**FY25 Grants for Organizations (GFO)**

**“On Year” Application Questions**

**Sections A - D**

**Section A**

**Questions A1 - A3 and the chart below address why the work of your organization is important.**

A1. What are the mission, vision, goals and/or values of the organization?

*(Excellent to Outstanding response: Clear, specific, and thorough evidence of vision, mission, goals and/or values) 4 points*

1. *Mission: (separate text box)*
2. *Vision: (separate text box)*
3. *Goals and/or Values: (separate text box)*

A2. How have the mission, vision, goals, and/or values of the organization evolved over the last two years? If there are no changes in this area, consider sharing about any additional significant changes in leadership, staff, program goals, operations, that may indicate any growth or evolution for the organization.

*(Excellent to Outstanding response: Clear, specific, and thorough explanation of growth/evolution over the past 2 years) 4 points*

A3. Geographic Area of Service (not scored)

a. What is the Geographic Area of Service for your organization? (include specific details regarding community(ies), county(ies), city(ies), statewide areas you serve)

*(Not Scored: Your response to this question will be used to guide understanding throughout the application.)*

b. Within your Geographic Area of Service, identify the percentage of programming serving the community (other than tuition-paying constituents. This would include free activities, along with activities that are open to the public to attend that may be free and/or paid opportunities.

*(Not Scored:Tuition-paying includes programming with a fee for service model, such as classes, camps, workshops, etc. that may be intended for a specific/closed group of people, and not open to the public)*

Activities Chart

The following chart explains how your statements in A.1, A. 2, and A. 3 are demonstrated in your day-to-day activities. The purpose of the chart is to show alignment between the organization’s intentions, processes, and programming. The List of Events/Arts Activities may be categorized by program type (i.e. Mainstage Season) and number of corresponding occurrences, if multiple rows contain the same response. If you are a Service organization, please address the chart's questions in terms of activities offered.

*(Excellent to outstanding responses: 1) Clearly aligns with vision, mission, goals/values; 2) Specifically demonstrates meaningful public value, and authentic constituent collaboration and 3) Clearly demonstrates plans to reach yet to be known constituents),* 12 points

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| --- | --- | --- | --- | --- |
| **List of Events/Arts Activities** | **How does each activity connect to the vision, mission, goals, and values of the organization?** | **Describe the public value (importance and relevance) of the activity for the constituents in the Geographic Area of Service** | **How is each arts activity designed to reach yet to be known constituents in the Geographic Area of Service?** | **If arts activity is tuition-based, how does the activity reach beyond the tuition-paying constituents? If activity is not tuition-based, list “N/A”** |
| *Activity #1* | *Answer to how activity #1 connects to vision, mission, goals, values* | *Answer to how activity #1 has public value and importance to constituents* | *Answer to how activity #1 has been designed to reach yet to be know constituents* | *Answer to how activity #1 is or is not tuition-based* |

**Section B**

**Questions B1 - B2 below address how your organization designs its programs.**

B1. Describe the creative process within your organization's programming. Include a description of how artistic decisions are made, who is involved from the organization, and how the constituents and communities (including those identified in question A3) are also involved in the programmatic development and evaluation of the organization’s artistic activities.

*(If your organization is in the "Service" discipline, please answer the following question:*

*Describe the process for developing activities/programming/initiatives within your organization. Include a description of how decisions are made, who is involved from the organization, and how the constituents (including those identified in question A3) are also involved in the programmatic development and evaluation of the organization’s activities.)*

*(Excellent to outstanding response includes: Explanation clearly illustrates the creative process, which includes creative roles, responsibilities, and authentic constituent collaboration, where constituents are essential in the artistic decision making process.) (8 points)*

B2. Explain the process for long-term or strategic planning. (If your organization does not have a long-term or strategic plan, how do you design, and plan programs and activities for the future, or any steps towards a formalized process?) In your response, explain how the process aligns with your vision, mission, goals/values. Share where you are currently at in a strategic/long term planning process (actively creating a plan? Implementing? Evaluating?) and share who is involved with the process (board, staff, volunteers,partners, public? consultants?)

*(Excellent to outstanding response includes: Clear and specific explanation of long-term/strategic planning process that directly connects with vision, mission, goals/values. 8 points)*

**Section C**

**Questions 1-5 below address how your organization operates.**

C1. In the attachment section of the application, attach a Graphic/Chart of the organization’s Staffing/Board Structure (include board, staff, artists, volunteers, etc within the chart).

*(Excellent to Outstanding response includes a clear and specific visual explanation of the organization’s staffing/board structure.4 points)*

C2. How is your staffing and board structure (board, staff, artists, volunteers, etc) currently successful? (Include specific indicators of success in your response)

*(Excellent to Outstanding response includes a clear and specific explanation of indicators of a successful staffing and board structure.4 points)*

C3. What staffing/board (board, staff, artists, volunteers, etc) and/or financial challenges affect the operation of your organization; and how are the challenges routinely identified and addressed? Consider sharing specific examples or initiatives.

(*Excellent to Outstanding response includes a clear and specific commitment to regularly identifying and addressing staffing/board and/or financial challenges. 8 points)*

C4. Describe your organization’s process of financial oversight. Within your response, address procedures for monitoring and approving the organization’s finances, and the process for developing and approving the annual budget.

*(Excellent to Outstanding response includes a Detailed procedure for developing, monitoring, and approving finances, along with the annual budget. 4 points)*

C5. Based on demographics (which may be found here: <https://www.unitedstateszipcodes.org/>, along with other sources you may find), how does your staffing (board, staff, artists, volunteers, etc) reflect the population of your Geographic Area of Service? Include specific demographic information for your geographic area of service as evidence, and include what strategies are in place to consider further diversity of your staffing in the future.

*(Excellent to Outstanding response includes Organization staff and board clearly reflecting the constituency of the Geographic Area of Service; or are aware of how they may not fully reflect the area, and have strategies in place to further diversity of their staff and board in future. 8 points)*

**Section D**

**Questions 1 - 3 below address how your organization evaluates what it does.**

D1. What is the sensory or emotional experience hoped to be achieved through your organization’s arts programming? Consider including examples of programs and/or intentions related to how you’d want your audiences/community to feel when engaging with your organization.

*If your organization is in the "Service" discipline, please answer the following question:* What is the sensory or emotional experience hoped to be achieved through your organization’s programming? Consider including examples of programs and/or intentions related to how you’d want your audiences/community to feel when engaging with your organization.

*(Excellent to Outstanding responses: Programming process directly considers intended sensory and emotional impact. 8 points)*

D2. How do your arts activities consider non-dominant norms, values, narratives, standards, or aesthetics, including non-Eurocentric standards of excellence?

*If your organization in in the "Service" discipline, please answer the following question:*

*How do your activities/programs/initiatives* consider non-dominant norms, values, narratives, standards, or aesthetics, including non-Eurocentric standards of excellence?

*(Excellent to Outstanding responses: Programming process indicates regular consideration of non-dominant norms, values, narratives, standards, and aesthetics. 8 points)*

**\*Definition:** **Non-Dominant norms, Values, Narratives, Standards and Aesthetics**

Non-relevant and Eurocentric standards of excellence and beauty often prevail in describing and assessing the aesthetics of work that is socially and civically engaged. Non-dominant norms go against these standards of excellence. Non-dominant norms consider renewing and promoting a dynamic critical paradigm, reflective of diverse cultures as embodied by community-based, social, and civic arts practices.

D3. Please give one recent example of the organization’s greatest successes and explain why it is considered successful. In your response, consider indicators of success.

*(Excellent to Outstanding responses: Evaluation clearly articulates why a specific program or event was determined to be successful. 8 points)*

Note Other sections required of the application:

* Financial Statement from most recently completed fiscal/calendar year & financial chart
* Attachments: Organizational Chart, IRS Letter of Determination, Form w-9