

Thank you for your interest in the Request for Proposal (RFP) for our Mental Health, Resilience, and Well-Being Grants. While we will make every effort to respond to questions in real time, we have also compiled answers to what we anticipate will be the most frequently asked questions from applicants. Our goal is to ensure consistent and transparent communication across all interested parties, and to support a fair and informed application process.

1. What is the purpose of this funding opportunity?

- This funding opportunity will support the **staff** of up to twenty nonprofit organizations in western North Carolina that have been instrumental in recovery efforts following Hurricane Helene with \$25,000 each over a one-year period. We recognize the essential role of child/youth-serving providers—particularly in mental health—and aim to strengthen the resilience and well-being of the workforce and staff that continues to serve communities, despite personal and professional challenges.
- The RFP reflects the Foundation’s commitment to youth mental health, connectedness, and community healing by offering flexible resources for **staff** restoration and support.

2. What are the eligibility criteria?

- Organization Type:
 - Nonprofit organization that is exempt under Section 501(c)(3) of the Internal Revenue Code and is classified as “not a private foundation” under Section 509(a)
- OR-
- Fiscally sponsored program – A group or project with a nonprofit 501(c)(3) organization acting as a fiscal sponsor. Please note that the fiscal sponsor is considered the grantee and is responsible for all legal aspects of the project including reporting and fiscal management.
- Location: Organizations must be based in the following counties designated as the most impacted and distressed areas because of Hurricane Helene [Source: FEMA and HUD, as of 6 February 2025]: Counties included are Ashe, Avery, Buncombe, Burke, Caldwell, Cleveland, Haywood, Henderson, Madison, McDowell, Mecklenburg, Mitchell, Polk, Rutherford, Transylvania, Yancey
- Organization Focus:
 - Organizations that have an existing program or initiative that provides direct service that is centered on supporting mental health, well-being, and resilience for children and/or youth and their families impacted by Hurricane Helene.

3. What are the selection criteria?

- Applications from eligible organizations will be reviewed by Foundation staff with particular attention to the following elements:
 - Priority consideration given to organizations who have not had access to resources to support their **staff** for mental health, resilience, and well-being.
 - Clearly stated strategies for **staff** inclusion and decision making.
 - Geographical representation.

Key Terms

- **Child/youth-serving organization:** organization that works directly with and on behalf of children/youth, providing programs, services, supports, that address their developmental needs as well as opportunities to cultivate their leadership.

4. Who is ineligible to apply?

- Current, active Foundation grantees
- Universities
- Government entities
- Professional associations
- Hospitals
- Pass-through intermediaries

5. How do I apply?

- Each organization will need to [submit an application](#) by **October 16** to be considered for this grant opportunity.
- Each applicant will be asked to complete brief organizational background data as part of the application. The application questions are:
 1. What types of work are you currently doing to support your community post-Helene?
 2. If your organization is currently supporting **staff** well-being, what initiatives or practices are in place? There is no expectation that your organization is currently supporting staff well-being. However, we would like to create space for you to share any current supports or initiatives, if applicable.
 3. How will this funding help your organization initiate or expand **staff** well-being supports?
 4. How will you include your **staff** in the decision-making and implementation of this grant?

6. What is the budget requirement?

- A project budget is **not** required.

7. How can funds be used?

- Funds must be used to support **staff** well-being through either one of the following ways -
 - Full-team interventions: Employee assistance programs or making counseling available to staff, wellness coaching on a variety of topics (healthy eating, active living, emotional well-being, financial coaching, etc.), remote work upgrades, leadership coaching and facilitation support, team-building retreats, curation of tools and resources, wellness days/paid time off, among many other possibilities.
 - Individual discretionary stipends: Ranging from private therapy to accessing behavioral health resources, stress management, sleep supports, offsetting gym memberships, access to digital and online resources for mental health, various healing modalities such as massage therapy and acupuncture, food boxes and prepared meal deliveries, and well-being activities such as yoga or meditation.

About the Foundation

The Blue Cross and Blue Shield of North Carolina Foundation is a private, charitable foundation established as an independent entity by Blue Cross and Blue Shield of North Carolina in 2000. Over the past two decades, the organization has worked with - and supported - nonprofit organizations, government entities, and community partnerships across the state, investing \$269 million into North Carolina through more than 1,600 grants, collaborations, and special initiatives. Learn more at bcbsncfoundation.org.