



GRANT GUIDELINES Organizational Development Grants

ABOUT

Organizational Development (OD) grants are part of the Community Foundation's (CFMC) competitive grants program, which help organizations, serving Monterey County, make progress in addressing special, non-recurring management and leadership situations, significantly strengthen the organization's internal functioning, and therefore, ability to advance their mission.

OD grant funds may be used for a broad range of capacity-building activities such as:

- Strategic planning,
- Agency restructuring,
- Fund development planning,
- Needs assessments,
- Community engagement activities,
- Executive coaching,
- Marketing and communications,
- Improving information management and systems,
- Specialized staff, board or volunteer training,
- Executive transitions and succession planning,
- Board development, and
- Sponsorship of training or other activities that will benefit a broad field of nonprofit organizations.
- Collaborative efforts to strengthen the capacity of the nonprofit sector, or a subgroup within the sector, are also eligible.

Organizational development requires a significant agency-wide commitment to be successful, which must be demonstrated in the application. While an agency match is not required, it is strongly encouraged and may consist of funding, supplies, equipment, materials, professional services, and personnel expenses, or other relevant expenses.

We require you to speak with our staff before submitting an Organizational Development grant application. Contact Kaki Rusmore, Director of Center for Nonprofit Excellence, at kaki@cfmco.org or 831.375.9712 x124 or Susie Polnaszek, Program Officer, at susiep@cfmco.org or 831.375.9712 x138.

Grant Awards:

Organizational Development grants range between \$500 and \$5,000. Grant awards will be determined based on need and potential impact on the organization and its mission. Activities in which funds from CFMC will leverage other resources are encouraged.

Eligibility Criteria:

- OD grants are open to 501(c)3 nonprofit organizations, fiscally-sponsored organizations, and (occasionally) other public benefit organizations serving Monterey County residents.
- All organizations applying for a grant should be current on reporting obligations for past Community Foundation grants of any type.
- Organizations may apply for more than one grant in the same calendar year, as long as each request is for a different type of support (e.g., Organizational Development, Opportunity, Community Impact, etc.).

Individual organizations within a collaborative applying for a grant may also apply for their own Organizational Development grant, as long as it is not for the same project as that of the collaborative.

Exclusions:

- Expenses incurred prior to the grant award date
- Routine operating or program expenses, including printing costs and staff time
- Travel expenses associated with professional development or conferences
- Consulting or training that duplicates services offered through other CFMC activities
- Activities that are non-secular or promote a religious doctrine
- Funding to schools and public agencies that would supplant tax-supported, mandated services
- Academic research (Applied research, such as market studies, is eligible.)
- Fundraising campaigns or events (Fund development planning is eligible.)
- Creation of, or addition to, endowment funds
- Payment of debt or legal settlements
- Political or partisan purposes
- Businesses and individuals are not eligible, except for social enterprises associated with a local nonprofit or
- Fees associated with incorporating as a new nonprofit organization.

CFMC does not support organizations that discriminate in their employment practices, volunteer opportunities, or delivery of programs and services on the basis of race, religion, gender, national origin, age, disability, veteran status, marital status, sexual orientation, or any other characteristics protected by law.

Submitting a Grant Proposal:

OD grant proposals are accepted throughout the year, until all available funding has been awarded. Decisions are typically be made within two months of receipt of a complete proposal. Proposals should be submitted at least eight weeks before the start of activities to be covered. Organizations must be current on all CFMC grant reporting requirements.

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Please visit www.cfmco.org/od to view the online Organizational Development grant application, instructions and all materials needed to submit a proposal.