



COMPASS  
INITIATIVE™

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March 14, 2024

# Transformative Grants 2024 Informational Webinar

Presented by the COMPASS  
Coordinating Centers



# Meet Our Presenters



**Justin Searcy, MPH**  
COMPASS Program Manager  
Southern AIDS Coalition  
COMPASS Coordinating Center



**Christopher Mathews, MPH,  
LCSW**  
Capacity Building Manager  
Emory COMPASS  
Coordinating Center



**Marcus Hawley**  
Strategic Partnerships Manager  
Wake Forest School of Divinity  
Faith COMPASS Center



**Masonia B. Traylor**  
Community Liaison/Organizational Strategist  
University of Houston  
COMPASS Coordinating Center

# Webinar Agenda

- Overview of the COMPASS Initiative and funding opportunities
- Overview of the Transformative Grants programmatic focus areas:
  - Building organizational capacity
  - Reducing HIV-related stigma
  - Enhancing wellbeing, mental health, trauma informed care, and substance use
  - Building faith-based advocacy and spiritually integrated capacity
- Review of Transformative Grants requirements, submission and review process, and important dates
- Q & A



# COMmitment to Partnership in Addressing HIV/AIDS in Southern States

A \$100 million commitment over 10 years to support organizations working to address the HIV/AIDS epidemic in the Southern U.S.

- Corporate Giving Programs
- Independent Medical Education Grants
- AIDSVu Partnership

*Creating a Lasting Impact in the Southern United States*



# Coordinating Centers



**Capacity Building and  
Shared Knowledge**



**Awareness, Education, and  
Anti-Stigma Campaigns**



**Wellbeing, Mental Health, and  
Trauma-Informed Care**



**Faith-Based HIV Stigma  
Reduction**



# Our Mission

Guided by local communities disproportionately affected by HIV/AIDS in the Southern United States, the four COMPASS Coordinating Centers are working collaboratively to build capacity among organizations, institutions, and other entities to reduce HIV/AIDS disparities in care and advance equities in the Southern United States.



# Guiding Principles



## Meaningful Involvement of People Living with HIV/AIDS (MIPA)

We aim to ensure that **people living with and most affected by HIV** are involved in every level of **decision making**.

We recognize the **meaningful involvement** of people living with HIV/AIDS in **all levels** of funding initiatives.



## Intersectionality & Social Justice, Emphasizing Racial Justice

We recognize that **social privilege** and **oppression** influence access to and allocation of resources / services based on race, culture, gender, sexuality, language, class, age, & ability.

We affirm the importance of advancing justice by **increasing access** to resources/services among groups **disproportionately affected** by HIV.

We aim to **increase equity** of access and resources by centering efforts that **reflect the demographics of the most impacted members of our communities**.



## Openness, Transparency, & Learning

We strive to demonstrate and promote a culture of **integrity and transparency**.

We strive to be **adaptive and open to learning** from our challenges and successes while working in complex institutional and cultural environments.



## Collaboration and Commitment

We base our collaborative efforts on **mutual respect and mutual support**, both internally and externally.

We commit ourselves to developing **trusting relationships**, and aspire to treat everyone who works with us with **respect & understanding**.

We are committed to **collaborating** with and serving communities and areas with the **greatest needs**.



## Wholistic Approach

We believe to achieve healing, transformation, and wellness, we should **celebrate all faith traditions** & belief systems & their approach to healing.

We aim to cultivate mind-body-spirit integrative approaches for **transformation and eliminating HIV-related stigma** that are also attuned to all aspects of wellness.

We are committed to **expanding the capacity of faith communities** to enhance emotional, physical, financial, social and spiritual wellbeing of all people.

# Community Investments

Addressing the HIV epidemic in the South by supporting, growing, and working with organizations who focus their efforts on the community.

## We do this by offering:

- Collaborative Learning Opportunities
- Grants
  - Capacity Building, SPARK!, ACTION, Transformative



We are investing in  
community, in  
collaboration, in  
change.

We are investing in  
**THE SOUTH.**





# THE COMPASS COORDINATING CENTERS



Transformative Grants Programmatic Focus Areas



# Emory University Grant Making Initiative

The Emory University Rollins School of Public Health COMPASS Coordinating Center grant making initiative seeks to:

- Create long-term, sustainable change in leaders, organizations, and ultimately, communities by supporting capacity building strategies that strengthen the infrastructure and support the viability of HIV/AIDS serving organizations.

# Focus Areas

## Focus Area 1

Sustaining and  
Advancing  
Initiatives

## Focus Area 2

Organizational  
Mentoring and  
Twinning


## Focus Area 3

Community/Systems  
Level Interventions



# Focus Area (1): Sustaining and Advancing Initiatives

- Consolidate gains from existing efforts for long-term success.
- Require clear plans for sustaining and enhancing initiatives.
- Emphasize reassessment of goals, strategies, and methods.
- Focus on long-term project sustainability and stakeholder support.
- Expansion of existing projects allowed, not funding for ongoing projects.
- Areas include project adaptation, resource optimization, strategic planning, knowledge management, technological innovations, and quality assurance.

A person with dark hair, wearing a red shirt, is seen from the back, looking at a large set of architectural blueprints spread out on a wooden table. The blueprints contain various technical drawings, including floor plans, elevations, and a table of data. The person's hand is visible on the left side of the frame, pointing at a specific area on the plans. The background is a plain white wall.

# Sustaining and Advancing Initiatives: Examples

- Comprehensive project evaluations for improvement.
- Expanding HIV testing services in underserved areas.
- Strengthening local healthcare partnerships for comprehensive care.
- Enhancing data collection for evidence-based decision-making.
- Developing disaster preparedness plans for service continuity.
- International collaborations for HIV/AIDS best practice sharing.

# Focus Area (2): Mentoring and Twinning

- Partnerships with experienced organizations for operational enhancement.
- Twin organization acts as a mentor, sharing insights and practices.
- Projects must show how twinning enhances operations and service delivery.
- Focus on expanding impact, especially in new or underserved populations.
- Funding mainly for the organization being mentored.
- Areas include cross-sector collaboration, resource mobilization, problem-solving, strategic outreach, service delivery innovation, and public health strategies.



# Organizational Mentoring and Twinning: Examples

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- Twinning for advanced HIV/AIDS treatment and patient support training.
- Collaborative implementation of peer support and outreach programs.
- Learning from mentor organizations for administrative and operational efficiency.



# Focus Area (3): Community/ System Level Intervention

- Focus on transforming community norms and behaviors regarding HIV/AIDS.
- Tackle broader social determinants for holistic community health.
- Requires collaboration with multiple organizations for effective service.
- Projects should involve equitable decision-making and resource mobilization.
- Encourage innovative strategies for prevention, care, and community engagement.



## Community/Systems Level Interventions: Examples

- Advocacy for policy changes to reduce barriers to HIV testing and treatment.
- Transportation subsidy programs for healthcare access.
- Centralized referral systems for streamlined HIV care.
- Services addressing language and cultural barriers.
- City-wide financial assistance programs for healthcare costs for low-income individuals.



# What are we looking for?

- Proposals that articulate the need in their priority population with respect to HIV
- Alignment between funding opportunity & grant needs
- Community Engagement
- Realistic proposals (budget, staffing, timeframe of deliverables)
  - Work plan needs to match the budget
- **SUSTAINABILITY!**

# Things To Know

- Maximum Request: \$100,000
- Evaluation Requirements
  - Quarterly Reports, Evaluation Plan, Work Plan, Final Report
- Capacity Building Requirements
  - Monthly Coaching Meetings, Bi-Monthly Project Officer Calls
- Funds cannot support HIV test kits, harm reduction equipment, or support direct provision of medical personnel including CEUs
- Submitted documents are subject to change with assistance from Emory team upon selection.

# Capacity Building Proposals

- Priority will be given to organizations led by and/or serving marginalized communities (including MSM of color, women of color, Latinx, transgender and gender nonconforming individuals).
- Support for staff positions and/or consultants are acceptable requests under this funding initiative.
- Will work collaboratively to develop evaluation plans & revise work plans as needed if selected.
- Grant recipients that choose to hire consultants to assist with capacity building efforts are not required to work with a particular consultant, although the selected consultant must be approved as part of the final stage of the application process.
- Technical assistance for submission available Thursday 9am-11pm EST
  - Email [emory@gileadcompass.com](mailto:emory@gileadcompass.com)



# SUSTAIN COMPASS Coordinating Center

The University of Houston Graduate College of Social Work's SUSTAIN Wellbeing COMPASS Coordinating Center: Supporting US Southern States to Incorporate Trauma-Informed HIV/AIDS Initiatives for Wellbeing (SUSTAIN) is focused on building the capacity of organizations around:

- Wellness
- Trauma & Healing
- Mental Health
- Substance Use, especially harm reduction & opioid use

*We recognize and value intersectional practice, especially social and racial justice, MIPA, collaboration and commitment, and openness and transparency*



# Trauma Informed Care Organizational Change

- Actions that transform culture, infrastructure, and internal processes, such as hiring, training, and screening practices, and policies and procedures.
- Requires intentionality, commitment, and management
- Typically includes three major phases:
  1. Pre-implementation
  2. Implementation
  3. Sustainability

## *The Six Guiding Principles to a Trauma-Informed Approach*



Adapted from Content source: [Center for Preparedness and Response](#)

# Why Trauma Informed Care Organizational Change?

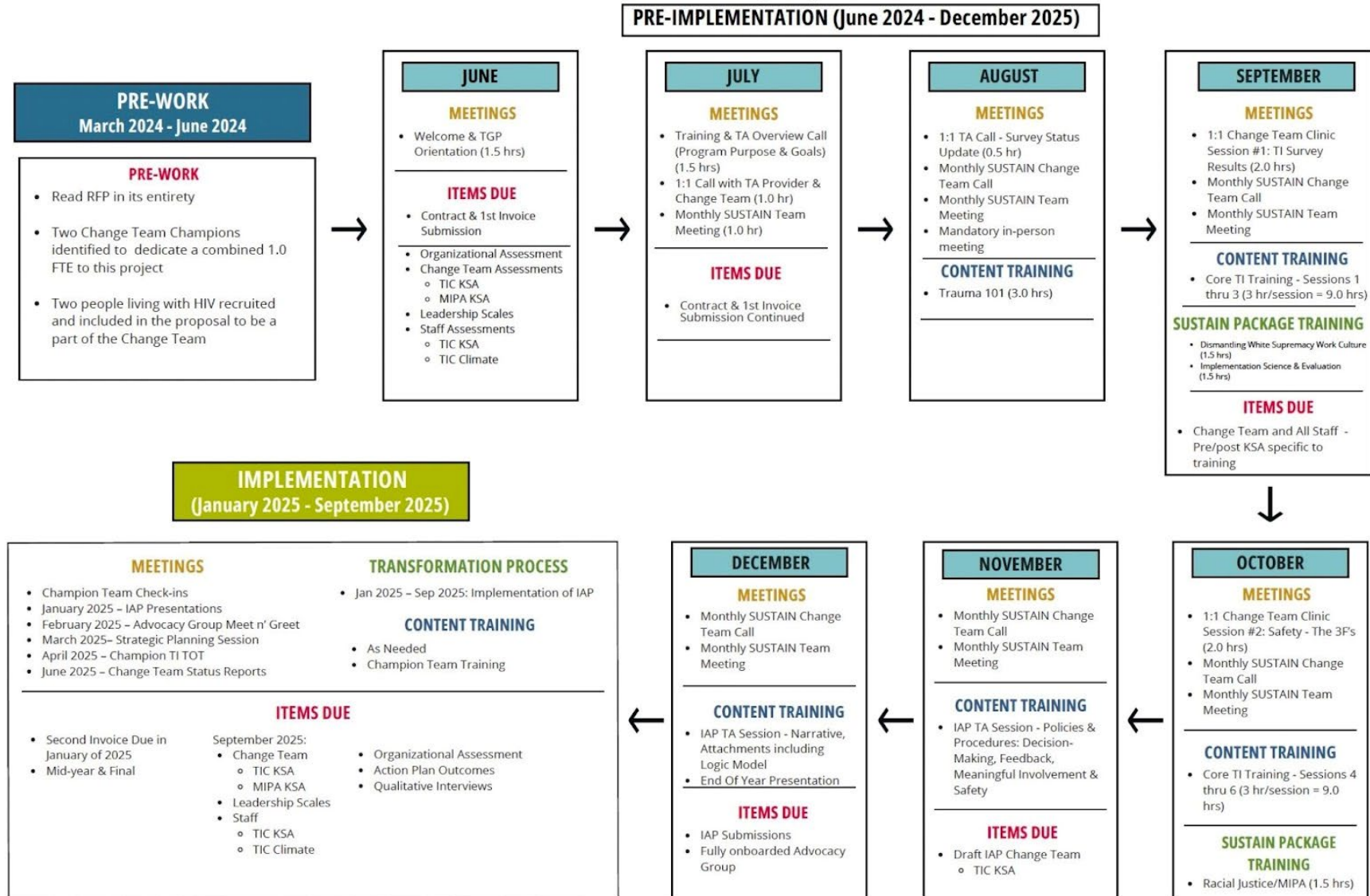
- The landscape of HIV has been stagnant
  - Lack of support and resources to engage in structural change required to end the HIV epidemic.
- This ultimately trickles down to harming not only the communities organizations serve but their staff as well.
- We know TIC org change improves:
  - Employee development, employee engagement, employee retention, service user satisfaction, service engagement, or service innovation or enhancements.



# TRANSFORMATIVE GRANT PARTNERSHIP 2024-25 ROADMAP

## APPROACHES MATTER: TRAUMA-INFORMED ORGANIZATIONAL CHANGE INITIATIVE

This is an 15-month overview. This is tentative and we will add more details once the grant period starts.



**NOTE: PROGRAM IS A HEAVY LIFT REQUIRING OVER 100 HOURS OF LABOR. PLEASE READ RFP CLOSELY.**

Supported by grant funding from Gilead Sciences Inc. Gilead Sciences, Inc. had no input into the development or content of these materials.

# What We Are Looking For?

- Proposals that:
  - Center Communities
    - Black communities
    - Latinx communities
  - Focus on Organizational Change
  - Guided by Meaningful Involvement of People Living with HIV/AIDS (MIPA)
  - Integrate Racial Justice
  - Answer the guiding questions in a clear way

Visit our YouTube Channel for more details:

<https://www.youtube.com/@sustainwellbeingcompasscoo6713>

# Key Takeaways

- The SUSTAIN team believes that organizational change is key to life-saving transformative change.
- Organizational change is not an easy process; however, it is necessary for organizations to succeed and grow.
- This grant will allow you to reflect, plan, and execute organizational TIC change with SUSTAIN trainers and coaches
- Tips for a successful implementation are in the RFP



The mission of the Southern AIDS Coalition COMPASS Coordinating Center is to reduce HIV-related stigma in the South through **grants, training, and leadership development** empowering individuals impacted by HIV in order to maximize collective impact on HIV/AIDS in the region.

*When you get rid of stigma, you have great health outcomes. I'm proof of that. I am 24 years into my diagnosis, never been sick, never been hospitalized. But I talk about HIV, and I talk about my HIV.*

*-Gina Brown*

# Our Mission

SAC is a non-partisan coalition of government, community, and business leaders working alongside thousands of people living with HIV (PLHIV) and their allies to **end the HIV epidemic in the South**







# Our Vision

We envision a better South for people living with HIV, one where every person has access to high-quality health care and essential support services, **free from stigma & discrimination.**

We also envision a South where every person understands their risk for HIV transmission, receives routine screening, and has access to a full range of prevention interventions and harm reduction services.



# Our COMPASS

- **Trainings** on how organizations can provide culturally appropriate, non-stigmatizing services to PLHIV and other marginalized communities
- **SPARK! Grants** to fund community-led grassroots HIV education, awareness, and stigma reduction campaigns
- **Shared Learning Opportunities** to pilot existing HIV-related stigma reduction interventions in local communities
- **Transformative Grants** to fund the design, implementation, and evaluation of new interventions to reduce HIV-related stigma for PLHIV

# Transformative Grant Focus

## FOCUS Area One : Intervention Development or Adaptation

- Original interventions with a proposed comprehensive formative process that takes into consideration existing programming gaps and relevance to the culture and experiences of community of focus
- Adaptation of existing evidence-based intervention(s) with a proposed comprehensive process and justification for developing additional content that specifically addresses HIV-related stigma

# Transformative Grant Focus

## FOCUS Area Two: Intervention Implementation

- Proposed projects in this focus area should result in the implementation of an intervention that was previously developed and piloted by the applicant. In this focus area, your project should culminate in a minimum of one complete cycle of your intervention with program evaluation throughout entire process.

# What Is An “Intervention”

By intervention, we mean any combination of program elements or strategies designed to reduce HIV-related stigma both internal and external by either:

- Influencing knowledge, attitudes, beliefs, or skills among PLHIV;
- Increasing social support for PLHIV; or
- Creating supportive environments, policies, and resources for PLHIV

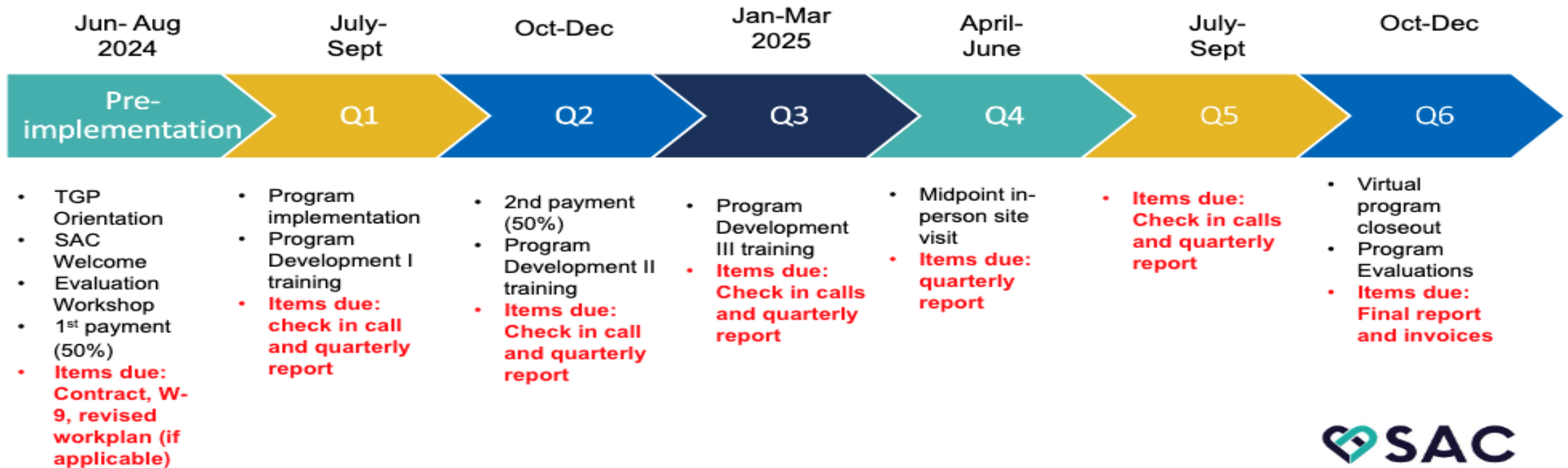


# What we are looking for

SAC is planning to award up to \$100,000 in direct funds for applications that are:

- Intentional in the application of MIPA Principles
- Demonstrative of the applicant's alignment with Gilead COMPASS Initiative Guiding Principles
- Located in communities that currently lack stigma reduction resources for PLWH
- Led by members of the community
- Clearly defined and developed with appropriate SMART goals and objectives

## Grant Program Timeline 2024-2025



# Faith Transformative Grant



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**FAITH COORDINATING CENTER**  
AT WAKE DIVINITY



April 11, 2022

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# Overview

## Storytelling

- Partner with experts in HIV, faith, stigma, healing, mental health, & music
- Develop social media & communication toolkits for faith communities
- Partner with artists and national media to amplify messages

## Training

- Updates on the state of HIV/AIDS
- Biblical and spiritual training
- Community engagement strategies
- Sustainable programs & health ministries

## Funding Priorities

- Capacity Building
- Communications & Educational Programming
- Social Determinants of Health & Health Ministries







# Transformative Grant Focus

- Support the establishment of infrastructures and programs to enhance access to employment, education, transportation, housing, finance wellness, and/or healthcare for people at risk for acquiring and/or living with HIV/AIDS in the US South.
- Our aim is to collaborate with Christian and interfaith partners; create inclusive faith spaces (virtual and/or in-person) for LGBTQ persons and people living with HIV; create opportunities for physical, emotional, and financial wellness; and educate emerging faith leaders and faith communities who will impact how communities respond to HIV/AIDS in the future.

# WHAT MAKES A STRONG APPLICATION?

- Clearly articulate how your project will address persons living with and/or impacted by HIV and be connected to faith communit(ies)
  - Letters of Support will strengthen the case that you have an established commitment with collaborative organizations for your project
- Clearly articulate how you will deliver your program, including the planned platform that will be used for communication.
- Don't worry about your project being "too small". We want to support grassroots efforts that can reach deep into the heart of community need.
- Think focused rather than big, broad programs or initiatives. We want to support grassroots campaigns that can reach deep into a community rather than campaigns that try to reach everyone across the spectrum.

# What are we looking for?

- **Innovative** approaches to addressing HIV-stigma in faith communities
- Demonstrated partnerships and **impact** with multiple organizations or faith communities
- Ability to "hit the ground running" with funding
- Strategy to **communicate** to a broad cross-section of communities and priority groups
- Clear plan for **implementation**

# Funding Parameters

- Grant cycle will be from **June 1, 2024 – September 2025**
- Funds must be expended by September **2025**
- Reports:
- Quarter activities reports (Due 7/15/24, 10/31/24, 01/15/25, 4/14/25, 07/15/25, 10/31/25)
- Current **Transformative Grantees** receiving **Transformative Grant funding** from other COMPASS Initiative Coordinating Centers are not eligible for funding
- This grant will not fund individuals, general operations, endowments, or fundraising events.
- Grant recipients will be required to provide a narrative report and a budget report at the end of the grant cycle



# Important Dates

- RFP Announcement: Feb. 26
- Deadline: April 11th, 2024
- Review applications: April 2024
- Award Letters by May 2024
- Funds dispersed in June 2024
- Monthly mandatory workshops (TBD)

# COMPASS INITIATIVE® FAITH COORDINATING CENTER AT WAKE DIVINITY



Contact us at **compass@wfu.edu**  
or on social media **@FaithCompassWFU**



advancing  
health  
equity **etr.**



EMORY

ROLLINS  
SCHOOL OF  
PUBLIC  
HEALTH



UNIVERSITY of **HOUSTON**  
GRADUATE COLLEGE of SOCIAL WORK



WAKE FOREST  
UNIVERSITY  
SCHOOL of DIVINITY

# ETR

- All organizations will work with CC level and Centralized level evaluators
- Serve as the Centralized evaluator to facilitate continuous improvement through establishing data-driven programming, monitoring, and evaluation systems throughout the COMPASS Initiative.
- ETR is a non-profit organization that advances health equity by designing science-based solutions and brings nearly four decades of experience in the field of HIV, Sexual and Reproductive Health, youth, and families.

(<https://www.etr.org/>)

advancing  
health  
equity **etr.**



# Why so much emphasis on evaluation?

Our goal is to identify high-impact, scalable and fundable interventions that are:

- **Effectively** strengthen the core capabilities of emerging organizations **and** develop skills in implementing trauma-informed care in organizational practices.
- **Effectively** shift attitudes and behaviors to improve HIV prevention and care; **and** build support for HIV/AIDS in faith-based groups.
- **Create** models that can be effectively replicated across other areas in the South.

GILEAD

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# TRANSFORMATIVE GRANTS



Investing in the South  
to address the Southern HIV epidemic

# Eligibility Requirements



## Geographic Location

Applicants must be located in AND provide services in one of 12 Southern states: AL, AR, FL, GA, KY, LA, MS, NC, OK, SC, TN, or TX.



## Award Amount

The maximum amount varies by CC



## Non-Profit Status

Applicants must be non-profit, tax-exempt 501(c)(3) organizations or have a fiscal sponsor.



## Complete Organizational Survey (Emory)



## Grant Period

Applicants must be able to complete work proposed within an 15-month period beginning June 2024 and ending September 31, 2025.



## Agree to Work With Evaluation Partner, ETR

# One Application Per Agency

Funding amount varies by CC. Focused on supporting the development and implementation of programs and activities that addressing:

## Organizational Capacity Building

Supporting organizational capacity building activities including:

- Sustaining and Advancing Initiatives
- Organizational Mentoring & Network Twinning
- Community/Systems Level Interventions

## Wellbeing, Mental Health, Substance Use, and Trauma-Informed Care

Organizational Change in TIC:

- Wellness
- Mental Health
- Trauma-Informed Care
- Substance Use

*(especially opioid use and harm reduction)*

## HIV-Related Stigma Reduction

Focusing on supporting the design, implementation, and evaluation of interventions to reduce HIV-related stigma

## Faith-Based HIV Stigma Reduction

Building the faith leaders' capacity to understand and engage with their communities' health challenges and opportunities.

Equipping them to co-create with key community partners new holistic strategies for addressing HIV/AIDS and related health concerns



# Unallowable Activities

- Projects that focus on or include pre-exposure prophylaxis (PrEP);
- Procedures or policies that exclude community members from receiving adequate and efficient health care, safe shelter, advocacy services, counseling, and other assistance based on their actual or perceived sex, age, immigration status, race, religion, sexual orientation, gender identity, mental health condition, physical health condition, criminal record, work in the sex industry, or the age and/or gender of their children;
- Procedures or policies that compromise the confidentiality of information and/or privacy of persons being served at or by the applying organization/individual;
- Project designs and budgets that fail to account for the access needs of individuals with disabilities, with limited English proficiency, or who are deaf or hard of hearing;
- Projects that place a criteria or requirement for community members to access services;
- Project activities that promote or create a unsafe, uncomfortable, or counter-productive work environment;
- Project activities that exclude staff that are representative of the community members being targeted through this grant project from serving in leadership or advisory capacity;
- Grant funds may not be used to provide legal representation in civil and criminal matters, such as family law cases (divorce, custody, visitation, and child support), housing cases, consumer law cases, and other legal cases.

# Application Submission

## 1. Download RFP



## 2. Prepare responses and gather required documents

## 3. Submit application online via: [Compassinitiative.secure-platform.com/a/organizations/main/home](https://compassinitiative.secure-platform.com/a/organizations/main/home)



**Focus Area: Wellbeing, Mental Health, Trauma-Informed Care, Substance Use, and Telehealth**  
**Lead Coordinating Center: University of Houston Graduate College of Social Work**

This initiative will focus on organizational change in trauma informed care, to include but not limited to, wellness, mental health, substance use (especially opioid use), and telehealth and its intersection with HIV in the Southern United States.

**Focus Area: Reducing HIV-Related Stigma**

**Lead Coordinating Center: Southern AIDS Coalition**

This initiative will focus on supporting the design, implementation, and evaluation of interventions to reduce HIV-related stigma.

**Focus Area: Faith-Based Advocacy and Spiritually Integrated Capacity Building**

**Lead Coordinating Center: Wake Forest University School of Divinity**

This initiative will focus on building the capacity of faith leaders' understanding of and engagement with their communities' health challenges and opportunities, and equipping them to co-create with key community partners new holistic strategies for addressing HIV/AIDS and related health concerns.

Applications received AFTER 11:59PM CST, (12:59 AM ET) on April 11, 2024, **WILL NOT BE REVIEWED or CONSIDERED for participation.**



# Submission Requirements & Deadline

- No applications via email, fax, mail, or express delivery without prior written request and approval
  - If you would need an alternative way to submit the RFP other than through the grant portal, you will have to send an email to [info@gileadcompass.com](mailto:info@gileadcompass.com) **by Monday, March 18, 2024, by 11:59 CST** to be considered. Please include “Alternative Transformative Grant Submission Request” and your organization's name in the subject line of the message. Within the body, please outline the submission request and reason for alternative submission request.
- Submission deadline is **Thursday, April 11, 2024 at 11:59 PM CST.**

# Application Components

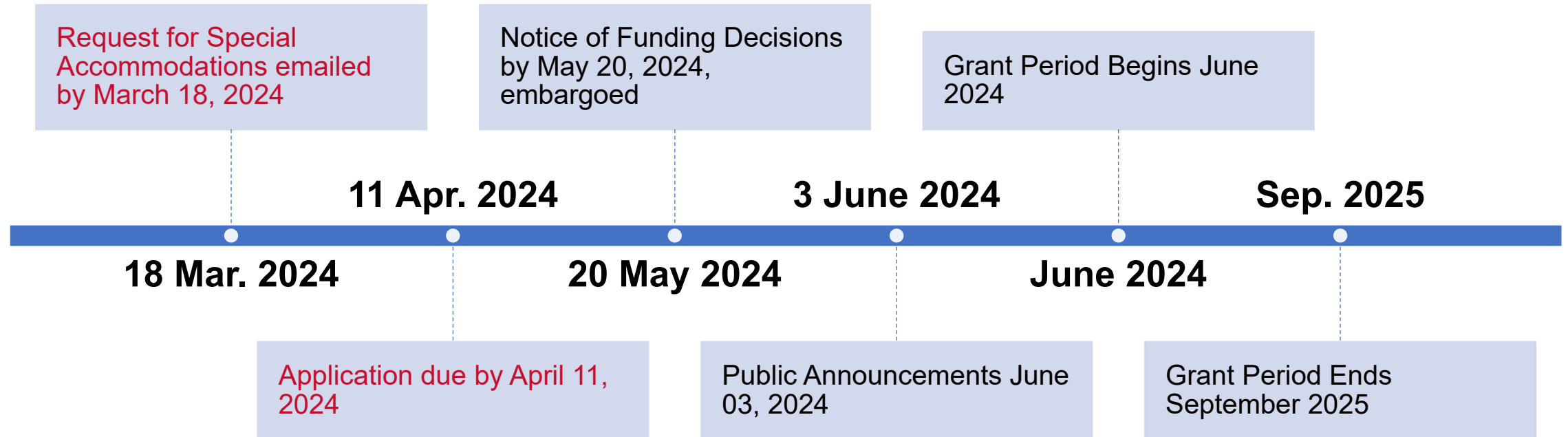
- Applications must include three major sections
  - Project Cover Page
  - Project Narrative
  - Supplemental Materials
- Required Supplemental Materials (varies per CC – Read RFP for actual requirements)
  - Project Budget Template
  - Work Plan (not required for UH proposals)
  - 501(c)(3) Verification (or letter from fiscal sponsor or agent)
  - Audit (if your organization does not undergo an audit, then attach your most recent IRS Form 990)
  - Board of Directors List
  - Diversity Table
  - *Optional*: Memorandum of Agreement (MOA) or Letters of Support



# Review Process

- Independent review committee
  - Community members from each of the twelve (12) eligible states
  - Representing each of the programmatic areas
  - Representing our priority populations
  - Following rubric to score applications

# Important Dates





Questions?

# Center Contact Info

## Emory University



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## Southern AIDS Coalition (SAC)



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## SUSTAIN - University of Houston



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## Wake Forest University - School of Divinity



Marcus Hawley  
[hawleym@wfu.edu](mailto:hawleym@wfu.edu)



# Questions & Answers



ENDING THE  
SOUTHERN HIV  
EPIDEMIC 2GETHER



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[info@gileadcompass.com](mailto:info@gileadcompass.com)