



REQUEST FOR RAPID PROPOSALS:

Mini-Grant for Implementation of Building Peer and Leadership Support in Rural or Long-Term Care Settings

TOTAL AVAILABLE: UP TO 5 MINI-GRANTS
AT \$10,000 EACH

TIMELINE:

RAPID RFP [INFORMATIONAL CALL: MAY 1, 2025, 1:00 PM EDT](#)

(A recording and notes will be made available after the informational call.)

RESPONSES DUE: MAY 20, 2025, 4:00 PM EDT VIA [SUBMISSION PORTAL](#)

REVIEW OF APPLICANTS: MAY-JUNE 2025

NOTIFICATION OF GRANTEE(S): MID-JUNE 2025

EXECUTE GRANT AWARD(S): MID-JUNE 2025

RAPID MINI-GRANT TIMEFRAME:

IMPLEMENTATION PHASE AND VIRTUAL COMMUNITY OF PRACTICE:

JULY 2025-NOVEMBER 2025

GRANTEE REPORTS DUE: MID-DECEMBER 2025

This timeline is an approximate estimate and is contingent upon the submissions received and the availability of funding.

BACKGROUND: NURSE WELL-BEING: BUILDING PEER AND LEADERSHIP SUPPORT MINI-GRANT FOR IMPLEMENTATION IN RURAL OR LONG-TERM CARE SETTINGS

The American Nurses Foundation (ANF) is the philanthropic arm of the American Nurses Enterprise, advancing the nursing profession through thought leadership, strategic convening, catalytic funding, and bold action. As part of the Enterprise—which also includes our professional association and credentialing center—we are united by a singular vision: to create a healthy world through **The Power of Nurses™**. Nurses are the most trusted healthcare professionals in the country (Gallup, 2023), and their leadership is essential to reshaping healthcare for the better. Together, the American Nurses Enterprise drives the profession forward, shaping the future of nursing and healthcare at large.

In October 2024, ANF launched the free curriculum for [Nurse Well-Being: Building Peer and Leadership Support](#). There are [four modules and an Implementation Guide](#) available online. [Building Peer and Leadership Support](#) aims to support nurses in managing and recovering from stress and burnout. The program was piloted within a diverse set of health care systems across the country, including Atrium Health Wake Forest in Winston-Salem, North Carolina; USA Health System University Hospital in Mobile, Alabama; BayCare Health System in Tampa, Florida; and Indiana University Health in Indianapolis. Early survey results of our pilot show the program successfully mitigated burnout and stress:

28% decrease in burnout among nurses enrolled in the pilot program after six months

88% of nurses found the program model easy to use

86% of nurses approved and personally liked the program

90% of nurses found the program model fitting and suitable

ANF is excited to invite proposals from nurse-led teams interested in bringing the *Building Peer and Leadership Support* online modules to life within their organizations—especially in rural and long-term care settings.

Our goal is to increase awareness and use of these resources in places where they can make a meaningful difference. This opportunity builds on ANF's deep commitment to nurse well-being and the growing body of work that shows how essential it is to support nurses—not just individually, but through strong, supportive workplace cultures. We believe this pilot has the potential to spark real change in how nurses are supported at work.

Through mini-grants, selected organizations will receive funding to plan and launch their own program using ANF's online modules. We're especially interested in learning what helps healthcare systems adopt and integrate these resources effectively—insights that will help shape and strengthen future well-being initiatives across the American Nurses Enterprise.

Nurses at all levels are encouraged to apply. Whether you're a bedside nurse, an educator, or in a leadership role, this is a chance to bring forward ideas that can improve well-being where you work. These modules can also support your efforts to achieve the *Pathway to Excellence® Well-Being Credential* and participate in the *Healthy Nurse, Healthy Nation™* movement.

CURRENT OPPORTUNITY: RAPID REQUEST FOR PROPOSALS

ANF has up to 5 Mini-Grants available at \$10,000 each.

Grantees will have the ability to participate in a national community of practice to support implementation of the proposed efforts. A panel comprised of internal and external reviewers will make recommendations for the number of projects to fund. Funding is subject to availability and may be adjusted based on the final funding decisions. Proposals will be evaluated to ensure alignment between the proposed project timeline and the implementation being conducted. Applicants are encouraged to carefully match their project scope and timeline to the funding level.

Priority Areas of Interest:

Priority will be given to proposals that examine implementation in rural systems or long-term care systems, with the effort to engage nurses at all levels. This request for proposals solicits grantees that have the capacity to examine at least one priority area of interest. Proposals that do not respond to [at least one area](#) will be viewed as non-responsive and will not be reviewed.

A **rural** setting is defined as:

- Non-metropolitan counties. The Census defines urban areas as having at least 5,000 people or 2,000 housing units.
- Outlying metropolitan counties with no population from an urban area of 50,000 or more people.
- Census tracts of at least 400 square miles in area with population density of 35 or fewer people per square mile.

A **long-term care** setting is defined as:

- Setting that provides a wide variety of health support services to help people live as independently and safely as possible.
- May include home-based care, community care, or a residential facility.

APPLICANTS MUST ADDRESS THE FOLLOWING CRITERIA IN THE RESPONSE:

Alignment with Implementation Goals:

The following alignment considerations may be incorporated in the proposed project:

- Does the proposal effectively address one or more of the priority areas?
- Does the proposal showcase innovative thinking and potential to address wellness, community and belonging, and changing care environments and settings?
- Is the approach well-explained and suitable for addressing the implementation goals?
- Is there a clear and concise description of the team's skills and their distribution of work, as well as a plan for project management?
- Are the types of effort required appropriately outlined and justified?
- Are any potential or existing conflicts of interest disclosed with a clear management plan?

Feasibility

- Are the percentage breakdowns of effort for different research tasks well-justified and feasible for completion within the rapid project period?
- Are the cost breakdown and resource allocation provided clear and suitable to meet the implementation goals?
- Is the PI's role in the project adequately described and aligned with the proposed effort?

Eligibility

Non-profit organizations and for-profit entities are eligible to apply with the understanding that all grant funds must be used for a charitable, educational, or other tax-exempt purpose; grant funds must be segregated from the grantee's general funds; and, that the efforts will not result in more than incidental benefit or profit to any private persons or the business (other than any intended charitable beneficiaries). This will mean that the requested grant amount cannot exceed the organization's cost in carrying out the charitable or educational activity and that the grantee either will not result in any profit to the for-profit organization or its shareholders or that any profits will be returned to the foundation or otherwise dedicated exclusively for charitable or educational purposes. Government entities or public agencies are also eligible to apply.

Individuals, grantees outside of the United States or its territories, or organizations that discriminate on the basis of race, color, religion, creed, age, sex, national origin or ancestry, marital status, sexual orientation, gender identity, genetic information, status as a disabled or Vietnam-era veteran, union affiliation, or status as a qualified individual with a disability are not eligible for this opportunity.

DISCLOSURE OF RELATIONSHIPS AND CONFLICT OF INTEREST

Grantees and their team members must disclose any existing or potential funded or volunteer relationships with the American Nurses Enterprise or other organizations to identify and address potential conflicts of interest. All shared information, whether internal or external, must remain confidential to protect the integrity of deliberations and safeguard sensitive data.

Grantee Partnership

We expect that this grant partnership will be primarily led by the receiving institution, while ANF offers regular check-ins throughout the grant period to share any information or connections that might truly be helpful to their success.

The funds for this grant will be drawn from existing funds at ANF.

- Grant awards may be used for staffing and other purposes as the partner stipulates, inclusive of up to 15% indirect costs.

- Principal Investigators (PIs) will be nurses, and research teams will include persons from underinvested communities to reflect patient populations served.
- It is at the discretion of the grantee to determine if use of these mini-grant funds is programmatic or if it is deemed as research. IF the grantee institution deems the project associated with the use of these mini-grant funds as research, then an Institutional Review Board approval or exemption is required and must conform with [NIH Inclusion Policy Involving Human Subjects](#) and [NIH Policy and Guidelines on the Inclusion of Women and Minorities as Subjects in Clinical Research](#). IF the grantee institution does not deem the project as research, no IRB would be required. [Applicants must include their research determination as part of the cover letter in the application.](#)

ANF Support

- As the grant-maker, it will actively seek to maintain the momentum of implementing the tools and resources of ANF's [Nurse Well-Being: Building Peer and Leadership Support](#).
- In addition to funding, share its institutional knowledge from other project resources as the selected institution might prefer.
- Highlight the good work of this grant effort in communications with donors and other partners.
- Facilitate monthly, virtual Community of Practice meetings during the grant period to provide coaching on capacity building, as well as for grantees to share lessons learned.

Foundation staff will support grantees with two overarching support strategies to connect the ongoing work of the current grantees.

- *Support strategy 1. Action Learning Cycles:* This will serve as an important methodology for grantees to share what they are learning, how they are reflecting, adjusting planning based on the learning, and then acting and pivoting according to these learnings. Each month will serve as a critical feedback loop for the new grantees, as this will be a critical resource for the sharing of emerging lessons.

- *Support strategy 2. Leadership Development and Change Management:* The learning community will serve as a safe practice space to build skills and practice, so that the new approaches and updates and changes may be nurse-led. This is an important dimension to scale and apply learnings as leadership development and change management are not commonly among the required coursework for healthcare providers and are not currently part of the body of knowledge that nurses are required to have. This approach will inspire leadership development among nurses of all levels from current nurse leaders, unit managers, CNOs, early career, mid-career, and tenured nurses.

EXPECTATIONS OF SELECTED GRANTEE INSTITUTIONS

- Facilitate approved implementation workplan, which includes the following:
 - Identify 2-3 [Nurse Well-Being: Building Peer and Leadership Support Nurse Champions](#) at your organization. One of the Champions should be a unit, department, or system leader. The application should include this information as well as some basic project planning so they can begin implementation soon after receiving funds.
 - Each Champion will complete the following modules online: [full course](#), [leadership module](#), and [facilitator module](#).
- Attend a kick-off training implementation webinar on July 9, 2025, 11am ET, either live or via recording. If viewing the recorded session, please send an email to Erin Gilfenbaum (erin.gilfenbaum@ana.org) certifying that you have watched the session in its entirety.
- Participate in 50-minute monthly, virtual Community of Practice meetings, taking place on Wednesdays at 11:00 am ET on July 16, August 20, September 17, October 15, and November 19. At least one member of the grantee implementation project will be present for each Community of Practice meeting.
- Use the [Implementation Guide](#) to develop three “Grown the Green” or training activities at your organization (one per month). At least one activity must involve the Stress Continuum.

- At least 5 participants in the proposed implementation project complete the “*full course*” module online (not the leadership or facilitator modules).
 - All training participants complete a baseline survey and a 10-minute follow-up survey in November 2025.
- Submit a five-question grant report by December 15, 2025.
- Participate in communication dissemination on this grant funded work to include, but not limit to, press releases, conference panel sessions, and/or whitepapers.

RAPID RESPONSE SECTIONS:

The following sections are required in a response from the institution. *Please limit responses to a total of 4-6 pages.* Please use standard letter size paper with 1-inch margins, 12-point Times New Roman font, and single spacing.

Cover Letter (Recommended length: 1 page)

- Provide a succinct description of your setting (preference for rural settings and/or long-term care settings). Include a statement on whether your approach is deemed as research or is strictly programmatic.

Abstract (550 words or fewer)

- Provide a succinct and accurate description of the proposed grant project. State the overall objective of the proposed work, describe concisely the methods to be used, and reference the project’s relevance to nursing and implications. The abstract is not considered confidential.

Project Narrative (1-2 pages)

- *Background and Significance.* Briefly describe current literature and the need for the proposed study. (Recommended length: 1/2 -1 page)
- *Timeline.* Display the proposed schedule for grant activities. (Recommended length: 1/2 - 1 page)

Team Overview (Recommended length: 1-2 pages)

- Review how the grant team’s organization and past work together is expected to contribute to the success of the project.

Budget (Recommended length: 1 pages)

Prepare a budget that includes the following categories:

A. PERSONNEL –All study personnel for whom salary support or consulting fees are requested (e.g., PI, technical, clerical, and other professional personnel, and consultants) must be named in this section. In the personnel budget

justification section, describe each individual’s role and percentage of effort (FTE). Consultant/Expert fees must not exceed \$250 per day, plus travel at standard per diem rates.

B. SUPPLIES – All consumable supplies must be itemized as to description, number, cost per unit, and total cost. If exact costs are not known, estimates must be provided.

C. EQUIPMENT – Purchase of personal computers and software, permanent equipment, facility construction or renovation, or other capital costs are prohibited, except as noted. Requests to purchase specialized equipment with a unit cost of more than \$500 will be considered. Justification for this expense must be documented.

The Foundation will make the final determination on such expenses.

D. TRAVEL – Only travel costs essential to the conduct of the project are eligible for funding. Travel should not exceed 20% of the budget request.

- Travel to present project findings is permitted up to \$1,500 per co-investigator (no first or business class travel). Travel exceeding this range may be submitted for consideration and prior approval following completion of study, to cover additional presentation opportunities that enhance dissemination of results. All travel to present project findings should be supported through grant or institutional funds.
- Estimated costs for meeting registration fees, airfare, lodging, meals, and ground transportation must be provided. Calculate travel and lodging expenses based on government per diem rates.

E. OTHER EXPENSES – All other expenses not already specified (e.g., Institutional Review Board fees) must be itemized and justified in relation to the project.

F. INDIRECT COSTS – Up to 15 percent of project costs, exclusive of outsourced services. This is included in the total grant amount, not in addition to it, and must be included as a line item in the proposed budget.

THE TOTAL BUDGET REQUESTED FROM AMERICAN NURSES FOUNDATION CANNOT EXCEED THE CATEGORY FOR WHICH YOU ARE APPLYING. FUNDING IS GENERALLY AVAILABLE FOR:

- Salary support for Principal and Co-Investigator, faculty or student.
- Salary support for other grant personnel (e.g., technical, clerical, and other professional personnel).

- Consultant fees for grant-specific work, not to exceed \$250 per day, plus travel at standard per diem rates.
- Institutional Review Board fees (IF deemed as research).
- Consumables supplies and services.
- Requests to purchase specialized equipment with a unit cost of more than \$500 will be considered. Capital investments may be made with the grant funds. Justification for this expense must be documented. Supplies and equipment with a unit cost of less than \$500 remain the property of the affiliated institution at the close of the grant period.

Official Verification by Sponsoring Institution (This may be conveyed in a cover letter for your response and will not count against the page limit.)

- Not-for-profit organizations, for-profit entities, and government agencies are eligible to apply to this program. If a for-profit entity or government agency is a grant recipient, the monetary award provided must be received and managed by a 501(c)3 not-for-profit organization. The institution must be in the United States of America to be eligible for the grant.
- The sponsoring institution is the location at which the grant will be conducted, typically the organization at which the Principal Investigator is employed. For institutions that do not have internal grants management divisions, the institution must identify an appropriate entity (e.g., related healthcare foundation) to receive the funds and monitor their use.
- **Important: Please confirm the address with your finance department to ensure that your funds are sent to the appropriate address if your proposal is funded. Grant funds will be paid to the institution name listed in your proposal.**
- List the name, title, and contact information of the official at the sponsoring institution who will be responsible for administration of funds and submission of final financial report.

This submission cover letter must be verified (signed) by the principal investigator.

REVIEW CRITERIA:

Each response will be evaluated by a review committee convened by the Foundation and based on the following criteria:

Criteria	Description
1. Nurse Led Implementation	Nurse is the PI and the project lead.
2. Alignment with Priority Areas	Extent to which the proposal aligns with at least one of the defined priority areas (rural systems or long-term care systems).
3. Project Team Diversity and Inclusion	Degree to which the research team composition includes members from the population being studied.
4. Implementation Rigor and Quality	Evaluation of project design, sample size, validity, reliability, and overall quality of the implementation methodology.
5. Impact on Community Capacity Building	Approach builds capacity of well-being among nurses and is informed by evidence and best practice.
6. Feasibility and Timeline	Realistic assessment of the proposed timeline, resources, and feasibility of completing the research within the proposed period.

In addition, the sections of the proposal will be assessed as follows:

<p>Cover Letter and Abstract – 5 points</p> <ul style="list-style-type: none">• Succinct overview of the grant activity
<p>Project Narrative – 20 points</p> <ul style="list-style-type: none">• Proposal clearly explains the proposed implementation activity• Criteria as listed above will be assessed for alignment by the review committee• Environment contributes to the probability of success
<p>Team Overview – 10 points</p> <ul style="list-style-type: none">• Key personnel have the skills, experience, and expertise necessary to lead and implement the grant• Faculty have experience with proposed work of implementing a project; previous experience with project implementation
<p>Timeline – 5 points</p> <ul style="list-style-type: none">• The period of support is appropriate to the proposed grant
<p>Budget – 5 points</p> <ul style="list-style-type: none">• The proposed budget is reasonable and sufficiently justified
<p>Official Verification by Sponsoring Institution – 5 points</p> <ul style="list-style-type: none">• Cover letter

Questions? Please contact:

- Erin Gilfenbaum, Program Manager, erin.gilfenbaum@ana.org or 301-628-5332
- Nyuma Harrison, RN, EML, Director of Programs, nyuma.harrison@ana.org or 301-628-5327
- Adriane Griffen, DrPH, MPH, MCHES®, VP of Programs at the Foundation, adriane.griffen@ana.org or 301-628-5322