

We Raise Foundation Emerging Leader Theory of Change



If We Raise Foundation ...

Identifies leaders who are:

- 20-35
- Motivated by their faith
- Working at the intersection of poverty, violence and inequality
- Located in and serving people in the United States
- Boldly starting a new program or organization
- Preferences support for leaders of color working in communities of color
- Ensures that the application and reporting process is a learning opportunity for applicants to grow in their understanding of grant proposal writing and to build stronger relationships with program staff
- Offers *Emerging Leader Grants* at \$15,000/two years
 - \$10,000 for a new program
 - \$5,000 towards leadership development (one-on-one coaching, intensive leadership training courses)
- Hosts an annual convening of Emerging Leaders (from any grant program) to learn, network and reflect
- Hosts webinars at no cost to grantees to build their skills in fundraising
- Annually honors one person with the *Richard E. Herman Leadership Award* in recognition of their work to interrupt cycles of poverty, violence and inequality
- Surveys leaders on the impact of the program at intervals of 5, 10 and 20 years

STRATEGIES AND VALUES

THEN ...

Leaders will...

- Engage with and learn from trainings, workshops and webinars
- Identify weaknesses and strengths both personally as a leader and organizationally
- Connect with leaders they may not have known otherwise who provide advice, wisdom and support
- Seek out both mentors and peers for advice and support
- Have safe space to learn, share and grow
- Be encouraged and affirmed in their work
- Continue to take risks and build on innovative ideas and programs
- See and express how God sustains them and their communities in the work

Leaders' Organizations will...

- Be provided with financial support for new projects

Donors will...

- Be energized and inspired by the work of Emerging Leaders

IMMEDIATE OUTCOMES

WHICH WILL LEAD TO ...

Leaders that possess...

- Heightened leadership skills in the areas of inspiring and influencing others, persistence, team building, communication, visionary and strategic thinking, and community engagement that improve the quality of their work
- An expanded network of professionals in the field
- Courage and commitment to continue personal and organizational learning opportunities
- Recognition in the wider community and field as a leader
- The confidence and dexterity to adapt to challenges and change
- A creative, problem-solving approach to their work
- An on-going commitment to be grounded in their faith

And organizations that...

- Exhibit growth in resource development

Donors will...

- Provide full sponsorship of our Emerging Leader Grants

INTERMEDIATE OUTCOMES

WHICH WILL IN TURN LEAD TO ...

The next generation of leaders, motivated by their faith and walking in partnership with their community, are prepared and equipped to be agents of transformation bringing about justice, equity and healing.

LONGER-TERM IMPACT