THE HADASSAH FOUNDATION®

2023 Request for Proposal for Spark Grants for Organizations in Israel and the U.S.

The Hadassah Foundation (the Foundation) is pleased to announce the start of its inaugural Spark Grants process. These are **grants of $20,000 awarded over 18 months**, beginning on August 1, 2023, to organizations that are in Israel and the United States that are in the start-up or early stages of development (7 years old and younger).

Selected organizations will display innovation, address a gap in the field of gender equity, and/or focus on a timely societal issue that disproportionately impacts women and girls. These grants are designed to support organizations that are meeting pressing or emergent issues.

In addition, organizations in the U.S. must have an annual budget of $250,000 or less, and organizations in Israel must have an annual budget of $200,000 or less (in U.S. dollars).

Funding is for general operating support.

We will be awarding two Spark grants in 2023. (You can learn more about our strategic plan, out of which our new grantmaking structure emerged, here.)

Grant proposals will be accepted until May 1, 2023 at 12 p.m. ET and must be completed on our online portal.

FUNDING FOCUS

The Hadassah Foundation is requesting grant proposals from organizations that advance the status of women and girls in public and private spaces. These spaces include: workplaces, corporate and nonprofit boards, schools, social settings, and religious institutions.

Specifically, the Foundation is looking to:

- **Increase the number and influence of women and girls in leadership.**
  Leadership being defined as a position of influence and power; someone who takes risks and challenges the status quo, and motivates others to do the same

- **Addressing bias in hiring and advancement practices, norms, and policies to help provide more equitable:**
  - Access to positions that have been traditionally limited based on sex, religion, race, and ethnicity

- o Opportunities in compensation, pay, benefits, and security
- o Workplace practices and advancement trajectories that incorporate the realities of women's lives

ELIGIBILITY

- Organization or its fiscal sponsor must have legal not-for-profit status
  - o Israel: *Amutah* or *Mossad Tziburi* status
  - o U.S.: 501(c)3 status.
- Target Population
  - o Israel: Organizations that work with people of all religious and ethnic backgrounds are welcome to apply.
  - o U.S.: Only organizations that work within the Jewish community are eligible.
- Gender Lens: Organization must place at the forefront of its decision-making the ways gender influences people's needs, causes differing outcomes, and is associated with various assumptions and norms. Work that utilizes a gender lens may occur in gender-specific (girls/women only) and/or multigender environments.
- Social Change Approach: Organization should address the root causes of a problem, working to improve the conditions that lead to inequality. (For more information on social change programming, see Clohesy Consulting's social change diagram. That can mean:
  - o Changing how an issue is defined
  - o Changing individuals' behaviors
  - o Increasing the level of community engagement
  - o Changing policies and systems, and/or
  - o Maintaining past gains in these areas.

PROCESS

- Proposals must be submitted through our online portal (https://6122.evalato.com/). If you are unable to use the portal, email us at hadassahfoundation@hadassah.org
- All proposals must be received by 12 p.m./noon ET on May 1, 2023.
- Only one grant proposal may be submitted per organization.

Important Dates

Activity	Date/Time
Q&A Sessions for Prospective Applicants (optional)	Monday, April 17 from 12–1 p.m. ET
Deadline to Submit a Grant Proposal	Monday, May 1, 2023 at 12 p.m. ET
Interviews with Finalist Organizations via Videoconference	Monday, May 22 or Tuesday, May 23 from 12-2 p.m. ET
All Applicants Notified of Funding Decisions	June 2023

The 18-month grant cycle begins on August 1, 2023 and ends on January 31, 2025. Grant recipients will receive the following payments:

- Start of grant (August 2023): $15,000
- One year into grant (August 2024): $5,000

QUESTIONS?

You can reach the Hadassah Foundation by email at hadassahfoundation@hadassah.org.

2023 Spark Grants Application Questions

Please note: *We will consider ONLY applications submitted through our online portal. (https://6122.evalato.com/) This PDF is for your reference only, so you can easily share with other members of your team. You do not need to complete the application in one sitting and can save your work on the portal and then return later.*

BASIC INFORMATION

- Organization Name
- Primary Contact Name
- Primary Contact's Role in the Organization
- Primary Contact Email (Where confirmation email will be sent when we receive your completed application.)
- Name and Email of Executive Director/CEO (if different from Primary Contact)
- CV, link to LinkedIn profile or short (300 words maximum) bio of Executive Director/CEO

May we share your grant application with other foundations for informational and/or potential funding purposes?

ORGANIZATION INFORMATION

- Website
- What geographic area does your organization serve?
- Total budgeted operating expenses in 2023
- Please upload your 2023 organizational budget (must be in English). You may also include a budget narrative if you think it will be helpful.
- Please upload a list of your organization's board members (or advisory committee if you are fiscally sponsored) and link to their CVs or LinkedIn profiles or provide a very short

description of them (1-2 sentences). Please share how many of your board members identify as female or non-binary.

- Please upload (or enter) a list of your organization's full-time and part-time staff specifying their title or role within the organization. Please share how many of your staff members identify as female or non-binary.

- Select your organization's tax status from the drop-down menu
    - Amuta (Israel)
    - Mossad Tziburi (Israel)
    - 501 (c)3 (U.S.)
    - Have Fiscal Sponsor (Israel and U.S.)

If you are using a fiscal sponsor, please list their name and tax status (including taxpayer ID number if in U.S.)

Please list your organization's top five funding sources for your current fiscal year and indicate the amount next to each source.

Potential Conflict of Interest

Do any employees, board members, or affiliates of your organization, or any of their family members have an ownership interest in, or serve as a director, officer, trustee, partner, member, consultant or employee of, or have any compensation arrangement with, either (i) Hadassah, The Women's Zionist Organization of America, Inc., The Hadassah Foundation, Inc., or any of their related entities or affiliates (collectively, the "Hadassah Entities") or (ii) any organization which provides or expects to provide goods or services to the Hadassah Entities, receives or expects to receive goods, services, grants or other assistance from the Hadassah Entities, or has any other existing or potential dealings with the Hadassah Entities? If yes, please describe the nature of the relationship(s)

Narrative

Please try to limit each of your responses to 500 or fewer words.

(1) **Organization Overview**

Please share your organization's mission statement, vision statement (if you have one), description, and brief history.

(2) **Overview of Need and Strategy**

What need was your organization created to address, and how does it plan to do this? Please explain how your organization differs from any similar organizations in this field.

(3) Target Population and Impact

What is the target population your organization serves? How many people do you expect your organization to impact over the 18-month grant cycle, and what specific impact do you anticipate your work will have on women or girls? If you do not anticipate having a direct impact in the next 18 months, but will be laying the groundwork for future impact, please describe the ultimate impact you hope your work over the next 18 months will make possible.

(4) Organization Goals

Please list major goals and benchmarks for the next 18 months and the next three years. How do you plan to measure progress and evaluate success?

Additional Required Documents to Upload

For Israeli organizations:

- Proof of amutah or mossad tziburi status or fiscal sponsorship agreement
- Certificate of Correct Management (nihul takin)
- Articles of Incorporation (takanon)

For US organizations:

- Proof of 501(c)3 status or fiscal sponsorship agreement

For all organizations:

- Most recent financial statement. Please provide audited statement if you have one available.
  If in Hebrew, please provide a short summary in English
  If you are fiscally sponsored and do not yet have a financial statement, please provide a financial statement of your fiscal sponsor.

OPTIONAL: Feel free to upload or share links to up to three documents that may be helpful in further explaining your program. (Examples: report, study, marketing material, video, memo of understanding, etc.)

Thank you for taking the time to complete this application. You may save a draft and return for another session to complete the application. Before clicking "Submit," please review your application carefully as you will not be able to make any edits afterward. You should receive an automatic confirmation email once your application is received. If your organization is selected to be interviewed, we will notify you by May 19.

Applications must be submitted through our online portal: https://6122.evalato.com/ by May 1 at 12 p.m. ET. This PDF is for reference only.