

ABOUT

The Community Foundation for Monterey County (CFMC) embraces a countywide vision of **Healthy, Safe and Vibrant communities**. The CFMC's grant programs focus on the people and places of Monterey County, California, highlighting impact and seeking measurable results. CFMC's Organizational Development (OD) Grants can help organizations make progress in addressing unique, non-recurring management or leadership situations or to significantly strengthen their internal functioning and therefore ability to advance their mission.

Grant Awards

OD grants typically range between \$5,000 and \$10,000. Approximately \$80,000 total is available annually, and the CFMC receives far more grant requests than is possible to fund. OD grants are meant to support organizations and leaders to be stronger, more resilient, and equitable. There are countless possible activities that could help organizations move forward, and CFMC prioritizes focused, strategic projects.

Compelling proposals meet eligibility requirements and:

- Demonstrate a vision for organizational growth.
- Clearly describe what will be different about the organization as a result of the capacity building project and how success will be measured.
- Include realistic budgets that demonstrate comprehensive support for the project's success.
- Detail a plan that makes sense with the necessary financial and human resources for implementation.
- Leaders take an active role and are guided by assessment, feedback, learning and improvement.

Recent Examples of Successful Projects:

An established organization significantly grew volunteer and donor engagement by investing in **CRM (Customer Relationship Management) improvements** and staff training to implement the new system. Upgrading from manual to automated systems resulted in organizational efficiencies that allowed more time to accomplish its mission.

A growing organization with a history of community impact designed a comprehensive project with a professional consultant to guide its staff and board through a **founder's leadership transition**. The consultant mentored incoming leaders and facilitated a program of transition for continuity and institutional knowledge.

An emerging organization received funding for a consultant to facilitate its **first-ever strategic planning process**. The board identified five priority areas and created work groups around them. As a result, members felt energized and more connected to each other and the mission and vision of the organization.

Exclusions:

Funds may be used for a broad range of project activities; however, they cannot be used for the following:

- Fees associated with incorporating as a new nonprofit organization.
- Expenses incurred prior to the grant award date.
- Routine operating or program expenses, including printing costs or programmatic staff time.
- Consulting or training that duplicates services offered through other CFMC activities.
- Fundraising campaigns or events. Note: fund development planning and feasibility studies are eligible.
- Creation of, or addition to, an endowment fund.
- Academic research. Note: applied research, needs assessment, etc. are eligible.
- Funding to K-12 schools and public agencies that would supplant tax-supported, mandated services or for the acquisition or renovation of facilities.
- Activities that are non-secular or promote a religious doctrine.
- Political or partisan purposes.
- Payment of debt or legal settlements.

Eligibility/Requirements

CFMC does not support organizations that discriminate in their 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.

- Open to 501(c)3 public benefit organizations, fiscally sponsored organizations* and occasionally other public benefit organizations**.
- Businesses and individuals are not eligible (except for social enterprises associated with a nonprofit).
- Applicants must demonstrate a significant agency-wide commitment to the success of the project. Efforts in which a CFMC grant would leverage other sources (financial or in-kind) are encouraged.
- Applicants can simultaneously apply for other grants in the same calendar year (Community Impact, Opportunity grants, etc.) as long as each request is for a different type of support.
- Must be current on reporting obligations for past Community Foundation competitive grants of any type.

*Please contact us in advance if your organization does not have its nonprofit status and plans to apply in conjunction with a fiscal sponsor.

**While schools, faith-based organizations (for secular programs) and public agencies are eligible to apply for a grant from the CFMC, grants are infrequently awarded to such organizations due to our limited funds.

Timeline

OD grant proposals are accepted throughout the year, until all available funding has been awarded. Proposals should be submitted at least two months before the start of the project activities. Decisions are typically made within two months of receipt of a complete proposal.

Prospective grantseekers are **highly** encouraged to call and speak with a CFMC staff person before submitting an Organizational Development grant proposal. Please contact Susie Polnaszek or Reid Norris at 831.375.9712.