
- ☐ # of individuals placed in jobs receiving \$22/hour or above
- ☐ # of individuals starting a business
- ☐ # of businesses receiving loans
- ☐ Aggregate total \$ amount of business loans provided
- ☐ # of individuals served who have seen an increase in income
- ☐ # of individuals with an increase in savings
- ☐ # of individuals with an increase in checking balances
- ☐ # of individuals engaged in peer or mentor networks
- ☐ # of individuals reporting increased confidence in financial stability
- ☐ # of individuals reporting increased confidence in career planning
- ☐ # of individuals accessing safe credit products
- ☐ # of individuals receiving credit building training
- ☐ # of individuals receiving services from a certified credit counselor
- ☐ # of individuals increasing credit score
- ☐ Consolidated average change in credit scores for participants
- ☐ # of individuals reaching a credit score of 660 or higher
- ☐ # of individual reporting a decrease in collections or delinquent accounts
- ☐ # of individuals opening a checking or savings account
- ☐ # of research studies conducted or published focused on economic inequality, financial instability, and or financial exclusion
- ☐ # of publications produced providing public education information and awareness on economic inequality
- ☐ Other(s): _____ (share a maximum of five metrics)

Performance Measures

2. Empower entrepreneurs by expanding capacity and strategic capital for grassroots and BIPOC-led support organizations, increasing business lending and amplifying impact.

- ☐ # of individuals/entrepreneurs served
- ☐ # of individuals/entrepreneurs that completed training
- ☐ Aggregate total # of technical assistance (TA) or coaching hours provided to individuals/entrepreneurs
- ☐ # of individuals/entrepreneurs receiving wrap-around support or case management
- ☐ # of individuals/entrepreneurs successfully referred to or connected with other resources
- ☐ # of individuals/entrepreneurs completing a business plan
- ☐ # of individuals/entrepreneurs successfully registering their business with the state
- ☐ # of individuals/entrepreneurs participating in a pitch competition
- ☐ # of individuals/entrepreneurs indicating increased knowledge or capacity as a result of receiving training, technical assistance or other support
- ☐ # of jobs created (part-time/full-time) as a result providing services, training, loans, grants, or other support to community businesses
- ☐ # of businesses receiving loans
- ☐ Aggregate total \$ amount of business loans provided
- ☐ # of businesses receiving grants
- ☐ Aggregate total \$ amount of grants provided to businesses
- ☐ Aggregate total \$ amount of loans provided to business owners
- ☐ # of individuals/entrepreneurs opening a business bank account
- ☐ # of business owners reporting new revenue growth
- ☐ # of business owners reporting new customer generation
- ☐ # of individuals/entrepreneurs involved in cohort-based training
- ☐ # of business owners reporting new contracts obtained
- ☐ # of individuals engaged in peer or mentor networks
- ☐ Other(s): _____ (share a maximum of five metrics)

Performance Measures

3. Increase holistic workforce development through training, upskilling, and certification/credentialing programs that lead to high-paying jobs.

- ☐ # of individuals served
- ☐ # of individuals receiving career coaching, job placement support, or mentorship
- ☐ # of individuals receiving barrier buster support or other case management services
- ☐ # of individuals completing workforce training
- ☐ # of individuals receiving certification or credential
- ☐ # of coalitions / partnerships developed or strengthened
- ☐ # of individuals successfully placed in jobs
- ☐ # of individuals placed in jobs receiving wages above \$18/hour or above
- ☐ # of individuals placed in jobs receiving \$22/hour or above
- ☐ # of individuals engaged in peer or mentor networks
- ☐ # of individuals reporting a salary or wage increase as a result of coaching or services provided
- ☐ Other(s): _____ (share a maximum of five metrics)

What is the goal number for each metric selected?

Performance Measures

Health Equity

Please select one to eight metrics that align with this proposal. Organizations will provide a goal number for each of the metrics selected and provide projected demographics of those served for each metric.

1. Improve access to preventative care

- ☐ # of individuals served
- ☐ # of individuals provided health screenings
- ☐ # of individuals receiving referrals/linkage to care
- ☐ # of individuals successfully completing recommended preventive care services
- ☐ # of individuals provided nutrition support/services
- ☐ # of individuals provided physical activities opportunities/services
- ☐ # of individuals participating in outreach events (e.g., community events, health fairs)
- ☐ # of individuals completing educational workshops, trainings, or classes
- ☐ # of partnerships or coalitions developed or strengthened
- ☐ Other(s): _____ (share a maximum of five metrics)

Performance Measures

2. Improve access to social services

- ☐ # of individuals served
- ☐ # of individuals receiving referrals/linkage to care
- ☐ # of individuals successfully completing recommended social services
- ☐ # of individuals provided nutrition support/services
- ☐ # of individuals provided physical activities opportunities/services
- ☐ # of individuals provided additional wrap-around or supportive services (e.g. childcare vouchers, transportation, housing supports, employment coaching)
- ☐ # of individuals participating in outreach events (e.g., community events, health fairs)
- ☐ # of individuals completing educational workshops, trainings, or classes
- ☐ # of partnerships or coalitions developed or strengthened
- ☐ Other(s): _____ (share a maximum of five metrics)

3. Improve mental health supports

- ☐ # of individuals served
- ☐ # of individuals provided mental health screenings
- ☐ # of individuals provided mental health support services
- ☐ # of individuals receiving referrals/linkage to care
- ☐ # of individuals successfully completing recommended mental health services
- ☐ # of partnerships or coalitions developed or strengthened
- ☐ # of individuals participating in outreach events (e.g., community events, health fairs)
- ☐ # of individuals completing educational workshops, trainings, or classes
- ☐ # of new mental health practitioners who are trained, hired, and/or retained
- ☐ # of individuals provided additional wrap-around or supportive services (e.g. childcare vouchers, transportation, housing supports, employment coaching)
- ☐ Other(s): _____ (share a maximum of five metrics)

Performance Measures

Health Equity

4. Decrease the incidents of violence

- ☐ # of individuals served
- ☐ # of individuals served that have been justice-involved prior to services
- ☐ # of justice-involved individuals served that did not have a technical violation, arrest, or conviction during this grant reporting period
- ☐ # of individuals participating in outreach events (e.g., community events, health fairs)
- ☐ # of individuals completing educational workshops, trainings, or classes
- ☐ # of partnerships or coalitions developed or strengthened
- ☐ Other(s): _____ (share a maximum of five metrics)

What is the goal number for each metric selected?

Performance Measures

Environmental Equity

Please select one to eight metrics that align with this proposal. Organizations will provide a goal number for each of the metrics selected and provide projected demographics of those served for each metric.

1. Advance renewable energy facility improvements and upgrades.

- ☐ # of outreach events or educational workshops conducted to promote renewable energy facility improvement adoption
- ☐ # of individuals/community members engaged through outreach/educational events
- ☐ # of individuals receiving training on renewable energy facility improvements or upgrades
- ☐ # of individual residents receiving renewable energy facility assessments
- ☐ Cumulative average \$ amount of renewable energy improvements or upgrades (aggregated over all facilities improved)
- ☐ # of facilities receiving renewable energy improvements or upgrades
- ☐ Cumulative average monthly \$ amount utility reduction (aggregated over all facilities improved)
- ☐ Cumulative average monthly percent utility reduction (aggregated over all facilities improved)
- ☐ Cumulative average monthly energy reduction in kilowatt hours (kWh) (aggregated over all facilities improved)
- ☐ Cumulative average monthly greenhouse gas (GHG) emission reduction (aggregated over all facilities improved)
- ☐ # individuals engaged in renewable energy advocacy or public education campaigns
- ☐ # of individual public officials attending educational events on renewable energy topics
- ☐ Other(s): _____ (share a maximum of five metrics)

Performance Measures

2. Empower community-driven solutions to local environmental justice issues.

- ☐ # of individuals/community members engaged through outreach/educational events
- ☐ # of community outreach/educational events held on environmental justice issues
- ☐ # of environmental justice, community-based projects facilitated or supported
- ☐ # of individual public officials attending educational events on local environmental justice issues
- ☐ # individuals engaged in advocating for local environmental justice issues
- ☐ # of community-developed plans that address environmental justice
- ☐ Other(s): _____ (share a maximum of five metrics)

3. Support green workforce development through training, upskilling, certification programs, and/or degree pathways.

- ☐ # of individuals/community members engaged in outreach/educational events
- ☐ # of new certifications, upskilling programs, and degree pathways created for green careers
- ☐ # of individuals completing green job training, certification, or degree pathways
- ☐ # of individuals successfully placed in a green job
- ☐ # of individuals successfully placed in green job receiving wages \$18 / hour or above
- ☐ # of individuals placed in green jobs receiving \$22 / hour or above
- ☐ # of individuals reporting a salary or wage increase as a result of green job services provided
- ☐ # individuals engaged in green workforce advocacy or public education campaigns
- ☐ # of individual public officials attending educational events on green workforce pathway programs and topics
- ☐ # Other(s): _____ (share a maximum of five metrics)

What is the goal number for each metric selected?

7. How will the strategy(ies), goals, and metrics selected create community impact? (500 words)

8. How will the organization measure progress and track data on these goals? Consider both quantitative (numerical) and qualitative (personal stories) as data to measure progress. (500 words)

9. Do you want to be connected to capacity building workshops, coaching, or community leadership program opportunities? (check box)

Proposed Grant Budget

Specific Use of Requested Funds

How does the organization plan to use the funds requested from the Indianapolis Foundation?
The total line should be equal to the requested grant amount.

Line Item	Amount	Description
Employee Compensation, Benefits, Taxes		
Professional Fees and Contracted Labor		
Printing and Publications		
Technology and Supplies		
Marketing and Advertising		
Facilities (space rental, mortgage, etc. NOTE we do not fund capital expenses)		
Travel and Transportation		
Other		
Total		

Proposed Grant Budget

OPTIONAL: Please provide any additional information regarding the grant budget that would be useful for us to know.

Documentation

Please read the instructions for documentation carefully. All documents must be uploaded in PDF format and no more than 2GB per file.

Form 990

Upload your organization's most recently filed Form 990 according to the guidelines below.

Organization's Annual Gross Receipts	Required 990 Form
Less than \$50,000	Form 990-N E-Postcard (or higher)
Between \$50,000 and \$200,000	Form 990-EZ (or higher)
Above \$200,000	Form 990

Year-End Statement of Activity (Profit and Loss Statement and Statement of Assets)

Upload board-approved financial statements from your organization's most recently completed fiscal or calendar year according to the guidelines below.

Organization's Annual Gross Receipts	Required Financial Statements
Less than \$500,000	Board-Approved Year-End Statement of Activities (Profit and Loss Statement) and Statement of Net Assets (Balance sheet or Statement of Financial Position, if applicable)
Over \$500,000	Audited Year-End Statement of Activities (Profit and Loss Statement) and Statement of Net Assets (Balance Sheet or Statement of Financial Position)

Proposed Grant Budget

Board-Approved Budget for Current Fiscal/Calendar Year with Most Recent Year-to-Date Actual Financial Information

Upload your organization's board-approved budget for the current fiscal/calendar year.

Does this organization have an endowment or cash reserves? (short answer)

Board of Directors List

Upload a list of your current board of directors with affiliations and officers listed.

Optional Documentation

You may, if you choose, upload one additional supporting document, such as a program brochure, strategic plan document, theory of change, or other document that describes your work.

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