



INVITATION TO NEGOTIATE (ITN)

UNITING GRANT

NEXT MAN UP: ROOTED IN HOPE

ITN Designation Number: PRO 2026 – 04

Release Date: 09/15/2025

Amount Per Proposal: \$350,000

Total Grant Allocation: \$350,000

Contract Term if Awarded: 12/19/2025 – 09/30/2026

Contract Period: 12/19/2025 – 09/30/2027

UNITING GRANT

On August 28, 2025, the Children's Board of Hillsborough County (CBHC) approved the release of this competitive Uniting Grant Invitation to Negotiate (ITN). A contract awarded to an organization that primarily serves a geographic area or offers services countywide with a collaborative approach to service delivery that supports one or more strategic focus areas. Uniting Grants are expected to meet four to six measurable outcomes annually.

Rebecca Bacon, Executive Director
Robin Wright DeLaVergne, Board Chair

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CBHC is seeking proposals from nonprofit organizations to deliver neighborhood-based mentoring and healing opportunities that are grounded in the Science of HOPE framework, fostering brotherhood, resilience, leadership and stronger connections among young men and boys. This service priority was identified through community engagement with residents and community leaders in the ONEhillsborough priority zip codes.

CBHC FOCUS AREAS



ABOUT THE CBHC

In 1988, Hillsborough County residents agreed that improving support and services to our county's children and families was a major priority for our community's future. Thus, the CBHC was established in 1989 as a Special Taxing District allowing a levy not to exceed 50 cents per \$1,000 of the assessed property tax.

CBHC is committed to funding opportunities through strategic grant development principles, leveraging strategies and research with community perspectives in mind to promote wellness, learning, professional development, and enhance service delivery systems. CBHC releases funding opportunities each year based on revenue projections, contract terms ending, and Board approval.

Our **VISION** is for Hillsborough County to be recognized as one of the top places in the nation to raise children.

We work toward this vision by *investing in partnerships and quality programs to support the success of all children and families in Hillsborough County* – that’s our **MISSION**.

As we partner with community providers, we live by our **CORE VALUES** of Integrity, Excellence, Teamwork and Respect.

FUNDING PLATFORMS: primary funding platforms to support its strategic focus areas:

- Investment Grants (more than \$1,000,000);
- Uniting Grants (between \$300,000 and \$999,999);
- Leading Grants (up to \$299,999); and
- Technical Assistance Grants (under \$10,000).

2024 COMMUNITY IMPACT

CBHC invested more than \$49 million in one hundred and fifty-two programs to address the needs of our community. Contracted programs served 163,068 children and their families with an additional 4,008 professionals who received support services. CBHC works in partnership with funded programs to evaluate the impact of services provided to children and families. We assess the overall effectiveness of the investments within a Results-Based Accountability framework by measuring:

- *How much did we do;*
- *How well did we do it; and*
- *Is anyone better off?*

Additional information may be accessed on the website at www.childrensboard.org.

ABOUT HILLSBOROUGH COUNTY

Our funded programs support children and families in **Hillsborough County, Florida**.

According to the most current American Community Survey, the total population in Hillsborough County, Florida is 1,581,426, of which almost 5.6% are children under five years of age, and 21.5% are children under eighteen. In addition, 45.8% of the population is white alone (not Hispanic or Latino), 30.4% is Hispanic, and 18.6% is Black or African American alone.

ABOUT ONEHILLSBOROUGH

ONEhillsborough is a community-driven initiative structured around the Social Determinants of Health (SDOH). It is designed to implement tailored, holistic, and meaningful solutions to address long-term issues that communities face within our county.

The Social Determinants of Health (SDOH) which include economic stability; education access; health and health care access; neighborhoods and built environment; social and community supports, are the foundation for these solutions. Addressing these elements will help ensure resources to build thriving communities.

The overarching aims are to ensure more economically stable households, engaging learning environments, preventative healthcare and healthy living, safe neighborhoods with health promoting amenities, and easy access to necessary resources.

ONEhillsborough is currently implemented in 33603, 33610, and 33619.

Social Determinants of Health

Economic Stability: Empower individuals and families to be financially self-sufficient to meet their obligations and enjoy their lives. This includes enabling people to build equity which leads to wealth.

Education Access: Empower parents to help and advocate for their children and facilitate parent/educator/business collaboration in the long-term best interest of all students.

Health and Health Care Access: Enable people to practice healthy habits that prevent negative health outcomes and provide simplified and consistent access to high-quality health care.

Neighborhoods and Built Environment: Promote government policies that empower and protect residents to make neighborhoods safe and desirable.

Social and Community Supports: Improve civic participation and reduce negative long-term impact of engagement with the criminal justice system.

SECTION ONE – BACKGROUND INFORMATION

1 STATEMENT OF PURPOSE

PACES Hillsborough: Building a Resilient, Trauma-Informed Community

PACES Hillsborough is a collaborative movement committed to creating a community where everyone understands the deep and lasting effects of trauma and where healing, growth, and resilience are possible for all. Its mission is to reduce the impact of Adverse Childhood Experiences (ACEs) and increase the presence of Positive Childhood Experiences (PCEs), using research-based approaches like the Science of HOPE to build a healthier, more connected community.

Developed by Tufts University, the Science of HOPE shifts the narrative from adversity to possibility. While ACEs research underscores the long-term harm of early trauma, the Science of HOPE highlights how Positive Childhood Experiences and four key building blocks: relationships, safe and equitable environments, civic engagement, and emotional growth can buffer trauma and foster lifelong wellbeing. The PACES framework reminds us that everyone; parents, professionals, neighbors, and organizations, has a role to play in building systems and environments where families can thrive.

This procurement supports and advances the objectives of the PACES Workgroup and the ONEhillsborough initiative, a key contributor and recognized leader within the PACES movement in Hillsborough County.

The purpose of this opportunity is to fund an organization to support *Next Man Up: Rooted in HOPE, Built on Brotherhood*, a conceptualized initiative that centers mentorship, healing, and generational strength for young men and boys. Services should be neighborhood- focused and grounded in the Science of HOPE framework. The program will foster positive and supportive relationships; safe, stable, and equitable environments; civic engagement and community connection; and opportunities for emotional and personal growth, creating spaces where men show up for one another and uplift the next generation. <https://positiveexperience.org/how-to-get-started-with-hope/getting-started-with-hope-as-an-organization/>

The selected grantee will deliver mentoring and healing opportunities for young men and boys in the following five (5) ways:

1. HOPE Facilitator Certification and Community Leadership

- Key individuals with strong ties to the ONEhillsborough zip codes will complete the Science of HOPE Facilitator Certification from Tufts University (\$1500/participant) <https://positiveexperience.org/train-with-us/certification-programs/train-the-facilitator-certification/#1690296600645-1e298713-842f>
- Once certified, these individuals will lead HOPE workshops, co-develop locally tailored strategies with the ONEhillsborough team and PACES Hillsborough Workgroup, and serve as trusted community educators. To ensure lasting impact, facilitators should be from the local community and reflect the values of the neighborhoods served.

2. Neighborhood-Based Mentorship Network

- Establish a network of male mentors who reflect the lived experiences of the young men and boys in the community.
- Recruit and train trusted community members in the Science of HOPE, equipping them to apply its four building blocks: relationships, safe environments, civic engagement,

and emotional growth. Through consistent individual and group engagement, mentors will foster brotherhood, healing, and leadership in safe, affirming spaces.

3. Mentorship Through Connection, Engagement, and Growth

- Create mentorship opportunities grounded in authentic relationships, shared experiences, and community-based activities. No formal credentials required.
- Caring, consistent men from the community will support young men and boys through after-school engagement, recreation, emotional skill-building, and exposure to leadership, entrepreneurship, and civic life.
- Mentors will model accountability, compassion, and connection, with all activities aligned to the Science of HOPE and inclusive of each mentor's unique strengths.

4. Tiered Model of Mentorship and Support

Implement a three-tiered, trauma-informed mentoring model rooted in the Science of HOPE to provide flexible, youth-centered support:

Tier 1: Community-Based Group Engagement

Offer low-barrier access through large events like sports days, cookouts, or workshops. Emphasize connection, belonging, and safe spaces.

Tier 2: Small Group Mentorship

Provide small-group sessions for youth needing deeper support around peer relationships, school engagement, or leadership. Caregiver involvement is based on youth needs.

Tier 3: One-on-One Mentoring

Deliver individualized mentorship for youth facing challenges. May include family engagement and potential connection to formal services.

5. Mentor Sustainability, Youth Leadership, and Community Integration

Support long-term impact by investing in mentor well-being, youth leadership, and community presence. This includes:

- Ongoing support and recognition for mentors through debriefing, personal development, and stipends or incentives.
- Developing a leadership pipeline by engaging older youth and alumni as peer leaders or future mentors.
- Partnering with trusted community spaces like schools, barbershops, and faith centers to maintain visibility, build trust, and strengthen neighborhood roots.

This funding opportunity is open in the following Children's Board focus areas:

- Children are Healthy and Safe

- Children are Ready to Learn and Succeed
- Family Support

Services must also align with the following Social Determinants of Health:

- Economic Stability
- Education Access
- Health and Healthcare Access
- Neighborhoods and Built Environment
- Social and Community Supports

Priority Populations:

- The selected provider will implement the Next Man Up: Rooted in HOPE, Built on Brotherhood initiative by delivering mentoring and community-based support services to young men and boys school age up to 18 who reside, work, attend school, church or access services within the ONEhillsborough priority zip codes: 33603, 33610, and 33619.

Geographic Focus to address needs:

- ONEhillsborough priority zip codes: 33603, 33610, and 33619

1.1 CBHC IS NOT SEEKING TO FUND

- Services for families with an open-dependency case as the priority population;
- Virtual Services required for service delivery;
- Service locations within Hillsborough County licensed Family Child Care Centers or Family Child Care Homes; School District properties; Charter or Private Schools;
- Any type of Shelter Occupancy and/or Operating costs.
- Expansion of current programming

1.2 GENERAL REQUIREMENTS

- Submissions are only accepted through SurveyMonkey Apply, refer to guide in Appendix (#1)
- Read Governing Board Policies in Appendix (#2).
- Read General Terms and Conditions in Appendix (#3).
- CBHC funding or resources shall not be used to supplant funding for activities which other local, state, or federal governmental agencies are obligated by statute, administrative rule, or local ordinance to support.
- CBHC accepts no responsibility for any expense incurred by the Proposer in the preparation and presentation of such Proposal.

- Services and resources funded by the CBHC are available to all families and children who are eligible for services and resources, as determined by the funded agency's program eligibility and admission criteria.
- Any CBHC Grantee (current or former) deemed out of compliance with contractual obligations may be ineligible for CBHC funding.
- There is the expectation that a Grantee will procure, pay for, and maintain Commercial General Liability and Automobile Liability Insurance throughout the period of the awarded contract.
- There is an expectation that all Proposers are informed and comply with:
 - Americans with Disabilities Act. Refer to <https://adata.org/factsheet/ADA-overview>
 - Federal, state, and local requirements for Level Two background screening. Refer to www.myflfamilies.com.

1.3 RESTRICTED COMMUNICATIONS

Communication with CBHC personnel, Community Review Team members, and/or CBHC Governing Board members regarding this Invitation to Negotiate, from date of release through Board review or approval may result in disqualification of the proposal.

1.4 DEMOGRAPHIC DATA COLLECTION

If awarded, Grantees will be required to collect and submit demographic data located in **Appendix (#4)** for all participants and/or professionals served. Outcome data may also be required to be collected and entered based on the tools selected to measure impact. Grantee may need to use the CBHC Analytical Tracking System to enter information.

1.5 PROCESS TIMELINE – DATES ARE SUBJECT TO CHANGE

<i>DEADLINE / DUE DATE</i>	<i>ACTIVITY</i>
09/18/2025	Video Information Session on CBHC website: https://childrensboard.org
09/29/2025 by 11:59pm	Written Proposer Questions Only send to: ONEhillsborough@childrensboard.org Specify ITN designation number in subject line.
10/6/2025	Final Answers to Questions posted on CBHC website
10/20/2025 by 11:59pm	Proposal Submission
Week of 11/3/2025	Community Review Team Session(s)

Week of 11/10/2025	Questions for Recommended Proposer(s) - Optional
11/20/2025	Board Review for Approval of Funding Recommendation(s)
12/19/2025	If awarded: Contract Start Date

SPECIAL NOTES:

- The recorded information session will be available on the CBHC website under Funding/Funding Opportunities.

1.6 APPENDIX DOCUMENTS ARE FOR INFORMATION ONLY

1. Survey Monkey Apply Guide
2. Relative Governing Board Policies/Standard Conditions for Procurement
3. General Terms and Conditions
4. Required Demographic Data
5. Matrix/Workplan Instructions
6. New Program Funding Budget Instructions
7. Community Review Team Scoring Criteria/Checklist

END OF SECTION ONE

SECTION TWO – PROPOSAL CONTENT AND SUBMISSION

2. COVER SHEET AND SIGNATURE PAGE – ATTACHMENT (#1) (6 POINTS)

Required Attachment #1 is the Cover Sheet and Signature Page which has two components:

1. Answers to Cover Sheet questions about the Applicant Organization and Program are completed within SurveyMonkey Apply.
2. Download Attachment #1 to print the Signature Page from www.childrensboard.org/budgeting/revenues-and-expenditures/funding-opportunities/.
 - **Two distinct individuals** (Authorized Official and Board Chair) must date and sign the Signature Page.
 - Scan and upload the document to SurveyMonkey Apply.

2.1 PROPOSAL NARRATIVE GUIDELINES

The Narrative must include the following information and cannot exceed **4,000 words**.

2.1.1 ORGANIZATIONAL OVERVIEW (10 POINTS)

- a) Organization's Mission Statement;
- b) Indicate years of operation and programs currently offered in Hillsborough County; experience working with residents in one or more of the ONEhillsborough zip codes; organization philosophy on service delivery and community engagement;
- c) Briefly describe qualifications and background of the management and finance staff and include if they are paid employees, volunteers, or contracted;
- d) Provide an example of how the organization ensures equal opportunity to employ staff, recruit volunteers, and recruit Board members based on the needs of the organization and demographic composition of the ONEhillsborough zip codes.
- e) Identify the key personnel who will lead and manage this grant and describe their relevant experience as well as their established connections to the community they intend to serve.
- f) Disclose any history of contract cancellation, filing of bankruptcy, lawsuits against the organization or its predecessor organization(s); and
- g) Describe the organization's approach to ensuring quality and accountability in managing grant funding, including how community feedback, internal learning, and staff oversight inform efforts to:
 - Monitor and fulfill grant responsibilities;
 - Meet reporting timelines; and
 - Ensure sound fiscal management.

2.1.2 FINANCIAL CAPABILITY (10 POINTS)

- a) Indicate which accounting system is used by the organization;
- b) Indicate if written financial policies and procedures have been established; and
- c) Provide an example of how one is used in daily operations for managing grants.

2.1.3 STATEMENT OF NEED AND POPULATION TO BE SERVED (10 POINTS)

- a) Summarize the need with a clear description of the population you propose to serve, including age focus; and
- b) Specify program eligibility for participants to be enrolled in proposed program.

2.1.4 PROPOSED PROGRAM DESCRIPTION AND DESIGN (15 POINTS)

- a) What are the main services to be provided for which funding is needed?
- b) Specify location, duration, and frequency of main services;
- c) Indicate average length of time in program;
- d) Select and explain the type of proposed program model from the following:
 - Evidence-Based** (name source indicating the model successfully passed the standards of rigorous scientific research and evaluation which integrate the best available practices with practitioner expertise and other resources),
 - Promising Practice** (name source with some degree of research evidence on the model for achieving the intended outcomes when implemented with fidelity but require additional research to conclude their effectiveness),
 - Evidence-Informed** (name source indicating that model practices build upon the best available information but recognize implementations within specific contexts, and/or
 - Curriculum-Based** (indicate who created or plans to develop the measurement tool based on a specific program model, coursework, or instruction).
- e) How will model fidelity be sustained;
- f) Describe how community input has informed the development of this program and how ongoing feedback from the community will be incorporated into program design, implementation, and continuous improvement; How does the organization ensure the program remains responsive to the priorities of the community it serves?
- g) Describe staff and/or volunteer training requirements for the model;
- h) Describe strategies to enroll and retain participants;
- i) Describe how you ensure staff and practices are respectful and responsive to the needs of the people you serve; and
- j) Describe software or tools utilized to collect, track, and report both demographic information and measurable performance outcomes.

2.1.5 PARTNERSHIP AND COLLABORATION (15 POINTS)

- a) Detail evidence from families that address best practices for service delivery model.
- b) Specify **Informal** Partnerships, in-kind resources or Other Vendor Services necessary for agencies to deliver quality services and describe their role in the proposed program.
- c) Describe how Proposer will collaborate with agencies to address mental health needs, navigate systems, and promote fatherhood engagement.
- d) Explain how Proposer will identify and partner with nonprofits already known and trusted by community.
- e) Explain organization's ability to recruit and hire employees who live in the ONEhillsborough targeted zip codes and willingness to support small businesses in the community. Provide examples as applicable.
- f) If Sub-contract(s) will be used to deliver services to meet outcomes, this means a portion of the funding request will be shared with each Sub-contract used. Briefly explain which services they will provide and what qualifies them to meet the outcomes. In addition, upload the following documents for each sub-contract:
 - **Budget;**
 - **Board of Directors List; and**
 - **Audit.**

SPECIAL NOTE:

- Informal Partnerships do not require Sub-contracts for the purposes of this ITN.
- See Appendix (#6) for definition of Sub-contract and Other Vendor Services.

END OF PROPOSER NARRATIVE

2.2 ADDITIONAL ATTACHMENTS

2.2.1 MATRIX/WORK PLAN – ATTACHMENT #2 – (10 POINTS)

Required Attachment #2 is the Matrix/Work Plan which outlines how the Proposer will meet outcomes, refer to Appendix (#5) Matrix/Work Plan Instructions. **Complete only for Year One** and keep to one page for each outcome selected.

Objective: One sentence with the total number of participants that will be enrolled with a description of priority population, main service and location of service.

Proposed Program Activities: Brief and specific service titles provided to priority population with frequency and duration.

Outcomes: Select the required outcomes as written below and select additional outcomes from the Outcomes and Recommended Measures menu in the following link: [2025 - 2026 ONEhillsborough - ITN - Next Man Up: Rooted in HOPE](#) to complete the Matrix/Work Plan. Proposers may select from the outcomes menu or propose other outcomes/deliverables for consideration. **Four to six outcomes** are required for the Matrix/Work Plan.

Select outcomes that align with the program model, priority population, and for which you can collect the best data.

1. **At least 85% of a minimum of # professionals have increased knowledge of training curriculum (Science of HOPE Facilitator Certification Training). (Required)**
2. **At least 85% of a minimum of # mentors have increased knowledge of training curriculum. (Required)**

Data Source: Name a proposed measurement tool for each outcome if available and where the data will be stored.

SPECIAL NOTE:

- The Matrix/Work Plan activity column is not for staff administrative tasks or duties.
- The Matrix/Work Plan will be finalized in partnership with CBHC during contract development if an award is granted.

2.2.2 BUDGET – ATTACHMENT (#3) (10 POINTS)

Required Attachment #3 is the Budget in which Proposers should include necessary funds to operate the program effectively according to the service delivery model to meet outcomes.

Refer to the New Program Funding Budget Instructions, Appendix (#6) to develop the budget summary, salary detail, and budget narrative for First Year and Second Year Operating Budget.

First Year Operating Budget is the amount deemed necessary for startup and services or to fully operate a year-round program between **December 19, 2025 and September 30, 2026**.

- First Year Operating Budget amount may not exceed **\$350,000**.

Second Year Operating Budget is the amount deemed necessary to fully operate the program between **October 1, 2026 and September 30, 2027**.

- Second Year Operating Budget amount may not exceed **\$400,000**.

Complete and upload the required budget for both First- and Second-Year funding using the Excel file posted with the release which includes **four** tabs:

- Tab (1) – New Program Funding Budget Summary,
- Tab (2) – Salary Detail,
- Tab (3) – First Year Budget Narrative, and
- Tab (4) – Second Year Budget Narrative.

SPECIAL NOTES:

- CBHC disperses funds on a cost reimbursement basis, which means that expenses must be paid prior to requesting reimbursement.
- Do not change or alter the Excel form.
- First Year budget may include one-time expenses that may not be necessary in Second Year.
- Unallowable expenses included in the budget are subject to removal and the overall budget may be reduced if Proposer is recommended for funding.
- If the program charges fees for services, they must be included in the “other funding sources” line of the budget under the revenue section.
- Proposers encouraged to pay fair market wage for employees on the Salary Detail.

2.2.3 IMPLEMENTATION PLAN – ATTACHMENT (#4) (6 POINTS)

- Complete template provided to upload a **one-page** Implementation Plan based on the **First Year Activities** which includes anticipated **start date** for services.

2.2.4 BOARD OF DIRECTORS – ATTACHMENT (#5) (3 POINTS)

Complete and upload template provided.

SPECIAL NOTE: This list will not be shared or used to solicit donations.

2.2.5 LETTERS OF SUPPORT – ATTACHMENT (#6) (5 POINTS)

Required if Proposer intends to:

- Demonstrate authentic connections with the specific communities the proposer intends to serve.
- Use space in locations not owned or rented by proposer.
- Receive in kind goods or services for the proposed program.
- Serve populations that require referrals from specific sources.
- Use Sub-contract(s).

SPECIAL NOTES:

- Up to 3 current letters may be uploaded in SurveyMonkey Apply.
- Letters should come from individuals, organizations, or community members who represent or are part of the population being served and should reflect active support, partnership, or alignment with the proposed program.
- Letters of support should include individual/representative signature.
- Proposals without relevant letters of support may be viewed as lacking community-rootedness or readiness to implement.

2.2.6 AUDIT– ATTACHMENT #7 (NOT SCORED)

Upload the most current Agency Audit based on Agency Fiscal Year according to table below:

Agency's Fiscal Year:	Audit / Review to be uploaded:
4/1/2024 - 3/31/2025	Year End for 2025
7/1/2024 – 6/30/2025	Year End for 2024
10/1/2024 - 9/30/2025	Year End for 2024
1/1/2025 – 12/31/2025	Year End for 2024

2.3 SURVEY MONKEY APPLY SUBMISSION INSTRUCTIONS

Required submissions via SurveyMonkey Apply (SMA), available at

<https://cbhcgrants.smapply.org/> .

- a) **Cover Sheet** (Form in SMA)
- b) **Signature Page** (Attachment #1 template provided, upload PDF file to SMA)
- c) **Narrative** (Form in SMA)
- d) **Matrix** (Attachment #2 template provided, upload PDF or Word file to SMA)
- e) **Budget** (Attachment #3 template provided, upload Excel file to SMA)
- f) **Implementation Plan** (Attachment #4 template provided, upload PDF or Word file to SMA)
- g) **Board of Directors** (Attachment #5 template provided, upload PDF or Word file to SMA)
- h) **Letters of Support** (Attachment #6) (No template provided; upload PDF file to SMA)
- i) **Audit** (Attachment #7) (No Template provided, upload to SMA)

SPECIAL NOTES:

- Proposers must hit **"Submit"** in SurveyMonkey Apply for proposal to be considered.
- Use Appendix (#1) for directions on how to use the online grant application system, contact information for SurveyMonkey Apply support staff, and links to frequently asked questions.

- Templates provided can be found on the CBHC website located at:
www.childrensboard.org/budgeting/revenues-and-expenditures/funding-opportunities/
- Proposals **will not** be accepted by e-mail, mail, courier, or hand delivery.
- Do not include active web links in any responses.

Incomplete submissions may be disqualified.