



## Grant Policies, May 2021

### Eligibility

- A. Applicants:** The Able Trust will accept for review complete proposals from organizations that are either governmental agencies or are currently qualified as tax exempt under Internal Revenue Code Section 501(c) 3 and are not private foundations or supporting organizations, which demonstrate an interest to serve the employment needs of individuals with disabilities in the state of Florida.
- B. Types of Grants:** The Able Trust makes the following types of Grants:
1. Partnership for Employment Grants: for organizations that are either governmental agencies or are currently qualified as tax exempt under Internal Revenue Code Section 501(c) 3 and are not private foundations or supporting organizations, which demonstrate a capacity and plan to serve the employment needs of individuals with disabilities in the state of Florida. Grants considered for funding will address the organization's plan and financial need for assistance in providing equipment, materials or staffing for an employment placement program during a one-year time frame. The average grant award for this program is \$5,000-\$25,000.
  2. High School High Tech (HSHT): this grant opportunity is available on an invitation basis and supports projects in community organizations and in school based settings for students 14-22 with disabilities and under the guidelines of the Florida High School High Tech program
  3. Request for Proposals: these grant opportunities will be defined by the Board of Directors for a focus area specific to the goals of The Able Trust Strategic plan with announced eligibility, guidelines and due dates for submitting a proposal. These requests for proposal may provide for:
    - a. Planning, research, and policy development for issues related to the employment and training of disabled citizens, and the publication and dissemination of such information.
    - b. Promotion of initiatives for disabled citizens.
    - c. Programs which engage in, contract for, foster, finance, or aid in job training and counseling for disabled citizens or research, education, demonstration, or other related activities.

- d. Programs which engage in, contract for foster, finance, or aide in activities designed to advance better public understanding and appreciation of the field of vocational rehabilitation.
  - e. Programs, property, or facilities which aid, strengthen, and extend in any proper and useful manner the objectives, work services, and physical facilities to the Division of Vocational Rehabilitation.
4. Ability Fund Grants: these grant awards are made possible by the generosity of donors with defined opportunities related to their endowment instruments.

### **C. Limitations and General Evaluations**

1. Only one grant proposal from an eligible organization may be submitted for consideration at a time. If awarded, the organization is not eligible to submit another grant consideration until the current open grant is completed.
2. Proposals should identify a gap in funding from existing resources where possible funding from The Able Trust could make a difference in creating employment outcomes for individuals with disabilities.
3. Proposals should include clear and measurable performance outcomes which are aligned with The Able Trust Grant Performance Measures (Attachment).
  - i. *Proposals for Partnership Employment Grants* must include performance measures which are aligned with The Able Trust definition of Successful Employment including Employment Rate, Credential Rate, and Measurable Skill Gains.
  - ii. *Proposals for High School High Tech Grants* must adhere to the established performance measures of the HSHT program.
  - iii. *Proposals responding to Able Trust Requests for Proposals* must include performance measures which are aligned with specific focus area identified in the RFP which may include programs, projects, research, and promotions as outlined above in *Section B, 3, a-e*.
4. In the review process, the geography served of the program is taken into consideration as The Able Trust strives to be responsive as possible to all 67 counties in Florida.
5. In the review process, the disability populations proposed to be served are taken into consideration as The Able Trust strives to provide grant funding that reaches diverse populations of disabilities in any given year.
6. Proposals with multiple sources of funding are encouraged.

### **D. Exclusions:** The Able Trust will not consider for funding:

1. Any individual grant for a small business start-up or continuation of business,
2. Proposals from individuals for tuition and related costs,

3. Proposals that do not demonstrate other funders or plans to gain other funders for support,
4. Proposals that provide services outside of the state of Florida,
5. Proposals which include requests for fellowships, scholarships or travel grants,
6. Proposals that include a request for the purchase of vehicles, real estate or for building construction,
7. Proposals where requested funding from The Able Trust represents 51% or more of the organizational budget.
8. Proposals for capital or endowment campaigns.
9. Incomplete proposals.

**E. Non-Discrimination:** The Able Trust makes grant awards for all abilities, race, color, creed, sex, sexual orientation or religion. All awarded organizations are expected to maintain ADA accessible environments and positively promote the hiring of individuals with disabilities.

**F. Application Process:**

1. The Grant application process and associated deadlines are available on the website of The Able Trust.
2. The Grant Committee recommends and the Board of Directors approves proposals for funding in conjunction with the regularly scheduled Able Trust Board of Director meetings.
3. All decisions of the Grant Committee and Board of Directors are final.

**G. Grant Award Administration and Monitoring**

1. Schedule of distribution of grant funds are defined in the grant award contract.
2. Progress reports will be completed on a quarterly basis unless otherwise defined in the grant award contract. Reports will include progress on achieving performance measures as defined in the grant award contract and aligned with The Able Trust Grant Performance Measures (Attachment) including:
  - i. Successful Employment Outcomes, Employment Rate, Credential Rate, and Measurable Skill Gains for *Partnership for Employment Grants*;
  - ii. Student Enrollment and Referral to Vocational Rehabilitation, Career Experience Outcomes, and Graduation Rate for *High School High Tech Grants*;
  - iii. Performance measures which address the specific topic included in *General RFPs* which may include outcomes of planning, research, and policy development for issues related to employment and training of disabled citizens.

- iv. Performance measures for Ability Grants will comply with the defined opportunities of the donors and family endowments.
3. Finance reports will be completed on a quarterly basis, and will verify that grant funds are being applied in the specific manner and for the specific expenses as approved by The Able Trust leadership and Grant Committee. Failure to use funds as specified in the grant contract may result in contract cancellation.
4. Site visits by Able Trust staff to funded organizations can be conducted at any time, but will be conducted annually at a minimum.
5. Compliance Audits may be conducted on any grant funded project that the President & CEO deems necessary.

This document constitutes the Grant Making policies and procedures of The Able Trust which are subject to periodic review and modification by The Able Trust.

Approved by the Board of Directors, May 20, 2021.