

Anchor Organization for the Immigrant Mental Health Solidarity Network (IMHSN)

Release Date: September 5, 2025

Applications Due: October 10, 2025

What is the Immigrant Mental Health Solidarity Network?

The **Immigrant Mental Health Solidarity Network (IMHSN)** is a collaborative, statewide initiative that brings together organizations, community leaders, and advocates to build a stronger, more equitable mental health system for immigrants in North Carolina. The network seeks to study the systemic barriers to mental health care access for immigrants in North Carolina and develop policy and system changes to achieve better health for all North Carolinians.

We believe that when immigrant communities thrive, everyone benefits. Together, we are working to elevate immigrant voices, strengthen cross-sector partnerships, and transform systems to promote wellness, dignity, and equity for all.

We are inviting applications from North Carolina-based nonprofit organizations to serve as the anchor organization for the IMHSN—filling the vital role of key convener, connector, and coordinator who helps grow and advance this collective work.

What is an Anchor Organization?

The Anchor Organization will serve as the trusted backbone of the Immigrant Mental Health Solidarity Network (IMHSN), responsible for coordinating, supporting, and sustaining the network's collective work, acting as an anchor for the network's efforts. This organization will provide infrastructure, facilitation, and accountability to the IMHSN—always centering the leadership and voices of immigrant communities. To fulfill these responsibilities effectively, it is anticipated that the Anchor Organization will require a minimum commitment of 0.3-0.5 FTE in staffing support.

What Will the Anchor Organization Do?

Key responsibilities of the Anchor Organization include:

- **Coalition Building:** Collaboratively lead the development of a formal coalition structure, including the creation and adoption of a coalition charter that reflects the Network's shared values of trust, transparency, respect, and collaboration.
- **Coordination and facilitation of network activities:** Support the planning, convening and facilitate network meetings, virtual gatherings, and collaborative activities, fostering spaces that are inclusive, welcoming and community-driven
- **Communication and Engagement:** Maintain open and transparent communication across members, sharing updates, resources and learning opportunities, keeping partners informed, connected and supported.
- **Strategic Alignment:** Contribute to identifying and aligning around common priorities that reflect wisdom and lived experiences of immigrant communities, advancing systems change and collective advocacy
- **Community voice and Narrative shift:** Amplify stories, priorities and leadership of immigrant communities throughout North Carolina, helping to shift narratives towards resilience and sharing out the importance of mental health and wellbeing for all
- **Center equity and inclusion:** Intentionally center community-based leadership and immigrant-led participation, fostering accessible, welcoming and equitable spaces where all can engage meaningfully
- **Fiscal stewardship:** Steward resources with care, managing financial aspects of the work, including grants development, reporting and risk assessment with transparency, accountability and integrity.
- **Transparency and Growth:** Embrace a culture of open feedback, mutual support, and mentorship, recognizing that we grow stronger and more effective when we learn together.

Fiscal Investment

El Futuro has \$30,000 in funding allocated to support a partner organization through the transition from January – June 2026 as part of the IMHSN foundation grant. The selected organization will receive these funds to support staffing, coordination, and administrative costs associated with anchoring the network.

The selected organization may be eligible to apply for additional support directly from the Kate B. Reynolds Charitable Trust in their April 2026 application cycle.

Who Should Apply?

We encourage applications from nonprofit organizations that:

- Are a registered 501(c)(3) organization based in North Carolina
- Share a commitment to immigrant justice, mental health equity, and collaborative leadership
- Have experience convening coalitions, networks, or community-led initiatives
- Can manage funding and reporting with transparency and integrity
- Center values of cultural humility, equity, language justice, and inclusive communication
- Have staff or organizational capacity (or a realistic plan to build it) to support coordination and communication work

Organizations do not need to be an expert in all areas mentioned. We are looking for a committed and values-aligned partner who is ready to learn, grow, and work in solidarity with others.

How to Apply

Interested organizations should submit their response using this [link](#) by October 10, 2025 5PM EST.

Please complete the form with your response to the following questions.

1. About Your Organization

- Name, location, website address
- Contact name, email address and telephone number
- Brief description of your mission and current, relevant, programs *(Limit 1000 characters)*
- What regions or areas of North Carolina do you serve? *(Limit 500 characters)*

2. Why This Role

- Why are you interested in serving as the anchor organization for the IMHSN? *(Limit 1700 characters)*
- How does your work align with the goals of this network? *(Limit 1700 characters)*

3. Your Experience

- Describe relevant experience with coalition-building, immigrant communities, and/or mental health *(Limit 1700 characters)*
- Share examples of collaborative work you've done *(Limit 1700 characters)*
- Provide two references of current or past collaborators who can speak to your work

4. Organizational Capacity and Vision

- What are your aspirations for immigrant mental health in North Carolina, and how do you see this coalition helping to achieve them? *(Limit 1700 characters)*
- Who on your team would lead or support this work? *(Limit 1000 characters)*
- In what ways is your organization prepared to take on this role? *(Limit 1000 characters)*
- What types of support—training, resources, partnerships—would help your organization realize this vision? *(Limit 1000 characters)*

RFA Selection Process and Timeline

The selection process will be facilitated by the IMHSN Anchor Organization Search Committee, which includes representatives from across the IMHSN network. This group is made up of members from immigrant-serving, mental health, and cross-sector organizations throughout North Carolina, ensuring a well-rounded perspective in the selection process.

The selection process will include:

1. Evaluation of submitted materials, focusing on:
 - Alignment with the mission and values of IMHSN
 - Demonstrated expertise in areas such as coalition building, immigrant communities, and/or community-based mental health initiatives
 - A clear and compelling plan to carry forward and expand the work of the IMHSN
2. Brief Interviews with semi-final applicant organizations
 - Interview questions will be shared in advance
3. Reference checks for semi- finalists

Below are key dates of note:

September 5, 2025	RFA open
September 12, 2025 from 4-5PM	FAQ session 1
September 16, 2025 from 9-10AM	FAQ session 2
October 10, 2025 at 5PM EST	RFA closes
October 27 – October 31	Conversations with semi-finalist applicants
November 19, 2025	Selection notice

Post Selection Process

Following the selection of the Anchor organization, El Futuro, the Kate B. Reynolds Charitable Trust, and other network members will provide mentorship to ensure the new organization is fully prepared and capable of guiding IMHSN into a successful future. Together, these partners will walk alongside the Anchor organization, offering training, technical assistance, and strategic connections to support a smooth and empowering transition.

Questions?

Attend one of two FAQ sessions.

Session 1 will be offered on September 12 at 4PM: Sign up for Session 1 [here](#).

Session 2 will be offered on September 16th at 9AM: Sign up for Session 2 [here](#).

A summary of the FAQ sessions will be sent to all registrants in case you are not able to attend.

Thank You!

Thank you for the work you already do in North Carolina's communities. We look forward to building a stronger, more connected network for immigrant mental health together—with compassion, shared power, and solidarity at the center.