



## State of New Jersey

PHILIP D. MURPHY  
*Governor*

NEW JERSEY MATERNAL AND INFANT HEALTH INNOVATION AUTHORITY  
P. O. Box 101  
TRENTON, NEW JERSEY 08608-0101

TAHESHA L. WAY  
*Lt. Governor*

Lisa A. Asare  
*President & CEO*

### MEMORANDUM

**To:** Board Members of the Maternal and Infant Health Innovation Authority (“NJMIHIA”)

**From:** Lisa Asare, President and Chief Executive Officer

**Date:** November 14, 2025

**Re:** Creation of the NJMIHIA Grant for Lasting Outcomes in Women’s Health (“GLOW”) and NJMIHIA GLOW Academy (“Academy”)

#### Summary

NJMIHIA Board Members are asked to approve:

- The creation of a NJMIHIA non-discretionary first-in-first-out grant program (“Program”), available to for-profit businesses and non-profit community-based organizations (“CBOs”) providing birth support training services (e.g. doula, midwife, community health worker, or lactation training) in the State of New Jersey. A maximum of 15 grants will be awarded across New Jersey, with an intentional focus on regional equity. Grants will be distributed geographically as follows: five (5) in Northern New Jersey, which includes the counties of Bergen, Essex, Hudson, Morris, Passaic, Sussex, Union, and Warren; five (5) in Central New Jersey, covering Hunterdon, Mercer, Middlesex, Monmouth, and Somerset counties; and five (5) in Southern New Jersey, which includes Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester, Ocean, and Salem counties. This distribution is designed to ensure statewide impact and support organizations serving diverse communities across all regions. If there are fewer than 5 applicants in any geographic region NJMIHIA reserves the right to redistribute the remaining funds to any other geographic region. The Program will consist of two components for awardees:
  - a. GLOW Grant (Grant for Lasting Outcomes in Women’s Health): Provides funding to support projects that advance NJMIHIA’s strategic initiatives described below; and
  - b. GLOW Academy: A mentorship program designed to strengthen awardees’ programmatic efforts and overall operational capacity.
- Authorization to allocate \$1 million from the New Jersey FY26 State Appropriation Act to NJMIHIA for the creation of the following: NJMIHIA GLOW Grant for Lasting Outcomes in Women’s Health (“GLOW”) - A total of \$750,000 of the \$1 million in program funds shall be distributed as fifteen (15) grants of \$50,000 each, to eligible entities that meet established program criteria. Funds must be used to implement activities that advance NJMIHIA’s strategic initiatives for maternal and infant health, specifically:

- a. Community Engagement – Supporting the development and dissemination of a standardized community engagement toolkit for maternal and infant health programs in New Jersey.
- b. Innovation – Promoting technology-based solutions that support informed patient decision making;
- c. Mental Health Support - Expanding access to the Perinatal Mental Health programming for clinical and non-clinical professionals; or
- d. Workforce Engagement - Expanding access to midwifery, doula, community health workers, and lactation professional development training that support mothers in the perinatal period (Expanding training, building capacity of programming, marketing, technical, licensure).

- NJMIHIA GLOW Academy (“Academy”) Up to 25% (\$250,000) of the \$1 million may be allocated for the development and programming of the GLOW Academy, a mentorship initiative designed to strengthen awardees’ programmatic efforts and overall operational capacity. This allocation will support NJMIHIA’s ability to execute the Academy and collaborate with state and national technical assistance partners.
- Authorization of the President and Chief Executive Officer to make all approval and decline decisions for non-discretionary reasons in accordance with the terms set forth in the Notice of Funding Availability.
- Authorization for NJMHIA’s Chief of Innovation to handle any appeals of grant decisions made the President and Chief Executive Officer.
- Authorization of the President and Chief Executive Officer to finalize the Notice of Funding Availability and Grant Agreements.
- Authorization of the President and Chief Executive Officer to sign all grant documents as needed.

## **I. Background & Overview**

In 2019, Nurture NJ was launched as a Statewide initiative lead by First Lady Tammy Murphy, with the goal of reducing the maternal and infant mortality epidemic in New Jersey and ensuring equitable care among women and children of all races and ethnicities.

In July 2023, Governor Murphy signed the *New Jersey Maternal and Infant Health Innovation Center Act*, establishing the New Jersey Maternal and Infant Health Innovation Authority (NJMIHIA). NJMIHIA’s mission is to ensure that all mothers in New Jersey receive the support they need for a healthy pregnancy and birth. The NJMIHIA focuses on eliminating racial disparities in maternal and infant mortality and advancing equitable access to perinatal and infant care. To achieve this, NJMIHIA supports strengthening local healthcare systems and community-based organizations and businesses to enhance social service delivery, research and innovation, perinatal workforce development, and promote public awareness efforts.

In advancement of its mission, NJMIHIA staff propose the creation of a NJMIHIA non-discretionary Program, available to for-profit businesses and non-profit CBOs providing birth support training services (e.g. doula, midwife, community health worker, or lactation training) in the State of New Jersey. A maximum of fifteen (15) fixed grants of \$50,000 will be awarded across New Jersey, with an intentional focus on regional equity. Grants will be distributed geographically as follows: five (5) in Northern New Jersey, which includes the counties of Bergen, Essex, Hudson, Morris, Passaic, Sussex, Union, and Warren; five (5) in Central New Jersey, covering Hunterdon, Mercer, Middlesex, Monmouth, and Somerset counties; and five (5) in Southern New Jersey, which includes Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester, Ocean, and Salem counties. This distribution is designed to ensure statewide impact and support organizations serving diverse communities across all regions. If there are fewer than 5 applicants in any geographic region NJMIHIA reserves the right to redistribute the remaining funds to any other geographic region. The Program consists of two key components for awardees:

- a. GLOW Grant (Grant for Lasting Outcomes in Women’s Health): Provides funding to support projects that advance NJMIHIA’s strategic initiatives; and
- b. GLOW Academy: A mentorship program designed to strengthen awardees’ programmatic efforts and overall operational capacity.

## **II. NJMIHIA GLOW Grant and GLOW Academy Funding Source**

The NJMIHIA GLOW Grant and the GLOW Academy will be funded using \$1 million from the New Jersey FY26 State Appropriation Act. This amount will be drawn from the additional \$2 million in FY26 funding that was added to the NJMIHIA appropriation and previously earmarked for “Nurture NJ.” This amount will be allocated toward the creation of the following initiatives:

- a. NJMIHIA GLOW Grant for Lasting Outcomes in Women’s Health (“GLOW”) Up to 75% (\$750,000) of the \$1 million may be allocated to fund grant awards.
- b. NJMIHIA GLOW Academy (“Academy”) Up to 25% (\$250,000) of the \$1 million may be allocated for the development and programming of the GLOW Academy, a mentorship initiative designed to strengthen awardees’ programmatic efforts and overall operational capacity. This allocation will support NJMIHIA’s ability to execute the Academy and collaborate with state and national technical assistance partners.

## **III. Eligibility Requirements and Restrictions**

1. Applicants must be for profit business entities or non-profit CBOs that provide birth support training services in New Jersey – such as doula, midwife or lactation training.
2. Entities may collaborate with additional entities – public, private or non-profit – as needed to implement the proposed project.
3. At the time of application, entities must be one of the following:
  - a. Non-profit organizations with official 501(c)(3) tax-exempt status recognized by the IRS; or
  - b. For-profit business entities (e.g., LLCs, corporations) must be registered and in good standing with the State of New Jersey.
4. Entities must have been in operation for a minimum of three (3) years as evidenced by a New Jersey Certificate of Formation or equivalent document.
5. Applicants must have either an annual operating budget of \$250,000.00 or less for the most recent fiscal year. (Note: State and federal grant awards not included in this calculation); or

not more than 10 full-time equivalent (“FTE”) workers (FTE is calculated on a 35-hour work week) at time of application.

6. Applicants must provide one letter of support from a government agency, for-profit entity, non-profit organization, healthcare institution, research partner or philanthropic partner as proof of active engagement in birth support training services or programming in birth support training services.
7. Entities with existing contracts with NJMIHIA are not eligible to apply.
8. Entities with NJMIHIA Board Members or NJMIHIA employees serving on their Board of Directors are not eligible to apply.
9. Only one application per entity is permitted. Multiple applications from the same entity and Employer Identification Number (EIN) will not be accepted. In the event multiple applications are submitted by the same entity or under the same Employer Identification Number (EIN), the applications, NJMIHIA will notify the applicant in writing, and the applicant shall have ten (10) business days from the date of such notice to identify which application shall be retained for consideration and to withdraw all other submissions. Failure to cure within the prescribed timeframe will result in all applications being deemed ineligible for further consideration or the award of a grant.

#### **IV. Application Process and Approval**

To qualify for funding, applicants must meet all the criteria listed in the applicants and Restrictions section of this document and submit all of the Application Requirements. Applications will be reviewed in the order received. Grant awards will be made on a first-in, first-out basis, subject to eligibility and completeness of required documentation.

All required documentation must be submitted at the time of application. Incomplete applications or those missing required documentation will be deemed ineligible and will not hold a place in the application queue.

The Program will be available for applications for six months, or until the total funding pool is exhausted (whichever is sooner).

#### **V. Application Requirements**

The Program will accept applications through the State’s SAGE portal.

As part of the application, the NJMIHIA will request supporting documentation which may include, but is not limited to:

1. New Jersey Certificate of Formation or equivalent document.
2. One letter of support from a government agency, for-profit entity, non-profit organization, healthcare institution, research partner or philanthropic partner as proof of active engagement in birth support training services or programming in birth support training services.
3. For collaborating partners, either a letter of support or Memorandum of Understanding.
4. Applicant must upload a Board of Directors list and sign a conflict-of-interest attestation, to be provided.
5. NJ Tax Clearance Certificate (dated within the last six months).

6. Annual Audit Report and/or tax return, as applicable.
7. IRS Determination Letter and NJ Charities Registration Letter, as applicable.
8. Most recent NJ WR-30 (W2 employees) or 1099s (contractors)
9. Attestation confirming that only one application is being submitted per EIN.

## **VI. Application Review Process**

- The NJMIHIA will conduct an initial review of all applications for completeness in the order they are received.
- The NJMIHIA will screen for existing contracts with applicants.
- The date of submission will be determined by when a complete application is received through the SAGE portal.
- Incomplete applications will be considered ineligible until all required documentation is provided. Once completed, the application will be placed in the queue based on the date of final submission.

An applicant submitting an incomplete application shall be permitted a 10 business-day cure period from the date NJMIHIA notifies the applicant in writing of the application deficiencies. Incomplete applications that fail to be cured within the permitted time will be rejected as incomplete without being evaluated by the review committee. At the sole discretion of the NJMIHIA, staff may ask for clarification of the information included in the application, including but not limited to narrative responses, supporting documentation, and attachments. Applicants have the ability to withdraw from the application process at any time.

## **VII. Eligible Expenses**

GLOW Grant funding must be used to support projects that advance the following strategic initiatives:

1. Community Engagement – Supporting the development and dissemination of a standardized community engagement toolkit for maternal and infant health programs in New Jersey;
2. Innovation – Promoting technology-based solutions that support informed patient decision making;
3. Mental Health Support -Expanding access to the Perinatal Mental Health programming for clinical and non-clinical professionals; or
4. Workforce Engagement - Expanding access to midwifery, doula, community health workers, and lactation professional development training that support mothers in the perinatal period (Expanding training, building capacity of programming, marketing, technical, licensure).

Eligible expenses may include, but are not limited to, the following:

### **Program Implementation Costs**

Expenses directly tied to delivering training programs or services:

- Trainer/facilitator fees
- Curriculum development or adaptation
- Materials and supplies for training
- Technology platforms or software licenses used to deliver training
- Costs related to Perinatal Mental Health First Aid training

### Community Engagement and Outreach

Expenses that support outreach to underserved or priority populations:

- Development and distribution of outreach materials
- Community event expenses (note that this does not include expenses related to fundraising).
- Transportation or childcare services to increase community participation
- Translation or interpretation services for public-facing materials

### Technology and Innovation

Expenses to promote technology-based solutions:

- Development or customization of digital tools to support informed maternal health decision-making
- Mobile app or website development to disseminate training or community engagement resources
- Purchases directly related to the grantees' service delivery (e.g., tablets, projectors, video equipment)

### Personnel and Staffing

Salaries or stipends for staff directly involved in the execution of the proposed project:

- Project manager, program coordinator, or grant administrator
- Training staff
- Outreach workers or community health workers (CHWs) (*Note: Only costs tied to the grant-supported activities are eligible; general overhead or unrelated administrative salaries are not allowed.*)

### Evaluation and Data Collection

To measure the effectiveness and impact of funded activities:

- Pre/post surveys, data analysis, or reporting tools
- Consultant fees for evaluation design or facilitation
- Subscription fees for data collection platforms

### Toolkit Development

Costs related to the creation or dissemination of a community engagement toolkit, including:

- Research, writing, or design of toolkit content
- Pilot testing or focus groups
- Printing and distribution costs
- Multimedia content creation

## **VIII. Ineligible Uses**

The following expense categories are ineligible for funding by this grant:

- Lobbying or political activity

- General operating expenses not tied to the funded project
- Debt repayment or loan refinancing
- Capital improvements or major renovations
- Alcohol, entertainment, or fundraising costs
- Salary or stipends for individuals not involved in the project
- Duplicative expenses already covered by other state/federal grants
- Real estate rental expenses
- Construction costs

#### **IV. Delegated Authority**

The NJMIHIA GLOW is structured as a non-discretionary, first-in, first-out grant program. In alignment with this structure, all grant applications will be reviewed in the order they are received via the State's SAGE portal. Funding will be awarded based solely on eligibility and completeness, without any scoring or discretionary evaluation.

To ensure consistency, transparency, and compliance with program guidelines, the following criteria will be used by the NJMIHIA Chief Executive Officer (CEO) to approve or deny grant awards:

##### Approval Criteria

A grant will be approved if the application:

###### Is Complete

- All required documents are submitted through the SAGE portal, including necessary attestations and signatures.

###### Meets Eligibility Requirements

- Is a nonprofit CBO or for-profit entity providing birth support training services (e.g., doula, midwife, or lactation training) in New Jersey
- Has been in operation for at least three (3) years
- Has a principal place of business in New Jersey
- Has an annual operating budget of \$250,000 or less (excluding state and federal grant awards) or has between one (1) and ten (10) full-time equivalent (FTE) workers
- Is not under contract with NJMIHIA
- Has no current NJMIHIA Board Member, staff member, on its Board of Directors
- Submits only one application per EIN

###### Provides Required Documentation, including, but not limited to:

- NJ Business Registration Certificate
- NJ Tax Clearance Certificate (dated within the last six months)
- IRS Determination Letter and NJ Charitable Registration (if nonprofit)
- Evidence of operations (e.g., certificate of formation)
- WR-30 or 1099 forms for FTE verification
- Conflict of interest and single-application attestations
- Letter of support as proof of prior relevant work

###### Falls Within Available Funding

- Application is received and deemed eligible before allocated funds are fully expended

#### Denial Criteria

A grant will be denied if:

- The application is incomplete or missing required documentation
- The applicant is ineligible under any of the defined criteria
- There is a conflict of interest, including a prohibited affiliation with NJMIHIA Board, staff
- The applicant has an existing contract with NJMIHIA
- The applicant submits multiple applications under the same EIN, and fails to cure the defect within the prescribed 10-day period.
- Available funds have been exhausted at the time of application review

#### Review Process and CEO Authority

- Applications will be reviewed and processed in the order received through the SAGE portal.
- The date of submission will be recorded as the date a complete application is received.
- The CEO is authorized to approve or deny awards in accordance with the criteria above and will document all decisions using a standardized review checklist. Appeal decisions will be made by NJMHIA's Chief of Innovation.
- All decisions will be retained in NJMIHIA records and communicated to applicants in writing.

### **VIII. Awards**

Each grant award will total \$50,000.00 disbursed in two payments following the execution of the Grant Agreement and upon meeting of milestones and deliverables, including attendance of the NJMIHIA GLOW Academy. As stated, grants will be awarded on a rolling basis until all available funds are exhausted.

### **IX. Compliance Term**

The compliance term for this grant will be 12 months post the executed grant agreement date. Awardees are not allowed to sell or transfer license of their business for 12 months following the award date.

### **Recommendation**

NJMIHIA Board Members are asked to approve:

- The creation of a NJMIHIA non-discretionary first-in-first-out grant program (“Program”), available to for-profit businesses and non-profit community-based organizations (“CBOs”) providing birth support training services (e.g. doula, midwife, community health worker, or lactation training) in the State of New Jersey. A maximum of 15 grants will be awarded across New Jersey, with an intentional focus on regional equity. Grants will be distributed geographically as follows: five (5) in Northern New Jersey, which includes the counties of

Bergen, Essex, Hudson, Morris, Passaic, Sussex, Union, and Warren; five (5) in Central New Jersey, covering Hunterdon, Mercer, Middlesex, Monmouth, and Somerset counties; and five (5) in Southern New Jersey, which includes Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester, Ocean, and Salem counties. This distribution is designed to ensure statewide impact and support organizations serving diverse communities across all regions. If there are fewer than 5 applicants in any geographic region NJMIHIA reserves the right to redistribute the remaining funds to any other geographic region. The Program will consist of two components for awardees:

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- Authorization for NJMHIA's Chief of Innovation to handle any appeals of grant decisions made the President and Chief Executive Officer.

- Authorization of the President and Chief Executive Officer to finalize the Notice of Funding Availability and Grant Agreements.
- Authorization of the President and Chief Executive Officer to sign all grant documents as needed.

*Lisa Asare*

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Lisa Asare, President and CEO  
NJ Maternal and Infant Health  
Innovation Authority

Attachment: NJMIHIA GLOW Grant Pilot Program Specifications

**New Jersey Maternal and Infant Health Innovation Authority**  
**Grant for Lasting Outcomes in Women’s Health (“GLOW”) Program and GLOW Academy**  
**Program Specifications**  
**November 2025**

<b>Program Purpose</b>	<p>NJMIHIA’s mission is to ensure that all mothers in New Jersey receive the support they need for a healthy pregnancy and birth. NJMIHIA supports strengthening local healthcare systems and community-based organizations and businesses to enhance social service delivery, research and innovation, perinatal workforce development, and promote public awareness efforts. In advancement of its mission, NJMIHIA has created a non-discretionary grant program, available to for-profit businesses and non-profit CBOs providing birth support training services (e.g. doula, midwife, community health worker, or lactation training) in the State of New Jersey. The Program consists of two key components for awardees:</p> <ol style="list-style-type: none"><li>a. GLOW Grant (Grant for Lasting Outcomes in Women’s Health): Provides funding to support projects that advance NJMIHIA’s strategic initiatives; and</li><li>b. GLOW Academy: A mentorship program designed to strengthen awardees’ programmatic efforts and overall operational capacity.</li></ol>
<b>Funding Source</b>	<p>The NJMIHIA GLOW Grant and the GLOW Academy will be funded using \$1 million from the New Jersey FY26 State Appropriation Act. This amount will be drawn from the additional \$2 million in FY26 funding that was added to the NJMIHIA appropriation and previously earmarked for “Nurture NJ.” This amount will be allocated toward the creation of the following initiatives:</p> <ol style="list-style-type: none"><li>a. NJMIHIA GLOW Grant for Lasting Outcomes in Women’s Health (“GLOW”) Up to 75% (\$750,000) of the \$1 million may be allocated to fund grant awards.</li><li>b. NJMIHIA GLOW Academy (“Academy”) Up to 25% (\$250,000) of the \$1 million may be allocated for the development and programming of the GLOW Academy, a mentorship initiative designed to strengthen awardees’ programmatic efforts and overall operational capacity. This allocation will support NJMIHIA’s ability to execute the Academy and collaborate with state and national technical assistance partners.</li></ol> <p>A maximum of fifteen (15) fixed grants of \$50,000 will be awarded across New Jersey, with an intentional focus on regional equity. Grants will be distributed geographically as follows: five (5) in Northern New Jersey, which includes the counties of Bergen, Essex, Hudson, Morris, Passaic, Sussex, Union, and Warren; five (5) in Central New Jersey, covering Hunterdon, Mercer, Middlesex, Monmouth, and Somerset counties; and five (5) in Southern New Jersey, which includes Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester, Ocean, and Salem counties. This</p>

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	<p>distribution is designed to ensure statewide impact and support organizations serving diverse communities across all regions. If there are fewer than 5 applicants in any geographic region NJMIHIA reserves the right to redistribute the remaining funds to any other geographic region.</p> <p>Funds must be used to implement activities that advance NJMIHIA's strategic initiatives for maternal and infant health, specifically:</p> <ul style="list-style-type: none"><li>c. Community Engagement – Supporting the development and dissemination of a standardized community engagement toolkit for maternal and infant health programs in New Jersey.</li><li>d. Innovation – Promoting technology-based solutions that support informed patient decision making;</li><li>e. Mental Health Support - Expanding access to the Perinatal Mental Health programming for clinical and non-clinical professionals; or</li><li>f. Workforce Engagement - Expanding access to midwifery, doula, community health workers, and lactation professional development training that support mothers in the perinatal period (Expanding training, building capacity of programming, marketing, technical, licensure).</li></ul>
<b>Eligible Applicants and Restrictions</b>	<ol style="list-style-type: none"><li>1. Applicants must be for profit business entities or non-profit CBOs that provide birth support training services in New Jersey – such as doula, midwife or lactation training.</li><li>2. Entities may collaborate with additional entities – public, private or non-profit – as needed to implement the proposed project.</li><li>3. At the time of application, entities must be one of the following:<ol style="list-style-type: none"><li>a. Non-profit organizations with official 501(c)(3) tax-exempt status recognized by the IRS; or</li><li>b. For-profit business entities (e.g., LLCs, corporations) must be registered and in good standing with the State of New Jersey.</li></ol></li><li>4. Entities must have been in operation for a minimum of three (3) years as evidenced by a New Jersey Certificate of Formation or equivalent document.</li><li>5. Applicants must have either an annual operating budget of \$250,000.00 or less for the most recent fiscal year. (Note: State and</li></ol>

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	<p>federal grant awards not included in this calculation); or not more than 10 full-time equivalent ("FTE") workers (FTE is calculated on a 35-hour work week) at time of application.</p> <p>6. Applicants must provide one letter of support from a government agency, for-profit entity, non-profit organization, healthcare institution, research partner or philanthropic partner as proof of active engagement in birth support training services or programming in birth support training services.</p> <p>7. Entities with existing contracts with NJMIHIA are not eligible to apply.</p> <p>8. Entities with NJMIHIA Board Members or NJMIHIA employees serving on their Board of Directors are not eligible to apply.</p> <p>9. Only one application per entity is permitted. Multiple applications from the same entity and Employer Identification Number (EIN) will not be accepted. In the event multiple applications are submitted by the same entity or under the same Employer Identification Number (EIN), the applications, NJMIHIA will notify the applicant in writing, and the applicant shall have ten (10) business days from the date of such notice to identify which application shall be retained for consideration and to withdraw all other submissions. Failure to cure within the prescribed timeframe will result in all applications being deemed ineligible for further consideration or the award of a grant.</p>
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<b>Grant Award and Disbursements</b>	Each grant award will total \$50,000.00 disbursed in two payments following the execution of the Grant Agreement and upon meeting of milestones and deliverables, including attendance of the NJMIHIA GLOW Academy. As stated, grants will be awarded on a rolling basis until all available funds are exhausted.
<b>Rolling Applications</b>	<p>The pilot grant program will accept applications online on a rolling grant application basis, where grants will be awarded "first-come, first-served" as completed applications are submitted. The program will be available for six months from the date applications are made available to the public, or until the total funding pool is exhausted (whichever is sooner).</p> <p>Grants will be distributed geographically as follows: five (5) in Northern New Jersey, which includes the counties of Bergen, Essex, Hudson, Morris, Passaic, Sussex, Union, and Warren; five (5) in Central New Jersey, covering Hunterdon, Mercer, Middlesex, Monmouth, and Somerset counties; and five (5) in Southern New</p>

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<b>Delegated Authority</b>	<p>The NJMIHIA GLOW is structured as a non-discretionary, first-in, first-out grant program. In alignment with this structure, all grant applications will be reviewed in the order they are received via the State's SAGE portal. Funding will be awarded based solely on eligibility and completeness, without any scoring or discretionary evaluation.</p> <p>To ensure consistency, transparency, and compliance with program guidelines, the following criteria will be used by the NJMIHIA Chief Executive Officer (CEO) to approve or deny grant awards:</p> <p><b><u>Approval Criteria</u></b></p> <p>A grant will be approved if the application:</p> <ol style="list-style-type: none"><li>1. Is Complete<ul style="list-style-type: none"><li>○ All required documents are submitted through the SAGE portal, including necessary attestations and signatures.</li></ul></li><li>2. Meets Eligibility Requirements<ul style="list-style-type: none"><li>○ Is a nonprofit CBO or for-profit entity providing birth support training services (e.g., doula, midwife, or lactation training) in New Jersey</li><li>○ Has been in operation for at least three (3) years</li><li>○ Has a principal place of business in New Jersey</li><li>○ Has an annual operating budget of \$250,000 or less (excluding state and federal grant awards) or has between one (1) and ten (10) full-time equivalent (FTE) workers</li><li>○ Is not under contract with NJMIHIA</li><li>○ Has no current NJMIHIA Board Member, staff member, on its Board of Directors</li><li>○ Submits only one application per EIN</li></ul></li></ol>

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**November 2025**

	<ol style="list-style-type: none"><li>3. Provides Required Documentation Including, but not limited to:<ol style="list-style-type: none"><li>a. NJ Business Registration Certificate</li><li>b. NJ Tax Clearance Certificate (dated within the last six months)</li><li>c. IRS Determination Letter and NJ Charitable Registration (if nonprofit)</li><li>d. Evidence of operations (e.g., certificate of formation)</li><li>e. WR-30 or 1099 forms for FTE verification</li><li>f. Conflict of interest and single-application attestations</li><li>g. Letter of support as proof of prior relevant work</li></ol></li><li>4. Falls Within Available Funding<ol style="list-style-type: none"><li>a. Application is received and deemed eligible before allocated funds are fully expended</li></ol></li></ol>
<p><b><u>Denial Criteria</u></b></p> <p>A grant will be denied if:</p> <ul style="list-style-type: none"><li>• The application is incomplete or missing required documentation</li><li>• The applicant is ineligible under any of the defined criteria</li><li>• There is a conflict of interest, including a prohibited affiliation with NJMIHIA Board, staff</li><li>• The applicant has an existing contract with NJMIHIA</li><li>• The applicant submits multiple applications under the same EIN, and fails to cure the defect within the prescribed 10-day period.</li><li>• Available funds have been exhausted at the time of application review</li></ul> <p><b>Review Process and CEO Authority</b></p> <ul style="list-style-type: none"><li>• Applications will be reviewed and processed in the order received through the SAGE portal.</li><li>• The date of submission will be recorded as the date a complete application is received.</li><li>• The CEO is authorized to approve or deny awards in accordance with the criteria above and will document all decisions using a standardized review checklist. Appeal decisions will be made by NJMHIA's Chief of Innovation.</li><li>• All decisions will be retained in NJMIHIA records and communicated to applicants in writing.</li><li>• Authorization for NJMHIA's Chief of Innovation to handle any appeals of grant decisions made the President and Chief Executive Officer.</li></ul>	

**New Jersey Maternal and Infant Health Innovation Authority**  
**Grant for Lasting Outcomes in Women's Health ("GLOW") Program and GLOW Academy**  
**Program Specifications**  
**November 2025**

	<ul style="list-style-type: none"><li>• Authorization of the President and Chief Executive Officer to finalize the Notice of Funding Availability and Grant Agreements.</li><li>• Authorization of the President and Chief Executive Officer to sign all grant documents as needed.</li></ul>
<b>Compliance Term</b>	The compliance term for this grant will be 12 months post the executed grant agreement date. Awardees are not allowed to sell or transfer license of their business for 12 months following the award date.