NOMINATION AND APPLICATION GUIDANCE

As a nominator, we want to understand your passion for the nonprofit and their work, as well as how you personally have been impacted by the nonprofit. A few easy tips for a strong nomination are:

- Make a note of your login information, so if you are unable to finish your nomination in one sitting, you can easily return later to make edits before submitting.
- Please provide as much details and context in your answers as possible, including the organization's name. What would you want someone to know if they'd never heard of your favorite nonprofit and they were wondering what it is?
- Highlight the organization's impact by telling a story and capturing specific examples whenever possible.
- We recommend developing your answers in a separate Word document, then pasting into the application. This will also create a back-up in case of a computer error.
    - Be aware of character counts for each response. While you do not need to use every character you are allowed, we encourage you to submit a robust and complete answer to each question. Spaces and punctuation are included in character counts. The system we use for the online nomination form will not accept responses that exceed the character count. If you are having trouble getting the form to accept your responses, help is available here: https://becu-phpa.versaic.com/contactus
- Nominations must be original work from the member-nominator. Nominations that appear to copy and paste information from the nonprofit's website, or multiple nominations that all use the same wording will be disqualified. Please use your own words to illustrate the mission, purpose and impact of the organization.

SAMPLE RESPONSES FROM PAST RECIPIENTS – MEMBER NOMINATION:

PLEASE SHARE A STORY ABOUT YOUR PERSONAL INVOLVEMENT WITH THIS ORGANIZATION. (1,800 CHARACTERS)

"Eight years ago, I became aware of the global issue of child sex trafficking through the work my ad agency was doing with the Clinton Global Initiative. Through that awareness, I was connected to this local organization working to end child sex trafficking in Washington state. I was shocked to learn how pervasive these crimes are in our own backyard. This was also personal for me as I have two adopted children and saw the connection between homelessness, foster care and other vulnerabilities that make it easy to exploit youth. Data shows that youth growing up in marginalized communities are significantly more vulnerable to exploitation because these criminals manipulate and groom them by offering what they may lack – shelter, food, love, material items, etc. Beyond my monetary investment into this organization, I was compelled to do more to prevent these crimes, provide care to the victims and support the survivors. I chose to invest my time – joining the board in 2015 and becoming board president in 2018."
(1,021 characters)

HOW DOES THIS ORGANIZATION EMBODY THE CREDIT UNION PHILOSOPHY OF PEOPLE HELPING PEOPLE? (1,800 CHARACTERS)

"This organization's mission is to change the face of the tech industry. That doesn't mean to only create more women or underrepresented software engineers, but to actually make an impact on the way the industry functions in Seattle. I think they embody the People Helping People philosophy in two ways. One, they create long lasting and deep cultural change inside of tech organizations. From inclusion summits for employers to better understand Diversity, Equity, and Inclusion in the workplace; to teaching students how to self-advocate for equitable workplaces once they do enter the industry; they have a vision and path toward long-lasting and deep transformational change that extends beyond the student populations they serve. Two, they have fostered an amazing culture of community care. Graduating students participate in mentorship of new students and many alums return to the classroom as guest lecturers or volunteer TAs for new classes. Graduates use the organization's community to advance their careers while also staying true to the mission to help others break into the industry. As the organization has grown over the last 7 years, they've seen graduates from the early days mentor and hire recent graduates, creating a whole new network of social justice and equity-minded software engineers looking to give back and diversify the tech industry." (1,364 characters)

(FOR MEMBER VOLUNTEER OF THE YEAR) PLEASE PROVIDE A DESCRIPTION OF YOUR SERVICE TO THIS ORGANIZATION, INCLUDING DETAILS LIKE WHY YOU VOLUNTEER WITH THIS NONPROFIT, WHAT YOUR RESPONSIBILITIES ARE, HOW THE SERVICE IS MEANINGFUL TO YOU, AND WHAT IMPACT YOUR SERVICE HAS ON THE ORGANIZATION. (1,800 CHARACTERS)

"I was so moved by this nonprofit at the 2012 fundraiser, I joined as a mentor. I see myself in the people involved here and I wished I had a community who was there for me at that age as I navigated the emotionally complex teenage years as a young woman of color and daughter of immigrants. In 2013, I was asked to join the board and elected as the board treasurer. I felt honored and realized that as a board member my role stood for something larger than myself. As a treasurer, I leveraged my skills as a finance professional to elevate their financial policies and management. I worked closely with the executive director to establish standard fiscal processes and strategies to manage the financials and grow funding. Since the board's role is fiscal oversight, the executive director and I developed standard reporting and presented the budgets at every board meeting to provide transparency and support the board's decision making. Overtime, it became imperative the board and executive directors had to represent the demographics of the youth. This nonprofit serves 80% youth of color, however in the early years, the leadership was mostly white. This dynamic is common in philanthropy and perpetuates unequitable hierarchies. This org broke down these hierarchies and is now mainly led by women of color. With this evolution, I was elected as the board chair in 2018. Over the past 10 years, we have grown from a "start-up" to mid -sized. I have transitioned the board from a working one which was involved in the daily operations to one that provides strategic vision, long term guidance and targeted fundraising. I also diversified the board by electing the first male, Latina woman and two alumni. My purpose is to elevate this org's mission and social justice for all." (1,782 characters)

SAMPLE RESPONSES FROM PAST RECIPIENTS - NONPROFIT APPLICATION:

EXPLAIN HOW THIS NONPROFIT FITS INTO THE CLASSIFICATION CHOSEN. (1,800 CHARACTERS)

Providing Basic Human Needs

"We work to provide basic human needs which include shelter, food, and companionship. Our shelter provides basic safety from outside exposure and a welcoming space for much needed food and rest. The day center provides opportunities for people to take care of their own hygiene needs with showers and laundry. This facility also offers phone, wifi, mail service, safe storage and connections to others with similar experiences. Volunteers supply the food as well as opportunities for conversation as a way to build a sense of community. Many of our volunteers have been with us for a long time, so there is familiarity for the participants. All staff assist with finding needed housing and jobs. Our housing outreach specialist is available oncall to the City of Shoreline's police, fire and parks departments to respond to resource needs of people experiencing homelessness. We visit Shoreline facilities, meal programs, bus stops, and outdoor locations to engage people and build relationships with other service providers, including Department of Social and Health Services, Therapeutic Health Services, Center for Human Services, Sound Health, Valley Cities, Housing Connector, Trac Associates Job Program, etc." (1,217 characters)

PLEASE TELL US ABOUT THE ORGANIZATION'S MISSION OR PURPOSE. (500 CHARACTERS)

"We empower prisoners to fulfill their potential through communities of higher learning that transcend prison walls. We seek to break cycles of incarceration, strengthen families and communities, confront racism and classism, and promote personal achievement and social reintegration by providing transformational education opportunities. Our mission is rooted in the belief that everyone has a right to education, regardless of identity, socioeconomic status, or circumstance." (476 characters)

PLEASE EXPLAIN HOW YOUR ORGANIZATION'S MISSION ALIGNS WITH THE PEOPLE HELPING PEOPLE PHILOSOPHY. (1,800 CHARACTERS)

"At the heart of our education-focused organization is the value of empowerment, building community, and helping one another. Students mentor, tutor, peer-instruct, develop curriculum, and provide classroom support for their fellow students. Whenever possible, we strive to have an ongoing development approach. For example, an incarcerated student leader and one of the original founders of our nonprofit, has been teaching math prep classes for years. He is known throughout the prison as a math wiz and has helped hundreds of fellow prisoners achieve college-readiness in math. One day, a 2018 graduate began his educational journey in one of his classes and now works side-by-side with him and is quickly becoming the go-to guy for math. In working with him, he has grown in confidence and now mentors and advises new students to the program as a full-time Teaching Assistant for us.

This philosophy of helping others is embodied not only in the cycle of leadership and mentorship inside the prison, but it also continues on the outside. We have several alumni who, since their release from prison, have continued to help others; examples include joining our Board of Directors to continue their involvement with the program or starting their own businesses as 2nd Chance Employers, to hire formerly incarcerated or justice-involved individuals.

Our work cultivates a community of students and leaders who grow into positions of helping others. This is our leadership model, prisoners working together, coaching one another, and helping each other in a system where isolation and deprivation is the default." (1,610 characters)

PLEASE DESCRIBE THE POPULATION YOU SERVE. (500 CHARACTERS)

"We are a POC-led organization rooted in our Seattle community with an impact that extends far beyond our city limits. Our efforts to advance education and enable arts and cultural experiences spotlight the Seattle area and engage a broader national audience. We are web-based so our programs, free online archive and encyclopedia are available to everyone. We provide these historical resources to educate the general public about democratic principles and civil liberties." (473 characters)

HOW DOES YOUR ORGANIZATION APPROACH DIVERSITY, EQUITY & INCLUSION WITHIN YOUR WORK? (1,800 CHARACTERS)

"Our long term goals are to 1) empower families of color to confidently raise children to be their authentic selves, 2) foster community networks and social capital in order to create thriving and resilient cultural communities and 3) mobilize for racial equity and systemic change that centers the experiences of families of color. We achieve this by focusing on a few core programs that are complementary and respect the diverse needs of BIPOC families to connect at many different levels-- individual, small group and larger-- to build that loving supportive community. Our organization was created to address a gap in racial and social justice-focused parenting support centering families of color. We've learned that parent groups help reduce social isolation, increase parenting confidence, and make meaningful connections. Combined with cultural programs and provocative forums and conversations, we've built a loving Seattle community centering racial justice.

We think intersectionally and provide culturally-specific, affinity and cross-racial programming that is staffed, led and governed by BIPOC, some of whom are Queer, low-income, and/ or have disabilities. Overall deepening and infusion of mental health resources and supports throughout our programs occur in a holistic sense of connecting prenatal-perinatal- early age childrens' health directly to the wellbeing of parents/caregivers at each relevant stage. Here, we've always operated in this space-- seeing arts, culture, self-care, identity affirmation, community building and outlets for authentic relationships as critical to mental health and wellness. We review regularly the our group curriculum to be inclusive of current events, knowledge and research in the field." (1,743 characters)

WHAT ARE YOUR STRATEGIES FOR ADVANCING EQUITY & INCLUSION WITHIN THE COMMUNITY/IES YOU SERVE? (1,800 CHARACTERS)

"We powerfully manifest DEI principles, in programming and organizational processes. We are majority women-of-color-led, including staff, board, facilitators and mentors. OUR DEI commitment is affirmed in our 2018 Strategic Plan's emphasis on Intentional Inclusion: in policies and programs, we center girls and women who often lack access to leadership programs: participants who are of color; from immigrant communities; from low-income backgrounds; and who identify as LGBTQIA. Our community bridges differences in sexual orientation, disability status, generation, parental status and many other aspects of identity. Many participants tell us about their sense of belonging with us, especially in this time of surging racism and anti-immigrant hostility.

Our Board of Directors includes two alumnae seats, currently held by alumnae who are both African immigrants. A related aspect of inclusion is that young women alums from marginalized communities have communicated their need for ongoing support. In response, we are working to develop our alum program services, to include life coaching, mentorship, physical and mental health support, financial planning and more. We continue efforts to translate program materials and minimize communication barriers for family members who do not speak English as their first language.

We have engaged in numerous DEI trainings with a focus on racial justice and gender identity. Past trainings increased staff/board awareness around issues including power and privilege; systemic racial inequities; inclusion of trans, non-binary and genderqueer people in our work while holding girls and women at the center; intersectionality; and healing- centered engagement. This awareness informs all of our work." (1,746 characters)

SHARE A STORY THAT ILLUSTRATES THE IMPACT OF YOUR ORGANIZATION. (1,800 CHARACTERS)

"Seven years ago we started mentoring this one Project Mister 9th grade student to be a better student & be more accountable to his school studies. This student lives with his mother & two younger siblings and he's witnessed how drugs have affected other family relatives including one uncle he was close to, so he was determined to do the right thing & stay out of trouble. This student was looking for a father figure role model who looked him and who could guide him. Through our mentorship program this student by his senior year was selected by his Project Mister student peers to be the student guest speaker at our Annual Tie One On Student Luncheon (250 attendees including community business leaders) that honors students achieving excellence. As guest speaker while at the podium this student informed the audience he had been accepted & would be attending the Army West Point Academy. The entire audience stood up and applauded for what seemed like five minutes. This same student graduated from West Point this past May 2020 where he was commissioned as a 2nd Lieutenant in the US Army. This student emailed us thanking us for believing in a teenager with no hopes or dreams. We are so proud that the work we do in mentoring At Risk male high school students of color does matter and can change lives in these young people." (1,335 characters)

WHAT IMPACT WOULD THIS FUNDING HAVE ON YOUR ORGANIZATION? SPECIFICALLY, PLEASE GIVE EXAMPLES OF HOW YOU WOULD USE THE DIFFERENT LEVELS OF AWARDS ($15,000 - $30,000 - $50,000)? (3,600 CHARACTERS)

"With each progressive level of funding we will be able to nurture our message of hope and belonging with roots that grow deeper into our Puget Sound communities and branches that spread further around the world.

With $15,000 from the BECU People Helping People community we will:

- Have significantly increased capacity in our ongoing efforts to make sure members have internet access and training to be able to access online programs.
- Be significantly better equipped to provide outreach and address equitable program access for members with transportation and childcare needs.
- Foster development of underrepresented voices in our repertoire through an expanded songwriting workshop program.
- Cultivate more leadership among members

With $30,000 from the BECU People Helping People community we will:

- Provide programming enumerated at the $15,000 level.
- Launch a Teen Program in partnership with the school district to support students age 12-18 in singing together.
- Develop a program to support youth participants in the teen choir and members of the refugee choir to develop as songleaders, including mentorship, training, and opportunities to lead songs.

Singing in community has social, emotional, mental, and physiological benefits that students are going to miss as remote learning models will not include traditional ensemble singing.

The opportunity to sing in this format will:

- Provide safe opportunities for students who want to sing with others during this pandemic.
- Teach students songs from all over the world and from many cultures with an emphasis on messages of hope and resilience.
- Be fun and physically active with movement incorporated.
- Provide a meaningful opportunity for families to connect to their students' learning at home.
- Create community building and leadership opportunities around current social issues.
- Provide a forum for the communally in processing the emotions around these extraordinary times.
- Allow capacity for as many students as want to participate, including students at Tacoma schools that do not have vocal music programs.
- Include grades 6-12 and meet weekly.

With $50,000 from the BECU People Helping People community we will:

- Provide all programming enumerated at the $30,000 level.
- Expanded opportunities for community members of all ages to sing together with a weekly online Home Choir.
    - Program will be free and open to all regardless of location.
    - Will focus on uplifting songs of hope from around the world.
    - Guest artists from across the country and world will join as song leaders to provide a range of musical experiences.
- Record an album of songs that foster hope in order to share our message more widely.
- Print a songbook of songs centered on hope, belonging, and unity that can be used by other choirs, music groups, and individuals to heal our communities." (2,854 characters)