

## 2025 RFP: Strengthening Newcomer, Immigrant, and Refugee Families

### Frequently Asked Questions

#### Eligibility and Definitions

**Q: How does the Linden Foundation define “newcomer,” “immigrant,” and “refugee”?**

A: These terms are used broadly. The Foundation does not define eligibility by legal status. It is up to organizations to define the populations they serve. “Newcomer” generally refers to individuals or families who are new to the community and are in the process of integrating socially, economically, and culturally.

**Q: Is there a timeframe or cap on how long someone can be in the U.S. and still be considered a newcomer?**

A: No strict timeline is defined. The Foundation is open to organizations supporting families who may have arrived several years ago but are still facing challenges related to integration, access, and stability.

**Q: Our organization does not ask for or track immigration status to protect clients. Is that acceptable?**

A: Yes. If your organization estimates (e.g. anecdotally) that most participants are newcomers, immigrants, or refugees, that is acceptable.

**Q: We serve immigrant families who have been in our community for several years. Are we still eligible to apply?**

A: Yes. The RFP focuses on families continuing to face barriers or integration challenges, regardless of how long they have been in the country.

**Q: Are former or current Linden Foundation grantees eligible to apply?**

A: Yes. This RFP is part of a special initiative and does not exclude existing grantees from responding to the RFP for additional Linden Foundation funding.

#### Program and Funding Scope

**Q: What types of programs are eligible?**

A: Programs should support newcomer, immigrant, and refugee families. Though not limited to these, here are some examples:

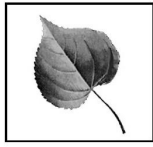
- Workforce and economic stability (e.g. ESOL, job training, legal/work authorizations)
- Family supports (e.g. case management, health access, parenting education)
- Emergency assistance (e.g. rental support, food, hygiene items)

**Q: Can legal assistance be included in a proposal?**

A: Yes. Legal services (e.g. related to work authorizations, health access, immigration status) are eligible and considered aligned with the RFP goals.

**Q: Can training costs be included in the budget?**

A: Yes, if the trainings are for program participants (not internal staff training).



**Q: Can we include direct support like rental assistance or financial aid in our proposal?**

A: Yes. Direct financial assistance for essential needs is allowed and encouraged if aligned with your program goals.

**Q: Is advocacy work eligible for funding?**

A: Advocacy may be included in your broader organizational mission, but it should not be the primary focus of your proposal to this RFP.

**Q: Can we subgrant a small portion of funds to local partners?**

A: Yes. Small subgrants to trusted local partners are allowed as part of your overall program approach.

**Collaboration and Organizational Fit**

**Q: Our organization works in education and partners with organizations that serve newcomers. Are we eligible?**

A: Yes. Programs that collaborate with or directly serve newcomer families are eligible, even if your organization's primary focus is broader (e.g. education, health).

**Q: Do we need to have formal family support programs in place?**

A: Not necessarily. Projects that directly strengthen families—such as through education, workforce, housing, or community integration—are eligible if they clearly benefit newcomer, immigrant, or refugee families.

**Grant Structure and Size**

**Q: What is the grant size and duration?**

A: Grants will range from \$50,000–\$100,000 per year, for up to three years. Awards may be scaled over the grant period.

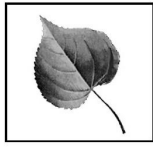
**Q: Can we apply for general operating support?**

A: Yes.

- For **smaller organizations that focus exclusively or primarily on this population**, general operating support may be the most appropriate use of funds.
- **Larger organizations** are encouraged to submit project-based proposals. Up to 30% of your total request can be allocated for general operating costs.

**Q: Can we apply for project support? Can we apply for general operating support?**

A: Yes. Up to 30% of your total request can be allocated for general operating costs.



THE LINDEN FOUNDATION

---

**Q: Is there a maximum organizational budget size for applicants?**

A: No specific maximum is set, but organizational size may inform whether general operating or program support is more appropriate.

**Q: How many grants will be awarded?**

A: The Foundation anticipates awarding **3–4 grants**, but this may vary based on the strength and number of proposals received.