Services to Assist Families Experiencing Trauma INSTRUCTIONS NOFO # 2162-1815

| Task | Date |
|--|--------------------------------|
| NOFO posted | August 2, 2021 |
| Technical Assistance Recording | August 2, 2021 |
| NOFO question submission deadline | September 9, 2021 |
| Applications due | 5:00 p.m., September 16, 2021 |
| Budget Committee review/approval of recommended designations | October 21, 2021 |
| Performance Period | December 1, 2021–June 30, 2022 |

CHECKLIST

Prior to application due date:

- Obtain a Data Universal Numbering System (DUNS) number
- Register with the System for Award Management (SAM)
- Apply for, update, or verify the Employer Identification Number (EIN)
- Complete registration in the Grantee GATA Portal

Submission Checklist:

- Uniform Application for State Grant Assistance
 - o Submitted in AmpliFund
- Program Narrative –Do not change the format of this document.
 - o Submitted in AmpliFund
- Budget/Budget Narrative
 - o Submitted in AmpliFund

Submission Information:

In FY 2022, applications will be submitted in a **NEW** two-step process.

Step 1: Applicants will register for the Illinois Grant Accountability and Transparency Act (GATA) Grantee Portal at https://grants.illinois.gov/portal/. To register in the GATA Grantee Portal, applicants will need to obtain a Data Universal Numbering System (DUNS) and System for Award Management (SAM) registration or renewal.

Step 2: Applicants will submit the full application including attachments in Amplifund at https://il.amplifund.com/Public/Opportunities/Details/df5b66a6-ea85-489f-8fd1-15cb150526e9. To be considered timely, the full application must be submitted in Amplifund by the application deadline of 5:00 p.m., September 16, 2021. ICJIA encourages applicants to review the https://example.com/Public/Opportunities/Details/df5b66a6-ea85-489f-8fd1-15cb150526e9. To be considered timely, the full application must be submitted in Amplifund by the application deadline of 5:00 p.m., September 16, 2021. ICJIA encourages applicants to review the https://example.com/Public/Opportunities/Details/df5b66a6-ea85-489f-8fd1-15cb150526e9.

To be considered timely, the full application must be submitted in Amplifund by the application deadline of 5:00 p.m., September 16, 2021. ICJIA encourages applicants to review the https://example.com/Public/Opportunities/Details/df5b66a6-ea85-489f-8fd1-15cb150526e9.

Uniform Notice for Funding Opportunity (NOFO) Services to Assist Families Experiencing Trauma

| | Data Field | |
|-----|--------------------------------|---|
| 1. | Awarding Agency Name: | Illinois Criminal Justice Information Authority (ICJIA) |
| 2. | Agency Contact: | Nathaniel Bossick |
| | | Strategic Project Coordinator |
| | | Illinois Criminal Justice Information Authority |
| | | 300 West Adams, Suite 200 |
| | | Chicago, Illinois 60606 |
| | | Nathaniel.Bossick@Illinois.gov |
| 2 | A | 312-793-8550 |
| 3. | Announcement Type: | X Initial announcement |
| 4. | Type of Assistance Instrument: | ☐ Modification of a previous announcement Grant |
| | 7 1 | |
| 5. | Funding Opportunity Number: | 2162-1825 |
| 6. | Funding Opportunity Title: | Services to Assist Families Experiencing Trauma |
| 7. | CSFA Number: | 546-00-2162 |
| 8. | CSFA Popular Name: | Services to Assist Families Experiencing Trauma |
| 9. | CFDA Number(s): | NA |
| 10. | Anticipated Number of Awards: | Unknown |
| 11. | Estimated Total Program | \$3,000,000 |
| 10 | Funding: | Φ75 000 (· · ·) Φ200 000 (· · ·) |
| 12. | <u> </u> | \$75,000 (minimum) - \$300,000 (maximum) |
| 13. | Source of Funding: | ☐ Federal or Federal pass-through |
| | | X State □ Private / other funding |
| | | ☐ Filvate / other funding |
| 14. | Cost Sharing or Matching | □ Yes X No |
| | Requirement: | |
| 15. | Indirect Costs Allowed | X Yes □ No |
| | Destrictions of Lating & Conta | □ Yes X No |
| | Restrictions on Indirect Costs | ☐ Yes X No |
| 16. | Posted Date: | August 2, 2021 |
| 17. | Application Range: | August 2, 2021 – September 16, 2021 |
| 18. | Technical Assistance Session: | Session Offered: X Yes \square No |
| | | Session Required: □ Yes X No |
| | | It is recommended that applicants view the recorded |
| | | technical assistance, which will be available beginning |
| 10 | A 1' 4' C 1 ' ' T ' 1 | on August 2, 2021, at 10:00 a.m. |
| 19. | Application Submission Link: | https://il.AmpliFund.com/Public/Opportunities/Details/d |
| | | <u>f5b66a6-ea85-489f-8fd1-15cb150526e9</u> |

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Notice of Funding Opportunity

Services to Assist Families Experiencing Trauma

A. Program Description

ICJIA administers the Death Penalty Abolition Fund, created by Public Act 725 ILCS 5/119-1(b), which requires funds to be expended for services for families of victims of homicide or murder and for training of law enforcement personnel.

1. Purpose

The purpose of this Notice of Funding Opportunity (NOFO) is to fund comprehensive mental health and case management services for family members of victims of homicide through implementation of case management and trauma-informed therapeutic programs. Funding available through this solicitation will support the expansion of existing programs or development of new programs to enhance the services available. The trauma-informed programs address both the psychological and tangible needs of family members of victims of homicide. For the purposes of this funding opportunity, family members of victims of homicide are defined as any individual related by blood or affinity whose close association with the victim of homicide is the equivalent of a family relationship.

2. Program Design

The proposed program design must clearly outline the integration of trauma-informed services. Applicants must incorporate many of the following elements to be considered a comprehensive program. Applicants must describe how each chosen element will be implemented and how that implementation is appropriate for the setting.

The applicant agency is expected to provide the following direct services:

- A. <u>Crisis Intervention</u>: Victim de-escalation, emotional support, and guidance provided by advocates, counselors, or mental health professionals. This may occur at the scene of a crime, immediately after a crime, or be provided on an ongoing basis.
- B. <u>Case Management</u>: Assisting family members of victims of homicide in identifying and achieving their needs and goals, including, but not limited to:
 - Assessment and development of service plan to facilitate a client's progress
 - Information and referral to needed services.
 - Advocacy, including, but not limited to: assisting victims in securing rights and services from other agencies; notifying and assisting with victim compensation paperwork; obtaining criminal or civil protection orders; relocation services; intervening with employers, creditors and others on behalf of victim; assisting in filing for losses covered by public and private insurance programs; accompanying victims to the hospital; assisting victims to address the life skill development that was impaired as a direct result of the victimization; and life skills advocacy, including addressing the client's

- economic, educational, and employment needs that directly result from a victimization.
- Ongoing emotional support.
- C. <u>Individual Support or Mentoring</u>: Emotional support and/or guidance provided by advocates, counselors, or mental health professionals.
- D. <u>Group Support</u>: The coordination and provision of support group activities including self-help, peer, and social support. Group activities also may include skill building development to address physical, psychological, and interpersonal impacts of victimization.
- E. <u>Therapy</u>: Intensive professional psychological/psychiatric treatment, including evaluation of mental health needs, through evidence-informed, developmentally appropriate individual, family, or group therapy that addresses the impact of the victimization. Therapy should be trauma-focused where available and provided by licensed professionals.

NOTE: To serve minors, applicant must provide intensive professional psychological/psychiatric treatment, including evaluation of mental health needs, through evidence-informed, developmentally appropriate individual, family or group therapy that addresses the impact of the victimization. Therapy should be traumafocused where available and provided by licensed professionals.

F. <u>Substance Use Disorder Counseling</u>: Outpatient treatment for alcohol and drug use disorder directly related to the victimization. Treatment must be provided at a licensed treatment facility and/or by a licensed or certified professional.

3. Program Requirements

The applicant's completed program narrative should be reflective of the program requirements outlined below. The applicant is responsible for including related costs in the budget and budget narrative should funds be needed to accomplish these requirements.

- A. <u>Supervisors and Direct Service Staff</u>: Sufficient staffing to provide the proposed services. Staffing plan should include ability to serve clients with various levels and length of service needs. The intent is to encourage engagement in long-term services, when needed and appropriate.
- B. <u>Trauma Awareness</u>: At a minimum, program agency must demonstrate trauma awareness, including completion of at least one training on trauma-informed care for all staff working on the funded activity. Agencies are strongly encouraged to take additional steps toward building organizational capacity for engaging in trauma-informed practices, such as the development and use of trauma screening tools, policies, and practices that address compassion fatigue and self-care among staff and the use of program assessment to gauge agency trauma readiness.

- C. <u>Training</u>: Initial and ongoing training is a critical component of any program. Within the program narrative, applicants should outline the training needed for program staff (e.g., training in evidence-based treatment modalities), noting which program staff are already trained and/or trainings that will be sought for staff who do not possess the core skills or competencies or who have yet to be hired. In addition, applicants must explain how ongoing clinical supervision will be provided to staff to ensure the highest quality of care is delivered, how self-care will be incorporated, opportunities for professional development, and to ensure fidelity to chosen EBP.
- D. Comprehensive Mental Health and Support Services: Mental health and support services must be comprehensive, structured, and evidence based. Mental health clinicians shall adhere to established, evidence-based practices, including, but not limited to, motivational interviewing, seeking safety, cognitive-behavioral therapy, and dialectical behavioral and cognitive processing therapy. Comprehensive services may include crisis intervention, individual and group treatment, medication management, outpatient substance use disorder counseling, case management, and assertive outreach. Methods of delivery must be flexible, increase service access, and remove barriers by providing services in locations that meet the victim' ongoing needs: on site, in the home, in the community, at the site of victimization (crime scene), or in other locations. Mental health counseling and care such as outpatient therapy/counseling and substance use disorder treatment must be provided by a person who meets the professional standards to provide these services in Illinois. This can include, but is not limited to, a licensed clinical social worker (LCSW), a licensed professional counselor (LPC), a certified alcohol and other drug abuse counselor (CADC), or a licensed clinical psychologist.

Additional positions that enhance service delivery or strengthen the implementation of the model may be included in the program design.

A. <u>Peer Support Provider</u>: A peer support provider (e.g. certified peer specialist, peer support specialist) is a person who uses their personal experience of recovering from victimization and/or exposure to violence and skills learned in formal training to deliver services to promote recovery and resiliency. This non-clinical position can assist in the identification, engagement, and facilitation of community resources. This position must not replace clinical staff and must be integrated into the team structure (e.g. a participating member of the multidisciplinary team).

4. Goals, Objectives, and Performance Metrics

Funded programs will be required to submit quarterly progress reports that will minimally include the following information, based on the applicant's proposed objectives.

| Goal: Provide counseling services to family members of victims of homicide within 7 | |
|---|----------------------|
| days of incident | |
| Process Objectives | Performance Measures |

| 150 individuals/families will be screened | Number of clients screened for services |
|--|--|
| for services | |
| 80 active clients will attend counseling. | Number of clients attending counseling. |
| 100% of clients will be referred to | % of clients referred to additional |
| additional supportive services. | supportive services. |
| Coordinate at least 4 trainings for | Number of trainings held |
| subgrantee related to evidence-informed | |
| practice or promising practice used | |
| Attend at least 4 trainings related to | Number of trainings attended |
| evidence-informed practice or promising | |
| practices | |
| Outcome Objectives | Performance Measures |
| | |
| 80% of clients will see progress on | 80% of clients will report improvement post |
| 80% of clients will see progress on processing trauma. | counseling. |
| 1 - | 1 1 |
| processing trauma. | counseling. |
| processing trauma. 100% of active clients will participate in | counseling. % of clients that participated in counseling |
| processing trauma. 100% of active clients will participate in counseling within 7 days of incident | counseling. % of clients that participated in counseling within 7 days of incident. |
| processing trauma. 100% of active clients will participate in counseling within 7 days of incident 50% of eligible families for the program | counseling. % of clients that participated in counseling within 7 days of incident. Number / percent of families reunified or remain to stay in their home |
| processing trauma. 100% of active clients will participate in counseling within 7 days of incident 50% of eligible families for the program will be reunified or allowed to stay in their | counseling. % of clients that participated in counseling within 7 days of incident. Number / percent of families reunified or remain to stay in their home % of clients receiving governmental |
| processing trauma. 100% of active clients will participate in counseling within 7 days of incident 50% of eligible families for the program will be reunified or allowed to stay in their homes. | counseling. % of clients that participated in counseling within 7 days of incident. Number / percent of families reunified or remain to stay in their home |
| processing trauma. 100% of active clients will participate in counseling within 7 days of incident 50% of eligible families for the program will be reunified or allowed to stay in their homes. 100% of eligible referrals will obtain | counseling. % of clients that participated in counseling within 7 days of incident. Number / percent of families reunified or remain to stay in their home % of clients receiving governmental |
| processing trauma. 100% of active clients will participate in counseling within 7 days of incident 50% of eligible families for the program will be reunified or allowed to stay in their homes. 100% of eligible referrals will obtain government benefits (i.e. TANF, SNAP, | counseling. % of clients that participated in counseling within 7 days of incident. Number / percent of families reunified or remain to stay in their home % of clients receiving governmental |

5. Evidence-Based Programs or Practices

Becoming trauma-informed is a continual process of organizational assessment and change. Applicants are strongly urged to increase their knowledge of trauma-informed practices, and where appropriate, incorporate trauma-informed practices into proposed services and design. Applicants should identify the evidence-based practice (EBP) and/or promising interventions being proposed for implementation, identify and discuss the evidence that shows that the practice is effective, discuss the population(s) for which this practice has been shown to be effective, and show that it is appropriate for the proposed target population. Applicants must clearly outline the integration of EBPs into the trauma-informed practices into the proposed program.

The trauma-informed care model assumes that individuals are likely to have a history of trauma and acknowledges how trauma impacts one's life and needed care. A trauma-

informed approach is guided by multiple principles that support an individual's emotional and physical health. These principles include:²

- A. <u>Safety:</u> Staff ensure clients feel physically, emotionally, and psychologically safe. Common areas are welcoming, private, secure, and designed in a safe or comforting style (e.g., proper lighting, proper temperature, simple to navigate).
- B. <u>Trustworthiness & Transparency:</u> Organizational decision-making is transparent, and all decisions are communicated among staff and clients to build trust. Clients' boundaries are respected.
- C. <u>Peer Support:</u> Peers or trauma survivors may be integral in helping clients build hope and self-help skills by sharing their stories of recovery. Peer supporters can promote trust in an organization.
- D. <u>Collaboration & Mutuality:</u> Programs acknowledge the power difference between staff and clients and make efforts to level these differences. This level of collaboration also applies within and between program staff (including clerical and housekeeping personnel to administrators and professional staff). Clients are active participants in their care.
- E. <u>Empowerment Voice & Choice:</u> Clients' strengths are noted and built upon. Clients are believed in and services are organized to empower both staff and clients. Clients are encouraged to make decisions, set goals, and share their story. Program staff are well-supported by administrators and made to feel safe as well.
- F. <u>Cultural, Historical, & Gender Issues:</u> Organizations move past stereotypes or biases (based on gender, sexual orientation, race, ethnicity, age, etc.). Organizations provide responsive services that respect an individual's culture, religion, or other factors that may affect their services. Organizations recognize and address historical trauma.

Below is a non-exhaustive list of evidence-based approaches and specific interventions for victims of trauma and violence which may be applicable to survivors of homicide³:⁴

¹ Substance Abuse and Mental Health Services Administration. SAMHSA's Concept of Trauma and Guidance for a Trauma-Informed Approach. HHS Publication No. (SMA) 14-4884. Rockville, MD: Substance Abuse and Mental Health Services Administration, 2014.

² "What Is Trauma-Informed Care?" 2020. Buffalo.Edu. May 1, 2020. http://socialwork.buffalo.edu/social-research/institutes-centers/institute-on-trauma-and-trauma-informed-care/what-is-trauma-informed-care.html.

³ Turner, Heather A., David Finkelhor, and Megan Henly. 2021. "Losing a Loved One to Homicide: What We Know About Homicide Co-Victims From Research and Practice Evidence." *Journal of Interpersonal Violence* 36 (7–8): NP4413–42.

⁴ Robertson, Katie, Sara Bastomski, and Marina Duane. 2018. "We Need to Do More for Homicide Co-Victims." Urban Institute. December 26, 2018. https://www.urban.org/urban-wire/we-need-do-more-homicide-co-victims.

Evidence-based interventions:

- A. Cognitive-behavioral therapies (CBT) (including, but not limited to, Dialectical Behavior Therapy, Seeking Safety, Culturally Modified Trauma-Focused CBT, Prolonged Exposure Therapy, Cognitive-Behavioral Intervention for Trauma in Schools)
 - Other cognitive therapies (including, but not limited to, Cognitive Processing Therapy, Mindfulness-based Cognitive Therapy)
- B. Motivational Interviewing
- C. Skills Training in Affect and Interpersonal Regulation (STAIR)

Promising or evidence-supported interventions:

- A. Attachment, Regulation, and Competency (ARC) Framework
- B. Restorative Retelling⁵
- C. Eye Movement Desensitization and Reprocessing
- D. Narrative Exposure Therapy

ICJIA reserves the right to survey grantees to assess their knowledge of trauma-informed practices and implementation of these practices as part of a grant monitoring function. With periodic assessments, agencies and ICJIA can identify areas of strength and growth for adopting a trauma-informed approach to services that help to prevent re-traumatization.

B. Funding Information

This program will be supported with state General Revenue funds appropriated by Public Act 725 ILCS 5/119-1(b) to the Illinois Criminal Justice Information Authority to support crisis response and recovery services to family members of homicide and murder.

1. Award period

Grant awards resulting from this opportunity will have a target period of performance of December 1, 2021, to June 30, 2022 (7 months). Additional funding of up to \$600,000 may be awarded after the initial funding period, contingent upon satisfactory performance and availability of funds. Total funding for the grant program will not exceed 36 months.

2. Available Funds

A total of \$3 million in funding is available through this solicitation. Applicants may request a minimum of \$75,000 and a maximum of \$300,000 in grant funding.

Agreements that result from this funding opportunity are contingent upon available funds.

⁵ Saindon, C., Rheingold, A. A., Baddeley, J., Wallace, M. M., Brown, C., & Rynearson, E. K. (2014). Restorative retelling for violent loss: an open clinical trial. *Death studies*, 38(1-5), 251–258. https://doi.org/10.1080/07481187.2013.783654

C. Eligibility Information

Before applying for any grant, all entities must be registered and pre-qualified through the Grant Accountability and Transparency Act (GATA) Grantee Portal at www.grants.illinois.gov/portal. Registration and pre-qualification are required annually each state fiscal year. During pre-qualification, verifications are performed, including a check of federal SAM.gov Exclusion List and status on the Illinois Stop Payment List. The Grantee Portal will either indicate a "qualified" status or inform on how to remediate a negative verification (e.g., inactive DUNS, not in good standing with the Secretary of State). Inclusion on the SAM.gov Exclusion List cannot be remediated. Go to https://icjia.illinois.gov/gata for a list of pre-qualification steps.

Applicants are also required to submit a financial and administrative risk assessment utilizing an Internal Controls Questionnaire (ICQ) for state fiscal year 2022 before September 16, 2021 (NOFO Close Date) and obtain approval from their cognizant agencies before execution of the grant agreement. Delay in obtaining SFY22 ICQ approval will result in a delay in grant execution.

1. Eligible Applicants

Eligible applicants include:

• Community-based non-profit agencies <u>outside the City of Chicago</u> registered in, and in good standing with, the State of Illinois that provide comprehensive mental health services to adults, children, or both.

2. Cost Sharing or Matching

There are no requirements for cost sharing or matching funds.

3. Indirect Cost Rate

In order to charge indirect costs to a grant, the applicant organization must either have an annually negotiated indirect cost rate agreement (NICRA) or elect to use a standard *de minimis* rate. There are three types of allowable indirect cost rates:

- a) Federally Negotiated Rate. Organizations that receive direct federal funding, may have an indirect cost rate that was negotiated with the Federal Cognizant Agency. Illinois will accept the federally negotiated rate.
- b) State Negotiated Rate. The organization may negotiate an indirect cost rate with the State of Illinois if they do not have a Federally Negotiated Rate. If an organization has not previously established an indirect cost rate, an indirect cost rate proposal must be submitted through the State of Illinois' centralized indirect cost rate system no later than three months after receipt of a Notice of State Award (NOSA). If an organization previously established an indirect cost rate, the organization must annually submit a new indirect cost proposal through the centralized indirect cost rate system within the earlier of: six (6) months after the close of the grantee's fiscal year; and three (3) months of the notice of award.

c) <u>De Minimis Rate</u>. An organization that does not have a current negotiated an indirect cost rate with the Federal Government or the State of Illinois is eligible to elect a *de minimis* rate of 10% of modified total direct cost (MTDC). Once established, the *de minimis* Rate may be used indefinitely. The State of Illinois must verify the calculation of the MTDC annually in order to accept the *de minimis* rate.

Grant fund recipients are required to complete the indirect cost rate proposal process every state fiscal year. If you plan to include indirect costs in your budget, please select your indirect cost rate through the GATA Grantee portal prior to submitting your grant documents to ICJIA.

Grantees have discretion and can elect to waive payment for indirect costs. Grantees that elect to waive payments for indirect costs cannot be reimbursed for indirect costs. The organization must record an election to "Waive Indirect Costs" into the State of Illinois' centralized indirect cost rate system. Indirect Cost election must be completed annually, for every state fiscal year.

4. Other

Only one program application per applicant may be submitted. If more than one application is submitted by an applicant or if an applicant is party to more than one application, none of the applicant's applications will be reviewed.

D. Application and Submission Information

1. Accessing Application Package

Paper copies of the application materials may be requested from Nathaniel Bossick by calling 312-793-8550; mailing Nathaniel Bossick, 300 West Adams Street, Suite 200, Chicago, Illinois 60606; or via Telephone Device for the Deaf (TDD) (312)793-4170. Application materials, however, must be submitted via the grant management system – AmpliFund.

2. Content and Form of Application Submission

Applications must be submitted in AmpliFund. If the proposed program has community partner(s), a memorandum of understanding it must be uploaded as a single PDF document in AmpliFund.

- a) Partnership Documents (Memorandum of Understanding):
- b) Applicants are expected to use person-centered language (PCL), using references to "people," "individuals," "clients," and "participants," versus "offenders" or "felons." PCL reduces stigmatization that is counter to rehabilitation and reintegration goals.

3. Dun and Bradstreet Universal Numbering System (DUNS) Number and System for Award Management (SAM)

Applicants are required to:⁶

- a) Be registered in SAM before submitting its application. To establish a SAM registration, go to http://www.SAM.gov/SAM and/or utilize this instructional link: How to Register in SAM from the www.grants.illinois.gov Resource Links tab.
- b) Provide a valid DUNS number in its application. To obtain a DUNS number, visit from Dun and Bradstreet, Inc., online at https://www.dnb.com/duns-number/get-aduns.html or call 1-866-705-5711.
- c) Continue to maintain an active SAM registration with current information while it has an active award or application under consideration. ICJIA may not make a federal pass-through or state award to an applicant until the applicant has complied with all applicable DUNS and SAM requirements. And, if an applicant has not fully complied with the requirements by the time ICJIA is ready to make an award, ICJIA may determine that the applicant is not qualified to receive an award, and may use that determination as a basis for making a state award to another applicant.

4. Submission Dates, Times, and Method

Completed application materials must be received by and in possession of the grant management system – <u>AmpliFund</u> by 5:00 p.m., September 16, 2021, to be considered for funding. Applications must be submitted in AmpliFund. A link is provided <u>here</u>. Upon receipt, an automated confirmation receipt will be emailed. Proposals will not be accepted by email, mail, fax, or in person. AmpliFund will not permit late submissions. Agencies are encouraged to submit their applications 24-72 hours in advance of the deadline to avoid unforeseen technical difficulties. Technical difficulties with the grant management system should be reported immediately to ICJIA at <u>CJA.STAFET2021@Illinois.gov</u>.

5. Application Questions

Questions may be submitted via email at CJA.STAFET2021@Illinois.gov. The deadline for submitted questions is 5:00 p.m. on September 9, 2021. All substantive questions and responses will be posted on the ICJIA website at https://icjia.illinois.gov/gata and on the grant management system - AmpliFund. Due to the competitive nature of this solicitation, applicants may not discuss the opportunity directly with any ICJIA employee other than via this email address.

⁶ Exempt from these requirements are individuals or agencies under 2 CFR § 25.110(b) or (c) and those with an exception approved by the federal or state awarding agency under 2 CFR § 25.110(d).

6. Funding Restrictions

- a) Federal Financial Guide. Applicants must follow the current edition of the Department of Justice Grants Financial Guide which details allowable and unallowable costs is available at: https://ojp.gov/financialguide/doj/pdfs/DOJ_FinancialGuide.pdf. Costs may be determined to be unallowable even if not expressly prohibited in the Federal Financial Guide.
- b) <u>Prohibited Uses.</u> The following is a non-exhaustive list of services, activities, goods, and other costs that cannot be supported through this NOFO:
 - Land acquisition
 - New construction
 - A renovation, lease, or any other proposed use of a building or facility that will either result in a change in its basic prior use or significantly change its size
 - Minor renovation or remodeling of a property either listed or eligible for listing on the National Register of Historic Places or located within a 100-year flood plain
 - Implementation of a new program involving the use of chemicals
 - Capital expenditures
 - Fundraising activities
 - Lobbying
- c) <u>Allowable expenses</u>. All expenses must reasonable, necessary, and allocable to the program. The following is a non-exhaustive list of services, activities, goods, and other costs that can be supported through this NOFO:
 - Personnel providing direct services to family members of victims and supervisory personnel to the extent that they provide direct services to family members of victims or provide direct supervision to staff who provide direct services to family members of victims.
 - O Hiring and training costs for the above personnel that provide for their professional growth, development, and ways to identify and mitigate vicarious trauma.
 - o Equipment and supplies integral to providing mental health treatment
 - o All program operating costs related to providing services and prorated to use for this program, including
 - Rent for program space
 - Billing
 - Supplies
 - Staff travel related to other allowable expenses
 - o Costs to address needs of family members of victims, including:
 - Housing, food, clothing, prescriptions, and other expenses to meet immediate needs on an emergency basis to promote safety and stability.

- Childcare when participating in program activities.
- Transportation to and from program activities and tasks related to stabilization (attending job interviews, medical/therapy appointments) and criminal justice proceedings related to their victimization.
- Relocation expenses when related to establishing a safe and stable living environment.
- Funeral and burial expenses up to \$1,000.

Applicants may propose additional services and activities; however, only those that are deemed allowable for the category of the application may be funded.

- d) <u>Pre-award Costs.</u> Pre-award costs will only be allowed if the costs are directly pursuant to the negotiation and in anticipation of the award, where such costs are necessary for efficient and timely performance of the project description and deliverables or milestones, both of which will be incorporated in the contract. Such costs are allowable only to the extent that they would have been allowable if incurred after the date of the Award. 2 CFR 200.458.
- e) <u>Pre-approvals.</u> Prior approvals may affect project timelines. Submission of materials for ICJIA approval should be incorporated into the application Work Plan. ICJIA may require prior approval of the following:
 - Out-of-state travel
 - Equipment over \$5,000
 - Certain Requests for Proposals, procurements, and sub-contracts
 - Conference, meeting, and training costs
- f) <u>State Travel Guidelines.</u> travel costs charged to ICJIA must conform to State Travel Guidelines, found here:

https://www2.illinois.gov/cms/Employees/travel/Pages/TravelReimbursement.aspx. Out-of-state hotel rates are based on the General Service Administration (GSA) guidelines found here: https://www.gsa.gov/travel/plan-book/per-diem-rates.
Applicant agencies with lower cost travel guidelines than the State of Illinois must use those lower rates.

Supplanting. Grant funds must be used to supplement existing funds for program activities and must not replace those funds that have been appropriated for the same purpose. If grant funds will be used for the expansion of an existing program, applicants must explain how proposed activities will supplement, not supplant, current program activities and staff positions. Agencies may not deliberately reduce local, federal, state funds, or other funds because of the existence of these grant funds. A written certification may be requested by ICJIA stating that these funds will not be used to supplant other state, local, federal, or other funds.

Supplanting will be the subject of application review, as well as pre-award review, post-award monitoring, and audit. If there is a potential presence of supplanting, the applicant or grantee will be required to supply documentation demonstrating that the

reduction in non-federal resources occurred for reasons other than the receipt or expected receipt of federal funds.

g) Proposed Subawards and Subcontracts. Applicants may propose to enter into subawards or subcontracts under this award, each of which involve different rules and applicant responsibilities. A subaward carries out a portion of the grant agreement while a contract is often for obtaining goods and services for the grantee's own use. (44 Ill. Admin Code 7000.240). If a third party will provide some of the essential services or develop or modify a product that the applicant has committed to provide or produce, ICJIA may consider the agreement with the third party a subaward for purposes of grant administration.

Applicants must classify each expense in the contractual budget as a subaward or subcontract. The substance of the agreement, not the title or structure of the agreement, will determine whether it is a subaward of a subcontract. Applicants are advised to use the "Checklist for Contractor/Subrecipient Determinations" available at the GATA Resource Library for guidance:

https://www.illinois.gov/sites/gata/pages/resourcelibrary.aspx.

Applicants are required to justify their use of subawards and explain their capacity to serve as "pass-through" entities in the program narrative. Applicants will monitor subaward compliance with grant terms, applicable federal and state law including the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Award, 2 C.F.R. Part 200, GATA, and ICJIA policies. Proposed subawards must be identified, if possible, and their roles described in both the program and budget narratives.

For procurement contracts, applicants are encouraged to promote free and open competition in awarding contracts. All subcontracts must comply with federal and state requirements.

7. Requirement Prior to Submitting the Application

<u>Applicant Technical Assistance Recording.</u> Applicants are advised to view the following technical assistance recordings prior to application submission. All recordings are located on the <u>ICJIA YouTube channel</u>.

- NOFO Programmatic Requirements
- GATA Compliance
- Budget Requirements
- Allowable Expenses
- Indirect Costs
- Required Documents
- Supplanting

The recordings will be available for viewing beginning at 10:00 a.m. on August 2, 2021.

E. Application Review Information

1. Criteria

Application materials must address all components of this NOFO and demonstrate both a need for the program and an ability to successfully implement the program. Reviewers will score applications based on completeness, clear and detailed responses to program narrative questions, and inclusion of all Required program elements as well as past performance history and/or financial standing with ICJIA. The applicant must demonstrate that costs are reasonable, necessary, and allowable.

The total number of points available is 100.

| Scoring Criteria | Possible Points |
|---|------------------------|
| Summary of the Program: | 10 |
| 1. Response includes one page clearly summarizing the program that includes focus on family members of victims of homicide and all proposed services. | 10 |
| Statement of the Problem: | 15 |
| 1. Response clearly describes problem in service area and uses data to support need for proposed program. | 10 |
| 2. Response clearly describes the proposed community to be served, including challenges of the community. Response includes proposals of how to address challenges in the community. | 5 |
| Project Implementation: | 25 |
| 1. Response clearly states service area the proposed program will serve. | 5 |
| 2. Response clearly identifies how family members of victims of homicide are identified and the referral process. | 5 |
| 3. Response clearly describes the clinical modality(ies) the program will utilize and provides a clear rationale. | 5 |
| 4. Response clearly describes the proposed crisis intervention services provided and states the locations and times the services are offered. | 10 |
| Project Management: | 20 |
| 1. Response clearly states how the agency will promote and direct potential clients to proposed services. If serving an underserved group, response clearly describes activities focused on reaching underserved groups. | 10 |
| 2. Applicant's response provides clear and detailed response of how agency will identify and use additional resources in the community and include a description of how these resources will meet the focus populations' needs. | 5 |
| 3. Applicant provides clear description of each funding position, including, at a minimum, name of position, roles and responsibilities, reporting, and supervision structure. | 5 |
| Goals and Performance Metrics | 20 |
| 1. Applicant completes required chart and includes enough detail to understand how program will be implemented. | 20 |

| Budget & Budget Narrative | 10 |
|---|-----|
| Budgeted items are cost-effective in relation to the proposed activities. | 10 |
| Narrative is complete for all line items, clearly detailing how the applicant | |
| arrived at and calculated the budget amounts. | |
| Total Possible Points | 100 |

2. Review and Selection Process

All applications will be screened for completeness including GATA pre-qualification and ICQ submission for the current state fiscal year. Application packets that are not complete will not be reviewed. Documents received from applicants that are not GATA pre-qualified or have not submitted an ICQ for the current state fiscal year will not be reviewed.

Proposals that pass the screening process will be reviewed by evaluation panels of three or more internal and/or external reviewers. Each panel is trained to review applications for this NOFO.

Applications must receive an average score of 70 points for funding consideration. Funding recommendations will be based on an evaluation of compiled scores from the evaluation panels, as well as the incorporation of all of the program requirements. Applicants will be selected based on overall scoring, with secondary consideration given to project implementation. Decisions on which projects to fund among applications with equivalent scores will be selected based on highest individual scores on question four of the project implementation section. With limited exception, applications will be selected from highest to lowest scoring until funds are exhausted.

| Highest scoring application |
|---|
| Next highest scores >70 points - Until funding is exhausted |
| Decision to fund among Equivalent scores – Until funds are |
| exhausted |
| Highest score: Project Implementation – Crisis Response |
| Highest score: Statement of the Problem – Unmet Needs |
| Highest score: Project Management – Referral/engagement of |
| underserved groups |

ICJIA reserves the right to reject incomplete proposals, proposals that include unallowable activities, proposals that do not meet eligibility or program requirements, and proposals that are otherwise unsatisfactory. ICJIA may invite applicants to answer clarifying questions and modify budgets that include unallowable or unreasonable costs. NOFO application budgets will be reviewed for allowability, completeness, and cost-effectiveness. ICJIA will perform an in-depth budget review of all grants awarded and may require budget modifications that do not materially change the nature of the program.

Successful applicants whose applications contained unallowable or unreasonable costs may have their awards reduced by the total amount of those costs. Upon applicant acceptance of the grant award, announcement of the grant award shall be published by ICJIA to the GATA portal. Review team recommendations will be forwarded to ICJIA Budget Committee for approval. Applicants will be notified of the ICJIA Budget Committee's decision.

3. Programmatic Risk Assessment

All applicant agencies recommended for funding will be required to submit a completed ICJIA Programmatic Risk Assessment (PRA). This assessment will identify elements of fiscal and administrative risk at the program level and will be used to determine required specific conditions to the interagency agreement. The PRA must be completed for the program agency which carries out the program operations. PRAs completed for other state agencies will not be accepted.

Implementing Agency vs. Program Agency

An implementing agency is the legal entity that receives state funds, such as a county.

A program agency:

- Is a subdivision of the implementing agency, such as a county probation department.
- Carries out program operations.
- Is responsible for data and fiscal reporting.

4. Anticipated Announcement and State Award Dates

| Task | Date |
|--|--------------------------------|
| NOFO posted | August 2, 2021 |
| Technical Assistance Recording | August 2, 2021 |
| NOFO question submission deadline | September 9, 2021 |
| Applications due | 5:00 p.m., September 16, 2021 |
| Budget Committee review/approval of recommended designations | October 21, 2021 |
| Performance Period | December 1, 2021–June 30, 2022 |

5. Appeal Process

Unsuccessful applicants may request a formal appeal of the evaluation process. Evaluation scores and funding determinations may not be contested and will not be considered by

ICJIA's Appeals Review Officer. The appeal must be via email and submitted within 14 calendar days after either the date the grant award notice is published or receipt of a Funding Opportunity Declination Letter from ICJIA, whichever comes first. The written appeal must include, at a minimum, the following:

- Statement indicating a request for a formal appeal
- The name and address of the appealing party
- Identification of the grant program
- A statement of reason for the appeal

Please send your appeal to:

Appeals Review Officer Illinois Criminal Justice Information Authority CJA.ARO@Illinois.gov

Once an appeal is received, ICJIA will acknowledge receipt of an appeal within 14 calendar days from the date the appeal was received. ICJIA will respond to the appeal, in writing, within 60 days or explain why more time is required. ICJIA will resolve the appeal by a written determination, which will include:

- Review of the appeal.
- Appeal determination.
- Rationale for the determination.
- Standard description of the appeal review process and criteria.

6. Debriefing Process

Unsuccessful applicants may request a debriefing for feedback to improve future applications. Debriefings include written advice on the strengths and weaknesses of applications using the evaluation and review criteria.

Requests for debriefings must be made via email and submitted within seven calendar days after receipt of notice. Debriefing requests will not be granted if there is an active appeal, administrative action, or court proceeding. The written debriefing requests shall include:

- The name and address of the requesting party.
- Identification of grant program.
- Reasons for the debrief request.

Please send requests to:

Nathaniel Bossick Illinois Criminal Justice Information Authority CJA.STAFET2021@Illinois.gov

F. Award Administration Information

1. State Award Notices

The ICJIA Budget Committee is scheduled to review and approve designations in October 2021.

ICJIA will transmit a Notice of State Award (NOSA) and the grant agreement to successful applicants after the Budget Committee reviews and approves designations. The NOSA will detail specific conditions resulting from pre-award risk assessments that will be included in the grant agreement. The NOSA will be provided and be must be accepted through the Grantee Portal unless another distribution is established. The NOSA is not an authorization to begin performance or incur costs.

The following documents must be submitted prior to the execution of an agreement:

- Fiscal Information Sheet
- Audit Information Sheet
- Programmatic Risk Assessment

2. Administrative and National Policy Requirements

In addition to implementing the funded project consistent with the approved project proposal and budget, agencies selected for funding must comply with applicable grant terms and conditions and other legal requirements, including, but not limited to the ICJIA Financial Guide and Policy and Procedure Manual, The Grant Accountability and Transparency Act (GATA), and the U.S. Department of Justice Grants Financial Guide.

Additional programmatic and administrative special conditions may be required.

3. Reporting

Recipients must submit periodic financial reports, progress reports, final financial and progress reports, and, if applicable, an annual audit report in accordance with the 2 CFR Part 200 Uniform Requirements. Future awards and fund drawdowns may be withheld if reports are delinquent.

G. State Awarding Agency Contact(s)

For questions and technical assistance regarding application submission, contact:

Nathaniel Bossick Illinois Criminal Justice Information Authority CJA.STAFET2021@Illinois.gov

H. Other Information

The Illinois Criminal Justice Information Authority (ICJIA) is a state agency dedicated to improving the administration of criminal justice. ICJIA brings together key leaders from the justice system and the public to identify critical issues facing the criminal justice system in Illinois, and to propose and evaluate policies, programs, and legislation that address those issues. The statutory responsibilities of ICJIA fit into four areas: grants administration; research and analysis; policy and planning; and information systems and technology.

Section 7 of the Illinois Criminal Justice Information Act grants ICJIA authority "to apply for, receive, establish priorities for, allocate, disburse, and spend grants of funds that are made available by and received on or after January 1, 1983 from private sources or from the United States pursuant to the federal Crime Control Act of 1973, as amended, and similar federal legislation, and to enter into agreements with the United States government to further the purposes of this Act, or as may be required as a condition of obtaining federal funds" and "to receive, expend, and account for such funds of the State of Illinois as may be made available to further the purposes of this Act." (20 ILCS 3930/7(k), (l))

Neither the State of Illinois nor ICJIA are obligated to make any award as a result of this announcement. The ICJIA Executive Director or designee has sole authority to bind ICJIA to the expenditure of funds through the execution of grant agreements.

This application is subject to the Illinois Freedom of Information Act (FOIA). Any information that the applicant believes should be exempt under FOIA should clearly highlight the information that is exempt, and the basis of the exemption.

Death Penalty Abolition Fund (DPA) Services to Assist Families Experiencing Trauma PROGRAM NARRATIVE NOFO # 2162-1815

ICJIA administers the Death Penalty Abolition Fund, created by Public Act 725 ILCS 5/119-1(b), which requires funds to be expended for services for families of victims of homicide or murder and for training of law enforcement personnel.

Applicants are expected to use **person-centered language** (PCL), using references to "people," "individuals," "clients," and "participants," versus "offenders" or "abusers" or "victims". Using PCL is about respecting the dignity, worth, unique qualities and strengths of every individual.

Program narrative must be submitted in **AmpliFund**.

Summary of the Program – 10 Points

In one page, provide a summary of your program. This summary should include: description of the service area and the clients that the proposed program will serve on a regular basis; whether the proposed program will serve adults, minors, or both; a description of agency qualifications to serve that client population; a projection of the number of clients to be served during the grant period, including an explanation and justification of that projection; and a summary of the services your program will offer to address the needs of these families.

Statement of the Problem-15

- 1. Describe the problem in your service area that demonstrates the need for your proposed program. Provide data to assist reviewers in understanding the magnitude and frequency of the problem you want to address.
 - Data can be found on the <u>ICJIA website</u>, local agency data, or other resources. Data must justify and be applicable to your proposed program.
- 2. Describe challenges of the community(ies) to be served and how your proposed program will address them. A minimum of two challenges are required.

Project Implementation – 25 Points

- 1. List all counties where you are proposing services. If the entire county is not being served, list the towns/cities being proposed. If the entire town/city is not being proposed, list the neighborhoods.
- 2. Describe the process by which family members of victims of homicide are identified in your community by your agency.
- 3. Describe the clinical modality(ies) your program will utilize and the rationale for the approach(es). A non-exhaustive list of clinical modalities is on pg. 10 of the Notice of Funding Opportunity instructions.
- 4. Describe the proposed crisis intervention services, indicate which staff provide these services, and locations and times the services are offered.

Project Management – 20 Points

- 1. Describe activities that will promote and direct potential clients to the proposed services. If addressing an underserved group, describe activities focused on reaching underserved groups.
- 2. Describe how the applicant will identify and use additional resources in the community, including potential community partners, to supplement the applicant's experience and abilities to carry out the program activities.
- 3. List and describe all staff positions assigned to the proposed program. Include at a minimum name of position, roles and responsibilities, reporting and supervision structure. Describe the supervision process for direct service employees, including positions that do not require professional licensure.

Goals and Performance Metrics – 20 Points

Funded programs will be required to submit quarterly progress reports that will minimally include the following information based on the applicant's proposed objectives. These goals, objectives, and performance measures will vary based on the proposed program. These measures will be used to reflect the success of the proposed program.

Overall Goal:

This goal is a broad statement about what can be achieved long-term as a result of the proposed program. The overall goal can be stated in a one sentence statement.

Process Objectives:

What steps do you plan to take to reach your goal? There are many steps to reaching a goal and process objectives should highlight substantial activities in the program that lead to achieving

your goal. Process objectives should describe specific tasks and provide a measure for each. The tasks should lead to the accomplishment of the goal. The process objectives should include a reasonable and realistic marker that can be accomplished within the grant's period of performance of the grant. Make sure the marker is not too high or too low.

Outcome Objectives:

What positive outcomes do you hope to obtain for the community as a result of achieving your goal? These objectives are results that your program seeks to create that support your overall goal, and ultimately benefit the community. Outcome objectives should describe the specific and measurable result that you want to reach for the benefit of the community. Examples of outcome objectives include:

- Fig. [#] clients will enroll and complete at least 5 counseling sessions
- > [#] clients will be served within 7 days of incident
- [%] clients who received other mainstream benefits within 60 days.

In place of # and [DATE], place a reasonable and realistic marker of what can be accomplished within the period of performance.

Performance Metrics:

These are the actual discrete, clear, and quantifiable measures that a program will keep track of and count throughout the grant's period of performance. The performance metrics will be directly related to the process and outcome objectives. Objectives should measure meaningful, tangible changes resulting from program implementation or expansion. The tally will indicate whether you are achieving process or outcome objectives and, ultimately, whether you are reaching the overall program goal and producing positive outcomes for the benefit of the community.

Budget Detail and Budget Narrative – 10

Please complete a budget for your proposed program in grant management software AmpliFund and submit the budget as a part of the application packet.

Submission Information

In FY 2022, applications will be submitted in a **NEW** two-step process.

Step 1: Applicants will register for the Illinois Grant Accountability and Transparency Act (GATA) Grantee Portal at https://grants.illinois.gov/portal/. To register in the GATA Grantee Portal, applicants will need to obtain a Data Universal Numbering System (DUNS) and System for Award Management (SAM) registration or renewal.

Step 2: Applicants will submit the full application including attachments in Amplifund at https://il.amplifund.com/Public/Opportunities/Details/df5b66a6-ea85-489f-8fd1-15cb150526e9. To be considered timely, the full application must be submitted in Amplifund by the application deadline of 5:00 p.m., September 16, 2021. ICJIA encourages applicants to review the https://example.com/Public/Opportunities/Details/df5b66a6-ea85-489f-8fd1-15cb150526e9. To be considered timely, the full application must be submitted in Amplifund by the application deadline of 5:00 p.m., September 16, 2021. ICJIA encourages applicants to review the https://example.com/Public/Opportunities/Details/df5b66a6-ea85-489f-8fd1-15cb150526e9.

To be considered timely, the full application must be submitted in Amplifund by the application deadline of 5:00 p.m., September 16, 2021. ICJIA encourages applicants to review the https://example.com/Public/Opportunities/Details/df5b66a6-ea85-489f-8fd1-15cb150526e9.

4. Goals, Objectives, and Performance Metrics

Funded programs will be required to submit quarterly progress reports that will minimally include the following information, based on the applicant's proposed objectives.

Goals, Objectives, and Performance Metrics must be submitted in **AmpliFund**.

| Goal: Provide counseling services to family | members of victims of homicide within 7 |
|--|--|
| days of incident | |
| Process Objectives | Performance Measures |
| 150 individuals/families will be screened | Number of clients screened for services |
| for services | |
| 80 active clients will attend counseling. | Number of clients attending counseling. |
| 100% of clients will be referred to | % of clients referred to additional |
| additional supportive services. | supportive services. |
| Coordinate at least 4 trainings for | Number of trainings held |
| subgrantee related to evidence-informed | |
| practice or promising practice used | |
| Attend at least 4 trainings related to | Number of trainings attended |
| evidence-informed practice or promising | |
| practices | |
| Outcome Objectives | Performance Measures |
| Outcome Objectives | r er formance ivicasures |
| 80% of clients will see progress on | 80% of clients will report improvement post |
| | 80% of clients will report improvement post counseling. |
| 80% of clients will see progress on | 80% of clients will report improvement post |
| 80% of clients will see progress on processing trauma. | 80% of clients will report improvement post counseling. |
| 80% of clients will see progress on processing trauma. 100% of active clients will participate in counseling within 7 days of incident 50% of eligible families for the program | 80% of clients will report improvement post counseling. % of clients that participated in counseling within 7 days of incident. Number / percent of families reunified or |
| 80% of clients will see progress on processing trauma. 100% of active clients will participate in counseling within 7 days of incident | 80% of clients will report improvement post counseling.% of clients that participated in counseling within 7 days of incident. |
| 80% of clients will see progress on processing trauma. 100% of active clients will participate in counseling within 7 days of incident 50% of eligible families for the program will be reunified or allowed to stay in their homes. | 80% of clients will report improvement post counseling. % of clients that participated in counseling within 7 days of incident. Number / percent of families reunified or remain to stay in their home |
| 80% of clients will see progress on processing trauma. 100% of active clients will participate in counseling within 7 days of incident 50% of eligible families for the program will be reunified or allowed to stay in their homes. 100% of eligible referrals will obtain | 80% of clients will report improvement post counseling. % of clients that participated in counseling within 7 days of incident. Number / percent of families reunified or remain to stay in their home % of clients receiving governmental |
| 80% of clients will see progress on processing trauma. 100% of active clients will participate in counseling within 7 days of incident 50% of eligible families for the program will be reunified or allowed to stay in their homes. 100% of eligible referrals will obtain government benefits (i.e. TANF, SNAP, | 80% of clients will report improvement post counseling. % of clients that participated in counseling within 7 days of incident. Number / percent of families reunified or remain to stay in their home |
| 80% of clients will see progress on processing trauma. 100% of active clients will participate in counseling within 7 days of incident 50% of eligible families for the program will be reunified or allowed to stay in their homes. 100% of eligible referrals will obtain government benefits (i.e. TANF, SNAP, Medicaid) within 60 days of referral. | 80% of clients will report improvement post counseling. % of clients that participated in counseling within 7 days of incident. Number / percent of families reunified or remain to stay in their home % of clients receiving governmental |
| 80% of clients will see progress on processing trauma. 100% of active clients will participate in counseling within 7 days of incident 50% of eligible families for the program will be reunified or allowed to stay in their homes. 100% of eligible referrals will obtain government benefits (i.e. TANF, SNAP, | 80% of clients will report improvement post counseling. % of clients that participated in counseling within 7 days of incident. Number / percent of families reunified or remain to stay in their home % of clients receiving governmental |

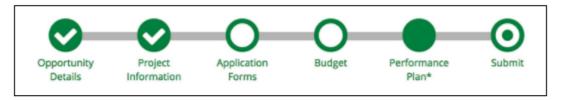
How To Add a Performance Goal

Updated 6 months ago

Follow

Depending on the opportunity settings, there may be a Performance Plan page. Funders may also include defined programmatic goals for applicants to meet through grant activities. If goals have been pre-defined, they will appear in the goal type dropdown.

- Open the opportunity.
- Click Performance Plan.



3. Click + Add Goal.



- In the pop-up window, select a Goal Type. The available goal types may vary depending on the opportunity settings.
 - Milestone: Track completion of grant milestones (i.e. Will you complete X?)
 - Narrative: Capture a narrative response (i.e. How will you complete X?)
 - Numeric: Track discrete numbers to achieve (i.e. Will you achieve X number?)
 - Percent Achieved: Track a percent to achieve (i.e. Will you achieve X%?)
 - Percent Change: Track a percent increase or decrease (i.e. Will you achieve X% increase?)
 - Reimbursement: Track discrete units to achieve with a dollar rate per unit (i.e. Will you achieve X units with a reimbursement rate of \$Y/unit?)
- 5. Add a goal Name.
- 6. Add the goal information. The fields will vary depending on the goal type.
- 7. Click Save.