



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. We recognize that organizational effectiveness is enhanced when the practice of diversity, equity and inclusion is reflected throughout the organization both at a governance and staff level.

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

- Board development,
- Strategic planning,
- Diversity, equity and inclusion efforts,
- Agency restructuring,
- Fund development planning,
- Evaluation and community 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, and
- Collaborative management and other activities that will benefit a broad field of nonprofit organizations or 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 Susie Polnaszek, Director, Center for Nonprofit Excellence (CNE), at susiep@cfmco.org or 831.375.9712 x138.

Grant Awards:

Organizational Development grants range between \$1,000 and \$10,000, with a recent average grant size of \$4,400. Grant awards will be determined based on need and potential impact on the organization and its mission. Special consideration will be given to efforts to rebuild and stabilize due to the effects of the COVID-19 pandemic and economic recovery. Efforts in which a CFMC grant would 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.

*Fiscal Sponsorships: Efforts or collaborative projects that are not legally incorporated may partner with a tax-exempt 501(c)3 nonprofit organization which will serve as the fiscal sponsor for the proposed grant. The fiscal sponsor must agree to be accountable to the CFMC for the programmatic and financial outcomes of the grant and have a signed agreement with the sponsored group verifying the terms of the arrangement. **Please contact us if your organization does not have its nonprofit status and plans to apply in conjunction with a fiscal sponsor.**

Exclusions

Grant funds cannot be used for the following types of activities:

- Expenses incurred prior to the grant award date
- Routine operating or program expenses, including printing costs and programmatic 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 K-12 schools and public agencies that would supplant tax-supported, mandated services or for the acquisition or renovation of equipment or facilities
- Academic research (Applied research, such as market studies, is eligible.)
- Fundraising campaigns or fundraising events (Fund development planning is eligible.)
- Creation of, or addition to, an endowment fund
- 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.

While schools, faith-based organizations and public agencies are eligible to apply for a grant from the Community Foundation, due to our limited funds, grants are infrequently awarded to such organizations. It is highly recommended that you speak with our staff before submitting a grant application to discuss your proposal idea and fit with our guidelines and interests.

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.

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 eight weeks of receipt of a complete proposal. Proposals should be submitted at least three months before the start of activities to be covered. Organizations must be current on past grant reporting requirements. This includes final reports for Opportunity, Organizational Development and Community Impact grants, etc.

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