

Grown in Durham Backbone Support Team Application

Note: This is for reference only; to apply, please visit: https://duke.qualtrics.com/jfe/form/SV_bvavSnzqlcc9bnM

For questions, please contact Durham County Early Childhood Coordinator, Cate Elander, at celander@dconc.gov or 347-738-0694.

Eligibility Questions

Welcome to the application for the **Grown in Durham Backbone Support Team**. Please make sure that you have read the announcement about this opportunity before applying. If you have any questions about this application, you may reach out to Cate at celander@dconc.gov or 347-738-0694.

1. Are you applying for Role A, B, C, or a combination?
 - Role A-- Community Engagement: Harness Community Power
 - Role B--Institutional Engagement: Leverage Institutional Power
 - Role C-- Fiscal Management
 - Both Roles A & B
 - Both Roles A & C
 - Both Roles B & C
 - All: Roles A, B & C
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For A:

- Does a majority of your team (and a majority of people in their organizations and on their boards, if applicable) identify as Black or Brown? Y/N
 - Do some members of your team (and a majority of people in their organizations and on their boards, if applicable) have lived experience with one or more of the challenges the plan addresses? For example, experience with challenges like lack of access to child care, food insecurity, economic insecurity, racism or discrimination in child care, school, or health settings? Y/N
 - Does your team have strong relationships with marginalized communities in Durham? For example, relationships with Black and Brown families, immigrant families, families with low incomes, LGBTQ families, families of children with disabilities, etc.? Y/N
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For A and B:

- Are you a Durham-based group? We define this as a group with strong, existing relationships in Durham, and where some staff and/or board members have spent significant time living in Durham. Y/N
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For B:

- Does your team have strong, established relationships with key institutional partners that impact early childhood in Durham? For example, Duke University, Duke University Medical System, Durham Public Schools,

large early childhood-focused nonprofits, state systems like the Department of Public Instruction, the Department of Health and Human Services? Y/N

- Does your organization have a history of or willingness to work well and build trust with community groups and parents? Y/N
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For C:

- Does your organization have experience with receiving and managing large grants, subcontracting, and funder reporting? Y/N
- Does your organization have 501-c3 (official nonprofit) status, or do you have a fiscal sponsor?

Please review the following statements carefully. They relate to the available funding for this work and the ways in which the team members will work together and work with the *Grown in Durham* steering committee and with Durham County. **We want to make sure everyone applying understands these key points before continuing. Please select each to indicate that you have read them.**

- The *Grown in Durham* steering committee sets the vision for the work, and makes key decisions related to priorities for action and fundraising—the role of the Backbone Support Team is to facilitate and bring their vision to life.
- My work as a member of the *Backbone Support Team* will be subject to both the steering committee charter (working agreements) and to Durham County contract requirements.
- I understand that this opportunity is contingent on funding; funding is very likely, but not guaranteed, and we will know for sure and be able to finalize contract amounts in June 2022.
- If I am only applying for one or two roles, I understand I will be partnering closely with the other groups selected for the other role(s); I understand I will have a chance to decline the opportunity if I don't feel comfortable with all members of the team.
- I understand that at least one member of the team applying needs to be comfortable communicating in English.

This is the end of the eligibility section of the application. **If you checked "yes" or "I understand" to everything, you are eligible! If you did not check "yes" or "I understand," please do not continue with the application.** However, if you feel you or your organization is eligible based on the announcement, please reach out to Cate Elander, Durham County Early Childhood Coordinator, at celander@dconc.gov or 347-738-0694.

Team Information

- Name of the person completing this application:
 - Phone number:
 - Email:
 - Organization (if applicable):
 - Website (if you have one):
 - Please list the other partner organizations or groups. If there aren't any, please put N/A here.
 - Please provide a short description and the organizational mission for each group that will be playing a significant role in the work (if the application is being submitted by people that aren't affiliated with organizations, please put N/A here.)
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Please list the people on your team. Include the name and a brief description of the background of each team member and the roles you imagine that they will play in this work. Please only fill this out for the number of team members you think will be play big roles in this work, up to five members.

	Name	Brief background	Anticipated role
Team member			
Team member			
Team member			
Team member			
Team member			

- Were you or any of your team members involved in the ECAP planning process or on the steering committee?
Y/N
 - What did you contribute to the ECAP planning process or to the *Grown in Durham* Steering Committee?
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Interest and Experience

- Why is your team interested in playing a *Backbone Support Team* role with *Grown in Durham*?

In the next three questions, please describe the experience your team has with the **strategic priorities that the steering committee has identified: thriving villages, thriving caregivers, and thriving learners.**

- What experience does your team have with supporting **thriving villages**? We define this as creating strong communities of support surrounding families with young children.
- What experience does your team have with supporting **thriving caregivers**? We define this as promoting economic well-being of adults (including parents!) who care for, teach and develop young children and their families.
- What experience does your team have with supporting **thriving learners**? We define this as creating developmentally-appropriate, affirming, and inclusive learning environments.

For A:

- Describe your experience with community engagement, with a focus on communities most affected by challenges in our early childhood system (Black and Brown families, immigrant families, families with low incomes, LGBTQ families, families of children with disabilities, etc.)
- Please describe how your team would approach engagement across Durham's diverse communities. If there are gaps in your team's ability to reach folks from all marginalized groups, how do you plan to address those gaps?

For B:

- Describe your relationships with or experience with engagement of institutional partners (for example, Duke University, Duke University Medical System, Durham Public Schools, large nonprofits focused on early childhood, state systems like the Department of Public Instruction, the Department of Health and Human Services?)
- Please share your experience, if any, working collaboratively and building trust with community groups and parents.

For C:

- Describe your experience with grants management, subcontracting, and funder reporting. Include some examples of grant amounts and lengths that you have received and overseen, and the approaches or systems you used to track and report on those grants. Please also share an example of a project where you have subcontracted with another organization or person and the systems for oversight and accountability.

Please describe your level of comfort with and interest in playing the following roles on the following scale. Please note: If you're only applying for one or two roles, it is OK if you do not rate yourself highly on all of these—however, we would want to see a joint application for all roles to have ratings of at least 3 on all of these.

	1: Little to no experience or comfort; would prefer another team member take the lead here	2. Limited experience; interested in learning this role in partnership with other team members!	3. Some experience, and am comfortable sharing responsibilities with another team member	4. Strong experience, and am comfortable leading or sharing responsibilities with another team member.	5. Major strength, would like to take the lead here!
<p>Create team work flows and values: Determine how to best work together to cover the roles; develop collective values and decision-making processes</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
<p>Logistics and facilitation for bilingual meetings: Prepare for, facilitate, and follow-up from bilingual steering and sub-committee meetings</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
<p>Partnership and collaboration: Attend meetings of early childhood groups; identify opportunities to work together</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
<p>Build awareness: Create and give presentations to groups and communities that want to learn more about Grown in Durham</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
<p>Strategic planning: Facilitate collaborative planning related to putting the steering committee's priorities into action</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

Support fundraising:
Identify opportunities
for funding for the
plan, gathering
partners together;
coordinate grant and
funding requests



Power Sharing

- Please share examples of your experience with power-sharing at your organization or in community collaboratives or coalitions. If you don't have experience with power-sharing, please share why it's important to you to learn how and to begin doing this.

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- Where did you hear about this opportunity?