Champions for Vibrant Health Leadership Network

IEHP Foundation

General Instructions

Deadline:
Completed grant impact reports are due no later than <u>Friday, October 10, 2025 by 5pm PT</u>.

Report Communications:
An email communication was sent to each of the following organization contacts on September 2, sharing that the Year 1 Progress and Impact Report was open.

- Grant Applicant (listed in GLM)
- Primary Contact (listed in GLM)
- Executive Leader
- Emerging Leader

Purpose:
This 9-month progress report is meant to measure the impact and progress to-date on Year 1 of the Champions for Vibrant Health Leadership Network. This report is also intended to inform the resources, support and structure for Year 2. We encourage your honest and transparent feedback on both Leadership Network activities and current challenges facing your organization as both will help us to strengthen our understanding of how we can best support your work in the future.

Report Components:
This report is comprised of six sections. At the beginning of each section, there are detailed instructions about the staff member intended to complete the section and any additional details. A pdf version for all questions included in the report can be downloaded by clicking the "Question List" button in the upper right-hand corner of this form screen.

The sections included in this report are:

1. Direct Funding Impact
2. Executive Leader - Survey Questions
3. Executive Leader - Essay Questions
4. Emerging Leader - Survey Questions
5. Emerging Leader - Essay Questions
6. Process Feedback - *This section is optional.*

IEHPF Point-Of-Contact:

Please reach out to Sara Omari, IEHPF Grants & Strategy Manager, with any questions via email at sara.omari@iehpfoundation.org.

Additional Notes:

- Any question marked with an asterisk (*) is mandatory. Questions without an asterisk (*) are optional.

- If any materials to be uploaded exceed the upload file size, please email materials to grants@iehpfoundation.org and title the email "Year 1 Leadership Network Impact Report Attachments".

- Save your report periodically to not lose any progress.

- Upon completion, make sure to click the Submit button.

- Email communications regarding the submission status of your report will be sent from IEHP Foundation Grants via the grants management portal. Make sure administrator@grantinterface.com is marked safe on your email server to avoid communications being blocked or sent to a SPAM folder.

- Status of your report can also be checked via the homepage of your grants management portal. For more information on how to navigate this portal, click here.

- An impact report is considered successfully submitted only if you receive a confirmation email.

- Failure to submit the impact report by the deadline may jeopardize your organization's eligibility to receive future IEHPF funding.
  - If you come across a challenge that may impact your ability to complete the report by the deadline, please reach out to Sara Omari at grants@iehpfoundation.org ASAP.

- You can collaborate/share this application with colleagues. For instructions on how to collaborate, click here.

Project Name

This is copied over from the grant application and is a required question in our grants management portal. Please skip this question.

Character Limit: 150

1. Direct Funding Impact

Instructions

The following section is intended to collect information how your organization has spent Year 1 funds, intends to spend Year 2 funds and the impact of direct funding on your organization's capacity to advance positive health outcomes in the Inland Empire.

Each essay question response allows <u>up to</u> 3,000 characters (approximately 500 words).

Amount Awarded

Please note that the amount listed below represents the total funding for 2 years. When answering the questions below, please consider that half this amount is expected to be spent each year of the 2 year grant period (2025 and 2026).

Character Limit: 20

For ease of reference, your organization's proposed use of the funds is shared below.

How does your organization plan to use the unrestricted grant funds?

If selected, how does your organization currently plan to utilize the unrestricted grant funds, intended to help scale up your organization's impact over the coming years?

Character Limit: 2000

Did your organization use the grant funds as originally intended?*

Choices

Not at all (0 - 25% alignment with original intent)

Somewhat (26 - 50% alignment with original intent)

Mostly (51 - 75% alignment with original intent)

Completely (75 - 100% alignment with original intent)

How has your organization spent the Year 1 grant funds?*

Please include a high-level budget breakdown of how your organization spent the Year 1 grant funds, similar to the examples provided below. If your organization has yet to spend all the funds - please indicate any pending expenses and approximate date to be spent. All expenses should be spent by the end of calendar year 2025.

The total amount of funds spent should total the amount of funds remitted to your organization in December 2024.

Examples:

- *$5,000 - Software Subscription for CRM database*

- *$2,700 - Fees to trainers for professional development classes (e.g., time management, trauma-informed care)*

- *$3,450 - Software Integration Payment (Pending - March 2026)*

Character Limit: 3000

Year 1 Grant Funds - Impact*
Please describe how the Year 1 grant funds were spent to address an organization need or challenge that impacted your organization's capacity to advance positive health outcomes in the Inland Empire.

In your response, please consider the following:

1. **Alignment with Original Intent:** If applicable, describe any challenges faced that required your organization to deviate from the proposed used of funds. In your description, identify the source of the challenges (internal or external). For these challenges, please explain if you foresee these circumstances to be an ongoing challenge in Year 2 of this grant period.
2. **Leveraging Resources:** What other funding or resources were leveraged with the funds provided by IEHPF?
3. **Outcome:** What was the actual impact for your organization? *(e.g., Did staff knowledge around a particular subject improve? How many more members did your organization serve? Did improved technology increase efficiency?)*

Character Limit: 3000

Alignment with IEHPF Strategic Goals*
Because IEHPF strategic goals and indicators were refined AFTER the initial application period for this grant, please identify any strategic alignment between IEHPF goals and the impact of the direct funding for your organization. Please select any that apply.

For a full list of IEHPF strategic goals and indicators, click here.

Choices
OS Goal 1: Improve reach/quality of services
OS Goal 2: Increase financial resources to improve health
OS Goal 3: Improve leadership skills and practices that advance health
SC Goal 1: Strengthen communications and policy/advocacy efforts that promote positive health
SC Goal 2: Strengthen the IE healthcare workforce
SC Goal 3: Improve population health outcomes

How does your organization intend to spend the Year 2 grant funds?*
Please include a high-level budget breakdown of how your organization intends to spend the grant funds, similar to the examples provided below. Year 2 grant payments will be remitted in December 2025.

Examples:

- *$5,000 - Software Subscription for CRM database*
- *$2,700 - Fees to trainers for professional development classes (e.g., time management, trauma-informed care)*
- *$3,450 - Software Integration Payment (Pending - March 2026)*

Character Limit: 2500

Year 2 Grant Funds - Intended Impact*

Please describe how the Year 2 grant funds will help your organization address a need or challenge that impacts your organization's capacity to advance positive health outcomes in the Inland Empire.

In your response, please address the following discussion points:

1. **Organization Need/Challenge:** What is the organization challenge or need being addressed? *(e.g., piloting new program; technology improvements; staff training and development)*
2. **Leveraging Resources:** What other funding or resources are being leveraged with the funds provided by IEHPF?
3. **Intended Outcome:** What do you anticipate to be the real impact for your organization? *(e.g., Will staff knowledge around a particular subject improve? Will your organization serve more community members? Offer services in more languages?)*

Character Limit: 3000

Year 2 Funds - Alignment with IEHPF Strategic Goals*

Because IEHPF strategic goals and indicators were refined AFTER the initial application period for this grant, please identify any strategic alignment between IEHPF goals and the impact of the direct funding for your organization. Please select any that apply.

For a full list of IEHPF strategic goals and indicators, click here.

Choices
OS Goal 1: Improve reach/quality of services
OS Goal 2: Increase financial resources to improve health
OS Goal 3: Improve leadership skills and practices that advance health
SC Goal 1: Strengthen communications and policy/advocacy efforts that promote positive health
SC Goal 2: Strengthen the IE healthcare workforce
SC Goal 3: Improve population health outcomes

2. Executive Leader - Survey Questions

Instructions

The following survey questions are intended to be completed by the Executive Leader from your organization who is the current participant for the Champions for Vibrant Health Leadership Network. In order for IEHP Foundation (IEHPF), the leadership coaches, the policy coaches and participants to measure the impact of the 2025-2026 Champions for Vibrant Health Leadership Network, all participants will be completing this baseline survey and benchmark surveys at the 9-month and 21-month marks of programming.

Due to software limitations, responses will not be confidential. However, responses will **only** be shared with IEHPF staff, leadership coaches and policy coaches **solely** for learning, evaluation and program design purposes.

Please note that the Executive Leader's name and job title have been copied over from your application. If you have had new leaders join the Leadership Network since the initial application, please update these fields.

The Emerging Leader may elect to submit their responses in **one** of the ways listed below:

Direct GLM Submission: Click here for instructions on how to collaborate with the Emerging Leader on this portion of the application within the grants management portal. If selecting this option, the Leader will need a unique, individual GLM login.

Collaboration with Grant Writer: Your organization may also choose to have the Emerging Leader collaborate with the staff member responsible for submitting the application outside the grants management portal. You can download the form questions by clicking the Question List button in the upper right-hand corner of this form page.

Executive Leader: Name
Please include first and last name.
Character Limit: 150

Executive Leader: Job Title
Character Limit: 100

Which Year 1 Leadership Network sessions did you attend?
Please select all that apply. Attendance includes full-day or partial day attendance.
- *Session 1: January 23*
- *Session 2: March 11*
- *Session 3: Advocacy Trip to Sacramento (April 2 - 3)*
- *Session 4: June 12*
- *Session 5: September 30*

Choices
Session 1
Session 2
Session 3
Session 4
Session 5

Overall, how satisfied have you been with your experience in the Leadership Network?*

In selecting your response, please consider your experience in the class sessions and communications with IEHPF staff and coaches in-between sessions.

On a scale of 1 - 10 with 1 = Not At All Satisfied and 10 = Extremely Satisfied.

Scoring Options: 1 - 10

What are the top 3 most impactful leadership skills covered in the Leadership Network to-date?*

Select the top 3 leadership skills that have been valuable and impactful in your work and discussed in the Leadership Network. Leadership skills (and their operational definitions) to select from are listed here: https://rb.gy/ey7z3z. Please select up to 3 skills.

Please note that not all skills have been covered yet. This is the list of skills to be covered throughout the entirety of the two-year program.

Choices
Self-Awareness
Resilience
Critical Thinking
Team Development
Diversity
Sucession Planning
Communication
Change Leadership
Strategic Thinking
Wellbeing of Others
Conflict Management
Policy & Advocacy

Knowledge & Application of Leadership Skills

Instructions: The survey questions below were asked at the onset of the training and will be asked again in Year 2. Your responses to these questions will help IEHPF and the Leadership Coaches track your growth in regards to both __knowledge__ of various leadership skills and your __intentional application__ of the leadership skills in your work.

There are a total of 12 leadership skill domains that will be covered in the Leadership network. For each leadership skill, a definition is provided, followed by two questions - one measuring knowledge and one measuring application.

- **Knowledge:** On a scale of 1 - 5, please rate your knowledge of the skill, with 1 = Low and 5 = High.
- **Application:** On a scale of 1 - 5, please rate how often you intentionally apply this skill in your work, with 1 = Rarely and 5 = All of the Time.

Leadership Skill 1: Self-Awareness*

Self-Awareness is defined as the skill to identify personal strengths, blind spots, core beliefs and leadership styles.

Knowledge of Self-Awareness

Scoring Options: 1 - 5

Application of Self-Awareness*
Scoring Options: 1 - 5

Leadership Skill 2: Resilience*

Resilience is defined as the skill to adapt and navigate change such as policy shifts, funding challenges in an effective way.

Knowledge of Resilience

Scoring Options: 1 - 5

Application of Resilience*
Scoring Options: 1 - 5

Leadership Skill 3: Critical Thinking*

Critical Thinking is defined as the skill to analyze the root causes of problems and challenge assumptions for effective problem identification, analysis and resolution.

Knowledge of Critical Thinking

Scoring Options: 1 - 5

Application of Critical Thinking*
Scoring Options: 1 - 5

Leadership Skill 4: Team Development*

Team Development is defined as the skill to facilitate high performance and psychologically safe teamwork and collaboration across functions, departments and formal boundaries internally and externally.

Knowledge of Team Development

Scoring Options: 1 - 5

Application of Team Development*
Scoring Options: 1 - 5

Leadership Skill 5: Diversity*

Diversity is defined as the skill to engage with a diverse workforce, external stakeholders, policymakers and healthcare systems.

Knowledge of Diversity

Scoring Options: 1 - 5

Application of Diversity*
Scoring Options: 1 - 5

Leadership Skill 6: Succession Planning*

Succession Planning is defined as the skill to develop future leaders and a successful planning process that sustains long-term organizational success.

Knowledge of Succession Planning

Scoring Options: 1 - 5

Application of Succession Planning*
Scoring Options: 1 - 5

Leadership Skill 7: Communication*

Communication is defined as the skill to effectively convey messaged and information verbally and in writing.

Scoring Options: 1 - 5

Application of Communication*
Scoring Options: 1 - 5

Leadership Skill 8: Change Leadership*

Change Leadership is defined as the skill that fosters a culture of learning, coaching and innovation.

Knowledge of Change Leadership

Scoring Options: 1 - 5

Application of Change Leadership*
Scoring Options: 1 - 5

Leadership Skill 9: Strategic Thinking*

Strategic Thinking is defined as the skill to think holistically about your organization's work both short-term and long-term, in alignment with your organization's mission values and strategic goals.

Knowledge of Strategic Thinking

Scoring Options: 1 - 5

Application of Strategic Thinking*

Scoring Options: 1 - 5

Leadership Skill 10: Wellbeing of Others*

Wellbeing of Others is defined as the skill that allows leaders to foster a culture of wellbeing for self and others.

Knowledge of Wellbeing of Others

Scoring Options: 1 - 5

Application of Wellbeing*

Scoring Options: 1 - 5

Leadership Skill 11: Conflict Management*

Conflict Management is the skill for resolving disputes with an ability to foster collaboration, effective negotiation, and deeper understanding of relevant issues.

Knowledge of Conflict Management

Scoring Options: 1 - 5

Application of Conflict Management*

Scoring Options: 1 - 5

Leadership Skill 12: Policy & Advocacy*

Policy & Advocacy is defined as the skill to effectively identify public policy opportunities and advocate for policy change.

Knowledge of Policy & Advocacy

Scoring Options: 1 - 5

Application of Policy & Advocacy*

Scoring Options: 1 - 5

3. Executive Leader - Essay Questions

<u>Instructions</u>

The following essay questions are intended to be completed by the Executive Leader from your organization who is the current participant for the Champions for Vibrant Health Leadership Network. We want to hear their unique voice and thoughts about how this opportunity has impacted their personal development and ability to grow your organization.

Please note that the Executive Leader's name and job title have been copied over from your application. If you have had new leaders join the Leadership Network since the initial application, please update these fields.

The Executive Leader may elect to submit their responses in **<u>one</u>** of the ways listed below:

1. Video Submission: The Executive Leader may choose to answer essay questions via video submissions. If selecting this option:

- Each essay question must have its own video and address all discussion points of the essay question.

- Each video should be no longer than 5 minutes in length.

- Each video must have clear sound (no distracting background noise).

- Each video must be linked in the textbox area for the corresponding question. The link must be accessible to IEHPF staff and include a download option of the video.

- If possible, the background on the video should include your organization's logo.

- Organizations can use Zoom, Teams or another video capturing platform.

2. Direct GLM Submission: Click here for instructions on how to collaborate with the Executive Leader on this portion of the application within the grants management portal. If selecting this option, the Leader will need a unique, individual GLM login. Each essay response allows for <u>up to</u> 3,000 characters (approximately 500 words).

3. Collaboration with Grant Writer: Your organization may also choose to have the Executive Leader collaborate with the staff member responsible for submitting the application outside the grants management portal. You can download the form questions by clicking the Question List button in the upper right-hand corner of this form page. Each essay response allows for <u>up to</u> 3,000 characters (approximately 500 words). Each essay response allows for <u>up to</u> 3,000 characters (approximately 500 words).

BHAG Description, Progress To-Date and Year 2 Focus*

As part of the Leadership Network, each set of leaders have been tasked to identify and work on an organizational BHAG that increases their organizational capacity to advance positive health outcomes in the Inland Empire.

As shared by the Leadership Coaches, a BHAG is a Big, Hairy, Audacious Goal that is also specific, measurable, achievable, relevant and time-bound.

For this question, please consider the following points:

1. **BHAG Identified**: What organization BHAG are your Emerging Leader and you working on?

2. **BHAG Description:** How will this BHAG address a challenge that is impacting your organization's ability to advance the health of Inland Empire residents?

3. **BHAG Success Indicators**: How will you know if you have been successful in achieving the BHAG?

4. **BHAG Progress To-Date:** What activities have your Emerging Leader and you done to-date to make progress towards achieving your BHAG?

5. **BHAG in Year 2:** What activities, resources and support do you need in Year 2 to help you achieve and sustain the BHAG? This can include resources your organization will be investing and support needed from IEHPF or the Leadership Network.

6. **Second BHAG:** Would you like to add a second BHAG in Year 2?

Character Limit: 3000

In which of the following categories would you place your BHAG?*
Please select the ONE response that matches best with your BHAG. Your response to this question will help us connect you to other leaders addressing similar BHAGs.

Choices
Capital Projects & Housing Developments
Fundraising
Leadership
Marketing, Communications and Branding
Organizational Change or Effectiveness
Policy and Advocacy
Program Design and Evaluation
Staff Development and Retention
Succession Planning
Other

Organizational & Personal Impact*
As the Executive Leader for your organization, please describe how your participation in the Leadership Network has impacted your organization.

In your response, please address the following 4 discussion points:

1. **Approach to Leadership:** How has the network/program impacted how you show up/approach leadership for your team and the community?

2. **Approach to Policy & Advocacy:** How has the Leadership Network shaped how you approach policy and advocacy work at an individual and/or organizational level?

3. **Impactful Changes:** What changes have you made in your organization or leadership as a result of the network and what has the impact of those changes been? *Please provide specific examples.*

4. **Anticipated Challenges:** What organizational, personal or community challenges do you anticipate facing in 2026 and how do you believe the Leadership Coaches and Network could support you in addressing those challenges? *(e.g., policy changes, mental load, etc.)*

Character Limit: 3000

4. Emerging Leader - Survey Questions

<u>Instructions:</u>

The following survey questions are intended to be completed by the Emerging Leader from your organization who is the current participant for the Champions for Vibrant Health Leadership Network. In order for IEHP Foundation (IEHPF), the leadership coaches, the policy coaches and participants to measure the impact of the 2025-2026 Champions for Vibrant Health Leadership Network, all participants will be completing this baseline survey and benchmark surveys at the 9-month and 21-month marks of programming.

Due to software limitations, responses will not be confidential. However, responses will **<u>only</u>** be shared with IEHPF staff, leadership coaches and policy coaches **<u>solely</u>** for learning, evaluation and program design purposes.

Please note that the Emerging Leader's name and job title have been copied over from your application. If you have had new leaders join the Leadership Network since the initial application, please update these fields.

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Collaboration with Grant Writer: Your organization may also choose to have the Emerging Leader collaborate with the staff member responsible for submitting the application outside the grants management portal. You can download the form questions by clicking the Question List button in the upper right-hand corner of this form page.

Which Year 1 Leadership Network sessions did you attend?*

Please select all that apply. Attendance includes full-day or partial day attendance.

- *Session 1: January 23*
- *Session 2: March 11*
- *Session 3: Advocacy Trip to Sacramento (April 2 - 3)*
- *Session 4: June 12*
- *Session 5: September 30*

Choices
Session 1
Session 2
Session 3
Session 4
Session 5

Overall, how satisfied have you been with your experience in the Leadership Network?*

In selecting your response, please consider your experience in the class sessions and communications with IEHPF staff and coaches in-between sessions.

On a scale of 1 - 10 with 1 = Not At All Satisfied and 10 = Extremely Satisfied.

Scoring Options: 1 - 10

What are the top 3 most impactful leadership skills covered in the Leadership Network to-date?*

Select the top 3 leadership skills that have been valuable and impactful in your work and discussed in the Leadership Network. Leadership skills (and their operational definitions) to select from are listed here: https://rb.gy/ey7z3z. Please select up to 3 skills.

Please note that all skills have been covered yet. This is the list of skills to be covered throughout the entirety of the two-year program.

Choices
Self-Awareness
Resilience
Critical Thinking
Team Development
Diversity
Succession Planning
Communication
Change Leadership

Strategic Thinking
Wellbeing of Others
Conflict Management
Policy & Advocacy

Knowledge & Application of Leadership Skills

Instructions: The survey questions below were asked at the onset of the training and will be asked again in Year 2. Your responses to these questions will help IEHPF and the Leadership Coaches track your growth in regards to both **knowledge** of various leadership skills and your **intentional application** of the leadership skills in your work.

There are a total of 12 leadership skill domains that will be covered in the Leadership network. For each leadership skill, a definition is provided, followed by two questions - one measuring knowledge and one measuring application.

- **Knowledge:** On a scale of 1 - 5, please rate your knowledge of the skill, with 1 = Low and 5 = High.

- **Application:** On a scale of 1 - 5, please rate how often you intentionally apply this skill in your work, with 1 = Rarely and 5 = All of the Time.

Leadership Skill 1: Self-Awareness*
Self-Awareness is defined as the skill to identify personal strengths, blind spots, core beliefs and leadership styles.

Knowledge of Self-Awareness

Scoring Options: 1 - 5

Application of Self-Awareness*
Scoring Options: 1 - 5

Leadership Skill 2: Resilience*
Resilience is defined as the skill to adapt and navigate change such as policy shifts and funding challenges in an effective way.

Knowledge of Resilience

Scoring Options: 1 - 5

Application of Resilience*
Scoring Options: 1 - 5

Leadership Skill 3: Critical Thinking*

Critical Thinking is defined as the skill to analyze the root causes of problems and challenge assumptions for effective problem identification, analysis and resolution.

Knowledge of Critical Thinking

Scoring Options: 1 - 5

Application of Critical Thinking*

Scoring Options: 1 - 5

Leadership Skill 4: Team Development*

Team Development is defined as the skill to facilitate high performance and psychologically safe teamwork and collaboration across functions, departments and formal boundaries internally and externally.

Knowledge of Team Development

Scoring Options: 1 - 5

Application of Team Development*

Scoring Options: 1 - 5

Leadership Skill 5: Diversity*

Diversity is defined as the skill to engage with a diverse workforce, external stakeholders, policymakers and healthcare systems.

Knowledge of Diversity

Scoring Options: 1 - 5

Application of Diversity*

Scoring Options: 1 - 5

Leadership Skill 6: Succession Planning*

Succession Planning is defined as the skill to develop future leaders and a successful planning process that sustains long-term organizational success.

Knowledge of Succession Planning

Scoring Options: 1 - 5

Application of Succession Planning*

Scoring Options: 1 - 5

Leadership Skill 7: Communication*

Communication is defined as the skill to effectively convey messaged and information verbally and in writing.

Knowledge of Communication

Scoring Options: 1 - 5

Application of Communication*

Scoring Options: 1 - 5

Leadership Skill 8: Change Leadership*

Change leadership is defined as the skill that fosters a culture of learning, coaching and innovation.

Knowledge of Change Leadership

Scoring Options: 1 - 5

Application of Change Leadership*

Scoring Options: 1 - 5

Leadership Skill 9: Strategic Thinking*

Strategic Thinking is defined as the skill to think holistically about your organization's work both short-term and long-term, in alignment with your organization's mission values and strategic goals.

Knowledge of Strategic Thinking

Scoring Options: 1 - 5

Application of Strategic Thinking*

Scoring Options: 1 - 5

Leadership Skill 10: Wellbeing of Others*

Wellbeing of Others is defined as the skill that allows leaders to foster a culture of wellbeing for self and others.

Knowledge of Wellbeing of Others

Scoring Options: 1 - 5

Application of Wellbeing of Others*

Scoring Options: 1 - 5

Leadership Skill 11: Conflict Management*

Conflict Management is defined as the skill for resolving disputes with an ability to foster collaboration, effective negotiation, and deeper understanding of relevant issues.

Knowledge of Conflict Management

Scoring Options: 1 - 5

Application of Conflict Management*
Scoring Options: 1 - 5

Leadership Skill 12: Policy & Advocacy*

Policy & Advocacy is defined as the skill to effectively identify public policy opportunities and advocate for policy change.

Knowledge of Policy & Advocacy

Scoring Options: 1 - 5

Application of Policy & Advocacy*
Scoring Options: 1 - 5

5. Emerging Leader - Essay Questions

Instructions:

The following essay questions are intended to be completed by the Emerging Leader from your organization who is the current participant for the Champions for Vibrant Health Leadership Network. We want to hear their unique voice and thoughts about how this opportunity has impacted their personal development and ability to grow your organization.

The Emerging Leader may elect to submit their responses in **one** of the ways listed below:

1. Video Submission: The Emerging Leader may choose to answer essay questions via video submissions. If selecting this option:

- Each essay question must have its own video and address all discussion points of the essay question.

- Each video should be no longer than 5 minutes in length.

- Each video must have clear sound (no distracting background noise).

- Each video must be linked in the textbox area for the corresponding question. The link must be accessible to IEHPF staff and include a download option of the video.

- If possible, the background on the video should include your organization's logo.

- Organizations can use Zoom, Teams or another video capturing platform.

2. Direct GLM Submission: Click here for instructions on how to collaborate with the Emerging Leader on this portion of the application within the grants management portal. If selecting this option, the Leader will need a unique, individual GLM login. Each essay response allows for up to 3,000 characters (approximately 500 words).

3. Collaboration with Grant Writer: Your organization may also choose to have the Emerging Leader collaborate with the staff member responsible for submitting the application outside the grants management portal. You can download the form questions by clicking the Question List button in the upper right-hand corner of this form page. Each essay response allows for up to 3,000 characters (approximately 500 words).

BHAG Selection & Process*
The Executive Leader participating with you in the Champions for Vibrant Health Leadership Network described what your BHAG was in the section above. (Please make sure to connect with them before answering this question.)

From your perspective as an Emerging Leader within your organization, please address the following two discussion points:

1. **BHAG Selection:** How did your Executive Leader and you decide on the BHAG? *(Please describe any other BHAGs considered, if it was difficult to select one BHAG and anything else that stood out in how the BHAG was selected.)*
2. **BHAG Progress**: What did you learn about your organization, Executive Leader, yourself another team member or another organization in working on your BHAG?

Character Limit: 2500

Emerging Leader - Individual Impact*
As the Emerging Leader for your organization, please describe how your engagement in the Leadership Network has impacted you as an individual.

In your response, please address the following 3 discussion points:

1. **Approach to Organizational Leadership:** How has the Leadership Network impacted how you show up as a leader within your organization? (*Please include anything you think/do differently now as a direct result of your participation in the Leadership Network.)*
2. **Approach to Community Leadership:** How has the Leadership Network impacted how you champion your work in the community? *(Please include anything you think/do differently as a direct result of your participation in the Leadership Network. This can include how you show up for regional collaboratives, local/state/federal advocacy efforts or to the community members your organization serves.)*

3. **Highlights and takeaways:** Are there any specific aspects of the Leadership Network that have been especially helpful or impactful not captured in the two discussion points above?

Character Limit: 2500

Leadership Development*

As the Emerging Leader for your organization, please describe what knowledge set or skill you would like to focus on strengthening in Year 2 of the Leadership Network.

In your response, please address the following 3 discussion points:

1. **Identification of Skill:** What particular skill would you like to develop, build or strengthen? *(e.g., Succession Planning, Managing Up, Developing Peer Network, Public Speaking, Conflict Resolution, etc.)*
2. **Contribution to Growth:** How will the development/strengthening of this particular leadership skill help advance you as a leader in your organization and the community?
3. **Year 2 Resources:** What resources or support do you feel would be most beneficial from IEHPF Leadership Network and Leadership coaches to help you develop, build or strengthen that skill? *(e.g., role plays, peer groups, guest speakers, etc.)*

Character Limit: 2500

6. Report Process Feedback (Optional)

Approximate how many hours did it take your team to complete this report?
Character Limit: 20

How do you think this reporting process could be improved?
Please include any thoughts or suggestions on clarity of instructions, clarity of questions asked, functionality of the grants management system, etc.
Character Limit: 3000

Anything else you would like to share with IEHP Foundation staff?
Please keep your responses to this question focused on your experience as a funded Champion and include any high-points or low-points of the process.
Character Limit: 1500