# CRU Inc_BannerDisability Leadership Project:

*GROW YOUR LEADERSHIP*

*Grants to individuals to deepen leadership learning and experience*

**Opens: Closing Date:**

31st October 2014 1st December 2014

**Value:**

We anticipate grants will be made between $1000 - $5000 however, applications beyond this may also be considered.

**Residency:**

Queensland, Australia

# Outline:

The Disability Leadership Project is a new initiative by Community Resource Unit (CRU) funded by a private bequest for a period of five years. The intent of this project is to support leadership for change – as well as supporting leadership that aims to sustain and maintain good things under threat. Funding is available for individuals who want to extend their leadership skills, knowledge and experience.

The project is calling for applications from people with disability and families engaged in leadership. The project acknowledges that leadership is not only about leading from a designated role but includes a range of individual and collective efforts towards change, and the interlocking nature of different contributions and talents. Leadership is scarce and potential leaders may not always be identifiable or ready to step into leadership so this initiative is designed to support the development of leadership over time.

# Purpose:

The Disability Leadership Project is not just a grant nor is it just a leadership development program. It is a five year investment in advancing the leadership contribution of people with disabilities and their families in Queensland.

In the spirit of CRU, this project defines leadership as a set of purposeful activities which enables people to make a contribution and work effectively with others to achieve better lives for people with disability and their families.

This will see a new group of leaders who will have broadened their leadership skills and become part of a movement for positive change in the lives of people with disability. This investment will result in leaders working in a range of identified areas (education; home; challenging segregating attitudes and practices, employment; participating and contributing; networks of relationships; and safeguards).

The Disability Leadership Project will:

* Be consistent with and advance CRU’s mission, vision and culture
* Advance the inclusion and participation of people with disability in community life
* Keep focused on the significance of the impact of leadership
* Invest in principled leadership, the development of vision, core values and the commitment to people and their wellbeing



* Use its independence to shape critical reflection and engage creative problem solving
* Be responsive to the needs of our times
* Consider the value of collective leadership

# Call for Applications

CRU is calling for applications from individuals and those engaged in collective and collaborative leadership. Applicants are asked to submit a proposal and budget to CRU with details of their proposal and
how they intend using the grant funds. The process of making an application is set out below. Applications will **close on December 1 2014**, with decisions anticipated by mid December 2014.

# Value and Tenure:

Funding is available for use between January 2015 and June 2016.

We anticipate grants will be made between $1000 - $5000, however, applications beyond this range may also be considered. Applicants with proposals that ‘dream big’ and have budgets outside this range should also apply. CRU is open to providing partial funding of proposals, in which case the sources of other funding will need to be identified and align with CRU’s values and principles and those of the project.

Grant monies will be available for a range of expenses including travel, accommodation, personal care, childcare/in-home care, learning materials, conference fees, interpreters, conference fees, and operational expenses. Please provide a proposed budget (see application form) with your application.

# What support will be provided to participants in the Disability Leadership Project?

For the individual grants, successful applicants will be provided with an anchor person to provide them support and guidance and to ‘anchor’ them back into the project. They will be expected to have contact with the anchor person up to three times during the period of the grant. For the collaborative (group) grants, contact with a CRU contact person or other support person will be encouraged.

It is also anticipated that successful applicants across Queensland will be invited to come together at some point to share ideas. Support will be provided to facilitate that coming together.

# Other Information:

All applicants must complete the following:

* Application Form, available from CRU
* Proposed Budget (included in application form)
* Referees (included in application form)

Short listed candidates will be invited to attend an interview in December 2014. Interviews will not be subject to location and can be conducted via online or phone.

Applicants will be advised by mid December 2014 if they are successful.

# Frequently Asked Questions:

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| Q:A: | **How will decisions about funding be made?** The grant will be made by CRU on the recommendation of a grant selection committee which is a sub-committee of the Disability Leadership Project Advisory Group. The members of the Advisory Group are listed on the CRU website. After receiving applications, the grant selection committee will short list, interview and check referees before making a decision about allocation of funds. Successful applicants for project grants will meet the following selection criteria:* Demonstrated leadership in the area of disability within Queensland
* Demonstrated capacity to work within the principles and intent of the project
* Demonstrated ability to apply the outcomes of their proposal (what they have learnt; how they will use resources developed; how they will further their leadership aspirations; etc)

The project should be coherent with the overall aims and principles of the Disability Leadership Project |
| Q:A: | **What is the Grant Selection Committee seeking in a successful application?** Funding is available to people with disability and family members only, not those working in professional or service roles. CRU particularly encourages younger leaders to apply. Applicants must live in, and be engaged in leadership, within Queensland. In determining the relative merits of applications, the Grant Selection Committee will consider personal track-record of commitment to positive lives for people with disabilities and their families. Evidence of personal networks, courage, collaborative spirit and strong ethical principles will be considered as indicators of leadership ability and potential of the applicant.  |
| Q:A: | **Can I still receive a grant without attending an interview?** No grant will be awarded to anyone who has not participated in a personal interview. |
| Q:A: | **Can I receive feedback from my interview or if I am unsuccessful?**The Grant Selection Committee’s decision is final, however, feedback to applicants will be provided upon request. If in the opinion of the Grant Selection Committee, no applications are received which match the goals of the Disability Leadership Project and are of sufficient merit, the Advisory Group may call for further applications. |
| Q:A: | **When does the grant open and close?**Applications for this grant will open on 31st October 2014 and close on 1st December 2014. |
| Q:A: | **What information should I include in my application?** Applicants will be require to provide the following information:* A completed application form including a detailed proposal of the purpose of the project and what you hope to achieve.
* A proposed budget detailing how and what the grant will be spent on. The budget may also include other funding sources if this grant will only be partially funding your proposed application.
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| Q:A: | **What should I include in the budget?**Grant monies are available for a range of items (described above). There are some budget examples provided (see over). The Disability Leadership Project is very open to creative proposals which will best allow the individual/group to pursue their leadership development and take up development opportunities. So a person with disability could seek funding for a note-taker/secretarial support or a family member could ask for an airfare or small payment to an extended family member/neighbour to meet childcare needs. The attached budget examples are designed to show the level of detail required and to outline how to prepare the budget but they are indicative only – you may be able to do some things much more cost effectively. Most importantly, these budget examples are not meant to limit you or indicate the preferred projects. Please refer to all project documentation and be encouraged to think about your own unique leadership development idea. |
| Q:A:Q:A:Q:A:Q:A: | **Can I take up the grant in 2017?** No, the grant must be taken up in the year in which it is awarded.**Where can I obtain an application form?**Community Resource UnitE: cru@cru.org.au T: (07) 38442211P: PO Box 3722, South Brisbane 4101**I need assistance filling out my application. What should I do?**Please contact CRU for advice.**I am unsure if my proposed project meets eligibility requirements. How can I find out?**For more information on this grant opportunity please get in touch with Lisa Bridle or Margaret Rodgers at CRUlisabridle@cru.org.au or cru@cru.org.au Phone: 07 3844 2211 |
| Q:A: | **Where do I submit my application?**Community Resource UnitE: cru@cru.org.au T: (07) 38442211P: PO Box 3722, South Brisbane 4101All applications must be submitted to CRU by 1 December 2014. |

# BUDGET EXAMPLES

Here are some examples of how to set out a budget for your proposal.

**Example ONE (GROW YOUR LEADERSHIP: INDIVIDUAL)**

An individual with disability has a proposal for their own leadership development. The individual lives in Rockhampton and proposes two separate study trips (to Brisbane and Townsville), to meet with people who have developed employment opportunities for themselves or for their family members with disability and others with experience in open employment. The individual aims is to use what she/he learns on these trips to form a group in Rockhampton with the goal of advancing and promoting employment prospects for people with disability in regional Queensland. She/he will use her/his own van, driven by a support worker. The support worker’s salary will be covered by the individual’s disability support funding (though please note that a person could apply for support costs to be covered as part of their proposal if this was needed).

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| **Item** | **Amount** |
| **Travel and accommodation**Rockhampton to Townsville* Travel using own van – mileage, including in Rockhampton (800km @ 76 cents per km)
* Accommodation – overnight each way plus three nights in Townsville, sharing with support worker (5 x $150)
* Meals and incidentals – five days @ $80/day x 2

Rockhampton to Brisbane* Travel – Rockhampton to Brisbane using own van – mileage, including in Brisbane (750km @ 76 cents per km)
* Accommodation – overnight each way plus three nights in Brisbane, sharing with support worker (2 x $150; 3 x $250)
* Meals and incidentals – two days @ $80; 3 days @ $100/day x 2
 |  $608.00 $750.00$800.00$570.00$1050.00$920.00 |
| **Study report*** Secretarial support to write and print report from study trip – 8 hours @$25/hr
* Print report – 50 copies @ $2
 | $200.00$100.00 |
| **Employment Action Group Development*** Study report distribution
* Gathering of interested people to form group
* Advertising/promotion
* Room hire (if necessary)
* Facilitator (2 hrs @ $75/hr)
* Tea, coffee, supper and incidentals
* Follow-up meetings x 2
* Room hire (if necessary)
* Facilitator (2 hrs @ $75/hr)
* Tea, coffee, supper and incidentals
 | $100.00$100.00 $50.00$150.00$50.00$100.00$300.00$100.00 |
| **Total** | **$5,948.00** |

# Example TWO: (GROW YOUR LEADERSHIP: INDIVIDUAL)

For an individual wanting support to develop a training tool and materials on a relevant topic where there is a perceived gap– e.g. How to employ support people – from hiring to firing.

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| **Item** | **Amount** |
| **Research and Development****Part-time secretarial support 20 hours @ $28.00 an hour*** Assistance to applicant to conduct and document research and collate resources
* **Travel and Catering – Consultation and Focus groups:**
* 3 sessions in Southeast Qld @ $ 100.00 each
* 1 session in regional Qld @ $1,000 each

**Consumables** |  $560.00$300.00$1,000.00$300.00 |
|  **Preparation and Publication of Materials*** Layout, graphic design, photos, power point presentation
* Printing and Binding – 500 copies
 | $800.00$2,000.00 |
| **Total** | **$4,960.00** |

# Example THREE: GROW YOUR LEADERSHIP (COLLABORATIVE LEADERSHIP)

This example is based on a speaker from Brisbane being asked to conduct a one day presentation to a group in South-East Queensland (say, Toowoomba, Gold Coast, Sunshine Coast) where airfares and overnight accommodation are not needed, plus one or two follow-up gatherings with participants to discuss the workshop, what they learnt from it and how they might use what they have learnt. The example assumes the need to hire venues and pay catering costs. Some people might have access to a free venue and prefer to arrange all or some of their own catering (i.e. buy cakes etc for morning tea and have outside caterer provide lunch only).

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| **Item** | **Amount** |
| **Speaker costs*** Travel (mileage allowance or payment for travel time)
* Speaker’s fee (if necessary)
 |  $150.00 $950.00 |
| **Venue costs*** Hire of venue (if required, including av services and equipment)
* Catering for workshop (arrival coffee, morning tea, sandwich lunch – 40 x $20)
 |  $150.00 $800.00 |
| **Publicity and Consumables*** Mail out to local organisations/families; community service announcement on radio; advertisement in free media; paper flyers
* Printing and distribution of presentation
* Butchers paper and pens; notepads
* Incidentals
 |  $100.00 $100.00 $40.00 $10.00 |
| **Follow-up meeting/s with participants (to discuss workshop and “where to from here”)*** Room hire
* Morning tea/s
 |  $100.00 $100.00 |
| **Total** | **$2,500.00** |

**Notes:**

These costs are indicative only. Please note that some of the expenses outlined in these examples may not be necessary. For example, not everyone will expect to be paid a speakers’ fee. People who are invited by virtue of their role as a government employee can be expected to have travel and out of pocket expenses paid by their department, and are not entitled to a speaker’s fee – it’s their job to communicate government policy. At the same time, if your speaker is coming from overseas, then extra accommodation and flight costs will be required.

Paid publicity (newspaper advertisements, for example) can be very expensive, so how much you chose to invest in this item is a strategic question for the organisers, and will depend on the nature of your event – for example: High profile speaker = big audience = more publicity? Hands-on workshop for an audience of twenty= email directly.

For more information on this grant opportunity please get in touch with Lisa Bridle or Margaret Rodgers at CRU.