

# 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 programs serving 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 over two years
  - \$10,000 for a new program
  - \$5,000 towards leadership development (opportunities such as one-on-one leadership coaching, participation at leadership conferences, etc.)

**STRATEGIES AND VALUES**

## THEN ...

### Leaders will...

- Engage with and learn from conferences, coaching, and other leadership development opportunities
- Identify weaknesses and strengths both personally as a leader and organizationally
- Seek out both mentors and peers for advice and support
- Learn, share and grow as a leader
- 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
- 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, who are prepared and equipped to be agents of transformation bringing about justice, equity and healing.**

**LONGER-TERM IMPACT**