



THE LINDEN FOUNDATION

2025 Request for Proposals Strengthening Newcomer, Immigrant, and Refugee Families

Purpose

The Linden Foundation funds nonprofit organizations that strengthen families facing multiple hardships that affect their well-being. As an extension of its [mission and guidelines](#), the Linden Foundation aims to further its work through launching a special initiative to 1) support newcomer, refugee, and immigrant families in accessing essential resources, economic stability, and socio-cultural integration and 2) sustain and strengthen nonprofits' capacity to support these families. To that end, the Linden Foundation invites **Letters of Inquiry (LOIs)** from nonprofit organizations who have deep experience with strengthening newcomer, refugee, and immigrant families in their journeys to becoming settled and ultimately thrive in their new communities.

Letters of Inquiry (LOIs) may focus on one or more of the following key areas of supporting newcomer, refugee, and immigrant families, but are not limited to them.

- **Workforce opportunities**, such as ESOL classes, workforce training, job placement, translation services, legal assistance, work authorizations, and other socio-economic supports.
- **Family support programs**, such as case management, health screenings, therapeutic counseling, educating parents about their role in child's education, and other cultural integration supports.
- **Emergency financial assistance** to ensure families and children have access to essential needs and supplies (e.g. temporary accommodations, food access, clothing, diapers, hygiene items, and transportation).

Funding Commitment

Through this RFP, the Linden Foundation will fund selected organizations for up to three years. Average grant size will range from \$50,000 to \$100,000 per year and may be scaled up over the grant period. For organizations seeking project support, **up to 30%** of the total requested grant amount may be allocated for general operating expenses.

The Linden Foundation 2025 RFP:

Strengthening Newcomer, Immigrant, and Refugee Families

Eligibility and Geographic Focus

All applicants must be non-profit, 501c3 organizations in good standing with the IRS, generally serving communities in the following areas*:

<u>Massachusetts</u>	<u>New Hampshire</u>
<ul style="list-style-type: none">• the North Shore area, especially Gloucester, Lynn, and Salem,• the Merrimack Valley area, especially Haverhill, Methuen, Lawrence and Lowell	<ul style="list-style-type: none">• the Capital Region• Greater Manchester area• the Lakes Region

* These areas reflect the Linden Foundation’s existing geographic focus.

Current Linden Foundation grantees may apply for this RFP without affecting their current grant from the Foundation.

Selection Criteria

The Linden Foundation seeks to partner with effective community-based organizations who have deep experience with strengthening newcomer, refugee, and immigrant families. The most attractive prospects will share some common characteristics and capacities, such as:

- Strong leadership, representative of the population served
- An exclusive focus on newcomer, refugee, and immigrant families or deep experience working with these families
- Sustained support to participants/families that leave families stronger after the grant period has ended
- Clear, evidence-based theory of change
- Measurable indicators of progress for the proposed work
- Evaluation plan with identified measurement tools
- Strong partnerships (e.g. partnerships with government leaders, public systems, and/or other community organizations)
- Financial sustainability (i.e. additional funding sources are identified to ensure program sustainability after the grant period ends)

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Application Process

1. The RFP process is announced **June 15, 2025**
2. **(Optional)** Attend a 45-minute online information session that will discuss the RFP in detail and what the Linden Foundation is looking for. Potential applicants are welcome to ask any questions or share concerns during this time. The meeting will occur **Thursday, July 17, 2025 @ 1pm**; please [register here](#).
3. Letters of Interest (LOIs) are due **July 30, 2025 on the [online application portal](#)**. Please use the access code **"LF2025"** to access the application process in the online portal. LOIs should include the following:
 - Description of the population served
 - Description of proposed work to support newcomer, refugee, and immigrant families, including a description of need
 - Stage of proposed work, clearly indicating whether it is a new project or a continuation of existing efforts and/or programs and services
 - Project goals, objectives, and measurements of success
 - Timeline of major activities
 - List of existing or possible partners
 - Draft project budget for each year of the request
4. Notifications of LOI decisions by **September 15, 2025**.
5. Selected applicants submit full proposals by **October 15, 2025**
6. Notifications of final grant decisions in **December 2025**.

Questions

Questions about this RFP or the Linden Foundation in general should be addressed to Linden Foundation staff, Chaletta Huertas (chuertas@gmafoundations.com). Technical questions about the online LOI application should be directed to Linden Foundation staff, Skylar Brown (sbrown@gmafoundations.com). Please note that technical assistance will only be available until 4:00pm on the LOI deadline of July 30th.