

LISC/ Footlocker Foundation Community Empowerment Program



Foot Locker Foundation, Inc.

What is the LISC/ Footlocker Community Empowerment Program?

- The *LISC/Foot Locker Foundation Community Empowerment Program* is a partnership of the Foot Locker Foundation and the Local Initiatives Support Corporation (LISC) focused on a multi-city initiative to support community and youth empowerment in under resourced communities where Foot Locker Inc.'s teams live, grow and work. The program aims to bridge gaps in health, wealth, and opportunity, especially those driven by racial inequity.
- **The program offers two levels of funding:**
 - 1) Grants that will support current youth programming, create new programming or extend existing programming. These grants will range from \$25,000 to \$75,000 over one year.
 - 2) Grants to support **capital improvement** projects that enhance the impact of youth programming. Funding will range from \$25,000 to \$100,000 over one year.
- The proposed outcomes are to build on Foot Locker and LISC's shared goals to inspire and empower youth and will be focused on the 13 metropolitan areas where Foot Locker and LISC have a significant presence. Selection will prioritize nonprofit organizations serving youth of color, as well as those that are led by people of color.

Organizational Eligibility Criteria

To Qualify for Funding Organizations Must:

- Be a community-based organization, serving a neighborhood consisting primarily of low and moderate-income families and individuals with a specific focus on youth ages 6-24 years old.
- Have at least one-full time staff person (all-volunteer organizations will not be considered).
- In existence for at least three years.
- Have a proven track record in programming, operations, or facilities management.
- Have 501(c)(3) tax-exempt status.
- Located in one of the Program Target Markets.

Target Markets

*Only organizations serving communities in low-moderate income areas within the following Target Markets are eligible to apply.

- Baltimore, MD
- Atlanta, GA
- Chicago, IL
- Dallas, TX
- Detroit, MI
- Houston, TX
- Los Angeles, CA
- New York City, NY
- Newark, NJ
- Oakland, CA
- Philadelphia, PA
- San Francisco, CA
- Washington, DC.

Selection Criteria

We will prioritize organizations that have a demonstrated track record of success in one or more of these pillars:

- ***Community Outreach:*** Programs designed to engage youth and provide them with health and wellness opportunities including increased safety, play equity, equality, empowerment of youth, and expanding economic opportunity.
- ***Mentoring:*** Programs designed to help youth with conflict resolution, life skills, academics, and community building. Goals may include building positive, nonviolent, and constructive relationships, increasing the ability to accept and respect diversity of opinions and values in the community, and building trust.
- ***Career Development/Employability:*** Programs that develop skills and pathways to quality jobs. Goals may include increasing social and work skills, access to internships, and training.

****Play equity is the idea that all youth, regardless of race, gender, zip code, or income, should benefit from the transformational power of sports and play.***

Selection Criteria

- **Feasibility of the proposed project.** The project budget must be based upon realistic costs.
- **Project readiness.** Sources of funding for the entire budget should be identified. Plans should consider the schedule of activities over the course of the year. A project timeline should be specified in the proposal.
- **Impact upon neighborhood and support from the community.** Proposals must demonstrate that the project is located in a low- or moderate-income community and must describe how the grant would benefit the community. Proposals must clearly detail how many youth and adults benefit from current programming/activity/facility and project any anticipated increases as a result of the Foot Locker grant.
- **Match funding.** Preference will be given to proposals that demonstrate match funding from other local organizations, such as city or county grants or in-kind contributions from local businesses. Details on the funding sources and amounts must be included in the application.
- **Program Sustainability.** Proposals must demonstrate commitments of funding for programming and facility sustainability for a minimum of three years
- **Capacity of organization and its partners to carry out project, including ability to collaborate with Foot Locker on employee engagement opportunities.** The applicant organization must demonstrate, through its current management team and previous experience, the ability to manage a project of this nature.

Foot Locker Employee Engagement

*Grantees will **work directly with Foot Locker** to provide employee engagement opportunities for Foot Locker staff that align with the goals of the grant program.

Opportunities should comply with both organizations' legal, professional, public health, and youth-related protocols (e.g., interactions with youth may require a background check). Examples of employee engagement include, but are not limited to, the following:

- Foot Locker employee participation in non-technical tasks, like mural painting; community or facility clean-up; packing and facilitating give-away items (e.g., backpacks or school supplies).
- Foot Locker employee collaboration on holiday-related initiatives, such as food collection/donation or other giveaways (e.g., coats, shoes, Christmas trees, gifts, or other resources).
- Foot Locker employee facilitation of training sessions, mentoring or career coaching. For example, 'Sneaker Career Day,' or a program series, with speakers from across job functions, like store/district manager, sneaker designer, graphic artist/marketer, merchandiser, IT, finance, and human resources.
- Foot Locker-hosted events, or in-store learning at Foot Locker community stores spaces.

Application Procedures

To submit an online application, [click here](#)

Use of Footlocker, LEED or LISC Logos are Prohibited

Interested organizations must submit an online application by August 30, 2023.

The required documents that should be included in your online application are:

- Cover Sheet: one page with organization name, address, web address, email, telephone number; name/contact information for Executive Director and contact person (if different); brief description of proposed project and the amount of funding requested.

Organizational Attachments:

- IRS 501(c)(3) determination letter
- Two most recent audited financial statements (preferably annual statements for 2021 and 2022)
- Most recent IRS 990 form (preferably 2021)
- Current list of organizations' Board of Directors, including contact information
- IRS W-9 Form
- MOU with fiscal agent (if applicable)

Project Attachments:

- Project budget for programming or facility improvements
- Financial commitment letters and detailed plan from organizations responsible for program sustainability
- Agreements and budgets for youth programming
- Letters of support and joint use agreements with other community organizations
- Contact information for the youth organizations

Contacts

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Frequently Asked Questions



1. If an organization supports communities in more than one of the eligible cities, do we need a separate application per location?

Yes, you would need to apply in every eligible market.

2. Can an organization that does not yet have 501(c)(3) status but is working through a fiscal sponsor qualify? Yes, your organization would be eligible but would need to submit the Memorandum of Understanding and required documents from the fiscal agent.

3. Can an organization apply for multiple projects in multiple cities? Yes.

4. How is “youth” defined? Is there a specific age range? Youth, ages 6-24 yrs. old

5. Can a national organization that has been in existence for more than three years apply for programming in a city where they have been located for less than three years?

Preference will be given to organizations that have demonstrated programming for at least 3 years.

6. For capital grant, is it okay if capital project is multi-use for both youth and adult programs?

Yes, but the proposal must specifically demonstrate # of youth served and total usage of the site.

7. The criteria exclude salaries. If your program is an educational program that is largely comprised of salary expenses, would those salaries be excluded?

Proposals that request grant usage for salary expenses will not be considered for funding.

8. If we applied during a previous round, may we reapply? Yes.

9. Are nonprofit private schools eligible for funding?

Yes, If the school programming also serves youth from the larger community and not just students.

10. Do you accept entrepreneurial programs in career/work development? Yes.

11. What if you are a smaller organization who has not had audited financials?

Organization should consider partnering with a non-profit that can serve as a fiscal conduit for the program.

12. How do you define community-based organizations?

Non-profit organization located in and serving a local under resourced neighborhood.

13. Is there a preference for the size of the program or the number of participants? How favorable is the grant to 501(c)(3) church organizations?

Minimally 50+ participants. The invitation is to non-profits serving local communities, so churches can apply if serving larger community.

14. We pay youth to facilitate, design, and lead programs. Is their pay eligible for this grant? Yes, youth stipends are allowed.

15. Are both outdoor public space and community center improvement projects eligible for capital improvements? Yes.

16. Regarding Program Sustainability, must a proposal include written commitments from funders for three future years?

Can match funding be from a corporate funder? Yes.

17. Should applicants have an existing relationship with Footlocker prior to applying? Not a requirement, but application will need to

demonstrate employee engagement opportunities with Foot Locker to be considered for funding.

18. Regarding Program Sustainability, must a proposal include written commitments from funders for three future years?

Proposal must demonstrate the sustainability plan with corresponding budget for the program, either from funders or the organization applying for funding.

19. Can you say more about the financial commitment letters - is that a letter of support from other funders of the project?

Financial commitment letters from other funders of the project and/or commitments from the organization applying.

20. Can counties outside of the listed target market cities apply for funding?

Counties within 15 miles of the listed target market cities can be considered for funding.