FY25 Grants for Organizations Scoring Rubric
Used to score "On Year" applications due November 15, 2023
Total possible points = 100

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)*	*Good to Very Good response:* *Clear evidence of vision, mission, goals and/or values.* *(3 points)*	*Satisfactory response:* *Somewhat clear evidence of vision, mission, goals and/or values.* *(2 points)*	*Marginal to Fair response:* *Limited evidence of vision, mission, goals and/or values.* *(1 points)*	*No evidence* *(0 points)*
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)*	*Good to Very Good response:* *Clear explanation of growth/evolution over the past 2 years* *(3 points)*	*Satisfactory response:* *Somewhat clear explanation of growth/evolution over the past 2 years* *(2 points)*	*Marginal to Fair response:* *Limited explanation of growth/evolution over the past 2 years* *(1 points)*	*No evidence* *(0 points)*
A3. Geographic Area of Service *(not scored - informational)* 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 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. <u>Questions within the chart to be addressed for each activity:</u> 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"				
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)*	*Good to Very Good responses:* *1) Aligns with vision, mission, goals/values; 2) Demonstrates meaningful public value, and authentic constituent collaboration and 3) Demonstrates plans to reach yet to be known constituents.* *(9 points)*	*Satisfactory responses:* *1) Somewhat aligns with vision, mission, goals/values; 2) Somewhat demonstrates meaningful public value, and authentic constituent collaboration and 3) Somewhat demonstrates plans to reach yet to be known constituents.* *(6 points)*	*Marginal to Fair responses:* *1) Limited alignment with vision, mission, goals/values; 2) Limited demonstration of meaningful public value, and authentic constituent collaboration and 3) Limited demonstration of plans to reach yet to be known constituents.* *(3 points)*	*No evidence* *(0 points)*
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:	Good to Very Good response:	Satisfactory response:	Marginal to Fair response:	
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)	Explanation illustrates the creative process, which includes creative roles, responsibilities, and authentic constituent collaboration, where constituents are essential in the artistic decision making process. (6 points)	Explanation somewhat illustrates the creative process, which includes creative roles, responsibilities, and authentic constituent collaboration, where constituents are essential in the artistic decision making process. (4 points)	Explanation limitedly illustrates the creative process, which includes creative roles, responsibilities, and authentic constituent collaboration, where constituents are essential in the artistic decision making process. (2 points)	No evidence (0 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:	Good to Very Good response:	Satisfactory response:	Marginal to Fair response:	
Clear and specific explanation of long-term/strategic planning process that directly connects with vision, mission, goals/values. (8 points)	Clear explanation of long-term/strategic planning process that directly connects with vision, mission, goals/values. (6 points)	Somewhat clear explanation of long-term/strategic planning process that directly connects with vision, mission, goals/values. (4 points)	Limited explanation of long-term/strategic planning process that directly connects with vision, mission, goals/values. (2 points)	No evidence (0 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 graphic/chart includes:	Good to Very Good graphic/chart includes:	Satisfactory graphic/chart includes:	Marginal to Fair graphic/chart includes:	
Clear and specific visual explanation of the organization's staffing/board structure. (4 points)	Clear visual explanation of the organization's staffing/board structure. (3 points)	Somewhat clear visual explanation of the organization's staffing/board structure. (2 points)	Limited visual explanation of the organization's staffing/board structure. (1 points)	No evidence (0 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:	Good to Very Good response:	Satisfactory response:	Marginal to Fair response:	
Clear and specific explanation of indicators of a successful staffing and board structure. (4 points)	Clear explanation of indicators of a successful staffing and board structure. (3 points)	Somewhat clear explanation of indicators of a successful staffing and board structure. (2 points)	Limited explanation of indicators of a successful staffing and board structure. (1 points)	No evidence (0 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:	Good to Very Good response:	Satisfactory response:	Marginal to Fair response:	
Clear and specific commitment to regularly identifying and addressing staffing/board and/or financial challenges. (8 points)	Clear commitment to regularly identifying and addressing staffing/board and/or financial challenges. (6 points)	Somewhat clear commitment to regularly identifying and addressing staffing/board and/or financial challenges. (4 points)	Limited commitment to regularly identifying and addressing staffing/board and/or financial challenges. (2 points)	No evidence (0 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:	Good to Very Good response:	Satisfactory response:	Marginal to Fair response:	
Clear and detailed procedure for developing, monitoring, and approving the annual budget, along with the annual budget. (4 points)	Detailed procedure for developing, monitoring, and approving finances, along with the annual budget. (3 points)	Procedure for developing, monitoring, and approving finances, along with the annual budget. (2 points)	Limited rocedure for developing, monitoring, and approving finances, along with the annual budget. (1 points)	No evidence (0 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:	Good to Very Good response:	Satisfactory response:	Marginal to Fair response:	
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)	Organization staff and board reflect the constituency of the Geographic Area of Service; or may be 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. (6 points)	Organization staff and board somewhat reflect the constituency of the Geographic Area of Service; or may be aware of how they may not fully reflect the area, and have some strategies in place to further diversity of their staff and board in future. (4 points)	Organization staff and board do not fully reflect the constituency of the Geographic Area of Service; or limited awareness of how they may not fully reflect the area, and have limited strategies in place to further diversity of their staff and board in future. (2 points)	No evidence (0 points)

Secion 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 response:	Good to Very Good response:	Satisfactory response:	Marginal to Fair response:	
Programming process directly considers intended sensory and emotional impact. (8 points)	Programming process considers intended sensory and emotional impact. (6 points)	Programming process somewhat considers intended sensory and emotional impact. (4 points)	Programming process has a limited consideration for intended sensory and emotional impact. (2 points)	No evidence (0 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 response:	Good to Very Good response:	Satisfactory response:	Marginal to Fair response:	
Programming process indicates regular consideration of non-dominant norms, values, narratives, standards, and aesthetics. (8 points)	Programming process indicates consideration of non-dominant norms, values, narratives, standards, and aesthetics. (6 points)	Programming process somewhat considers of non-dominant norms, values, narratives, standards, and aesthetics. (4 points)	Programming process indicates limited consideration of non-dominant norms, values, narratives, standards, and aesthetics. (2 points)	No evidence (0 points)

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 response:	Good to Very Good response:	Satisfactory response:	Marginal to Fair response:	
Evaluation clearly articulates why a specific program or event was determined to be successful. (8 points)	Evaluation articulates why a specific program or event was determined to be successful. (6 points)	Evaluation somewhat articulates why a specific program or event was determined to be successful. (4 points)	Evaluation articulates a limited amount to why a specific program or event was determined to be successful. (2 points)	No evidence (0 points)

FINANCIALS
In review of the Financial Statements attached to your application.

Excellent to Outstanding:	Good to Very Good:	Satisfactory:	Marginal to Fair:	
Financial information indicates a strong commitment to multiple, diverse income streams (4 points)	Financial information indicates adequate commitment to multiple, diverse income streams (3 points)	Financial information indicates multiple, diverse income streams (2 points)	Financial information indicates a single income stream (1 points)	No evidence (0 points)
Excellent to Outstanding: The organization does not display any significant financial changes; Any significant financial changes are supported with programmatic cause in alignment with the organization's mission and vision. (4 points)	**Good to Very Good:** Any significant financial changes are supported with programmatic cause in alignment with the organization's mission and vision. (3 points)	**Satisfactory:** The organization is operating with significant financial changes that are recognized by not addressed. (2 points)	**Marginal to Fair:** The organization is experiencing a surplus or deficit greater than 20% and there is minimal or no support for this circumstance. (1 points)	No evidence (0 points)

Excellent to Outstanding:	Good to Very Good:	Satisfactory:	Marginal to Fair:	
If budget size indicates over $600K in income, the organization is operating with a cash reserve of (at least) one year. (4 points) Note - If budget size indicates less than $600K in income, the organization is not required to show cash reserves, and will receive full points.	If budget size indicates over $600K in income, the organization is operating with a cash reserve of (at least) 6 months. (3 points)	If budget size indicates over $600K in income, the organization is operating with a minimal cash reserve (less than 6 months). (2 points)	If budget size indicates over $600K in income, the organization is operating without any cash reserves. (1 points)	No evidence (0 points)