

Transformational Leadership Incubator Information Session

A Capacity Building Program of HRIA Inc.

January 22, 2025

**HEALTH
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IN ACTION**





Brief Introduction & Ice Breaker

In the Chat:

1. Name
2. Pronouns (if desired)
3. Affiliated organization
4. How do you engage with snow?



Meeting Objectives

1. Learn about Transformational Leadership Incubator (TLI)
2. Understand How to Apply
3. Answer Questions



Agenda

1. Welcome and Ice Breaker
2. About HRIA & BSAS
3. Meet the core team
4. Program Overview
5. Steps to Apply
6. Q&A
7. Next steps



Transformational Leadership Incubator

About HRIA Inc.

Health Resources in Action(HRIA Inc) is a non-profit organization working to improve and reimagine public health. We connect, consult, and collaborate to solve complex challenges of access and equity in our health and social systems. Together with our partners, clients, and collaborators, we create actionable solutions so that all people can thrive.

At HRiA, we have developed our own health equity framework – centered on racial equity – that guides both our internal policies and processes, as well as our work with communities, partners, and clients.



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About the Funding Source

- Transformational Leadership Incubator as a means to address inequitable systems and resource allocation

The Bureau of Substance Addiction Services (BSAS) oversees the statewide system of prevention, intervention, treatment, and recovery support services for individuals, families, and communities affected by substance addiction.

BSAS would like to engage with smaller BIPOC led and/or serving MA community-based organizations (CBOs) and Tribes not necessarily identifying their work as substance use, behavioral health or harm reduction work.

MEET OUR CORE TEAM



Daisy Ortega
(she/her)
Managing Director,
Capacity Building
Assistance



Dimitrios Booras
(he/him)
Senior Community
Capacity Building
Manager



Tamika R. Francis
(she/her)
Senior Manager,
Community
Engagement



Tracy Kelley
(she/her)
Director, Capacity
Building Assistance



Uchechukwu
Osuagwu
(she/her)
Program
Coordinator

Context: How Can We Support Leadership in your org's journey to sustainability?



Eligibility

Are you a nonprofit leader who identifies as part of the African, Asian, Latinx, or Native American diaspora (BIPOC) supporting your community with substance use at the forefront? Are you looking for supports on how to run a successful and thriving nonprofit organization?



Have been operating for at least 3 years with 501c3 status or Fiscal Sponsorship or Tribes that have a government-to-government relationship with the Commonwealth



Have an Annual Operating Budget less than \$350K* Tribes are exempt from budget max



Do not historically have access to or capacity to apply for “traditional” funding

Overview of Program



Organizational Development

Training and support topics may include the following (but not limited to):

- Board Development
- Fiscal Management
- Strategic Planning
- Recruitment & Retention
- Areas YOU identify as experts in YOUR communities – Let's co-create!



Program Details

This Incubator provides:

*12
months*

A series of trainings to build organizational capacity (Schedule to be determined together))

1:1

One-on-one sessions for tailored support

\$15k

Stipend to (fully) engage in the program

Timeline



DATE	EVENT
January 13 th	Application opens
January 22 nd	Information session
January 30 th	Applications due
February 28 th	Cohort announced
Late February, Early March	Program stipend disbursements begin
Late February	Program starts
December 2025	Program ends

How to Apply

Select "Create an Account"



☰

All Bookmarks



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[Contact Us](#) | [Logout](#)

Please Sign In

Welcome to Health Resources in Action's online portal for application and report submission.

NEW Users: Click the "Create an Account" link below to get started.
We recommend creating your account with a general email inbox.

RETURNING Users: If you have an account, enter your email address and password to login.
If needed, click the "Forgot Password" link below to reset your password.

E-mail

[Create an Account](#)

Password

[Forgot Password?](#)

Login

How To Apply

Enter Email & Create Password

New Applicant?

An account allows you to access your saved and submitted applications at any time. It also allows us to send you a submission confirmation e-mail and notify you if additional information is necessary to process your application.

E-mail

Confirm E-mail

Password (must contain at least 12 characters, with at least three of the following character types: Lower case, Upper case, Numeric, Special)

Confirm Password

Continue

[Return to login](#)

Please complete the following questions to verify your eligibility for the Transformational Leadership Incubator.

I am starting a new application for the Transformational Leadership Incubator. (Go to your [Account Page](#) to return to a saved application). We recommend bookmarking your Account Page.

-Select One-

Does the organization leader identify as part of the African, Asian, Latinx, or Native American diaspora (BIPoC)?

-Select One-

The organization's annual budget is <\$350k? (*Tribes are exempt from the annual operating budget maximum)

-Select One-

If the organization is a Tribe, does it have a government-to-government relationship?

-Select One-

If not a Tribe, the organization has been operating for at least 3 years with 501(c)3 status or Fiscal Sponsorship.

-Select One-

Submit

Save & Prompts to Begin Application

Instructions Printer Friendly Version

* Required before final submission

Please read the following information and instructions before you begin.

The Transformational Leadership Incubator supports nonprofit leaders who identify as part of the African, Asian, Latinx, or Native American diaspora (BIPOC), using a cohort model, to further develop their capacity for their work address the negative impacts of substance use in their communities through a wide range of programming that help improve health, wellness, and quality of life for community members. This leadership incubator is being funded through the Massachusetts Department of Public Health BSAS Bureau of Substance Addiction Services (BSAS) with a goal to increase accessible resources for marginalized communities in the commonwealth and to ultimately build organizational capacity to apply for funding and procurements directly through government entities, such as BSAS. Leaders of twenty organizations will be invited to the one-year leadership incubator to engage in transformational organizational development. To learn more visit [our website](#).

Applications are due Thursday, January 30, 2025 at 5pm Eastern.

Instructions

- Please save your work as you complete the application by clicking **Save and Continue**. You can also return to a saved application by clicking **Save and Finish Later**. To return to a saved application, visit your [Account Page](#). We recommend bookmarking this page.
- If you have any questions related to the funding opportunity, please click the **Contact Us** link in the upper right corner.

Contact Information Printer Friendly Version

* Required before final submission

Organization Information

* **Organization Name**
Please list the organization to lead the proposed activities. If the organization to lead the proposed activities is different from the fiscal sponsor, please enter fiscal sponsor information in the section at the bottom of this page.

* **Tax ID/Employer ID Number of Organization**

* **Organization's Website**

* **Organization Address**

* **City** **State** **Postal Code**

* **Organization Type**

Thoughts? Questions?



CLOSING

Next Steps



If you have questions, please
contact
capacityfellowship@hria.org

Let's Connect 1:1!

Email for a coffee chat with Tracy
Kelley



Learn more [here](#) about the
Transformational Leadership
Incubator.



[Apply](#)
By January 30th



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