

**FY26 Grants for Organizations Scoring Rubric**  
**Used to score "On Year" applications due November 15, 2024**  
**Total possible points = 100**

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

**A1. Please provide your organization's 1) mission; 2) vision; and 3) goals and/or values.**

<i>Excellent to Outstanding response:</i>  <i>Clear, specific, and thorough evidence of 1) mission; 2) vision; and 3) goals and/or values. (4 points)</i>	<i>Good to Very Good response:</i>  <i>Clear evidence of 1) mission; 2) vision; and 3) goals and/or values. (3 points)</i>	<i>Satisfactory response:</i>  <i>Somewhat clear evidence of 1) mission; 2) vision; and 3) goals and/or values. (2 points)</i>	<i>Marginal to Fair response:</i>  <i>Limited evidence of 1) mission; 2) vision; and 3) goals and/or values. (1 points)</i>	<i>No evidence (0 points)</i>
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**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.**

<i>Excellent to Outstanding response:</i>  <i>Clear, specific, and thorough explanation of growth/evolution over the past 2 years (4 points)</i>	<i>Good to Very Good response:</i>  <i>Clear explanation of growth/evolution over the past 2 years (3 points)</i>	<i>Satisfactory response:</i>  <i>Somewhat clear explanation of growth/evolution over the past 2 years (2 points)</i>	<i>Marginal to Fair response:</i>  <i>Limited explanation of growth/evolution over the past 2 years (1 points)</i>	<i>No evidence (0 points)</i>
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**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

**A4. 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.  
 (Complete the chart in full for each activity listed)

\*If you are a Service organization, please address the chart's questions in terms of activities offered.

Questions within the chart to be addressed for each activity:

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"

<i>Excellent to outstanding responses:</i>  <i>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)</i>	<i>Good to Very Good responses:</i>  <i>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)</i>	<i>Satisfactory responses:</i>  <i>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)</i>	<i>Marginal to Fair responses:</i>  <i>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)</i>	<i>No evidence (0 points)</i>
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**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.

<i>Excellent to outstanding response:</i>  <i>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.</i> (8 points)	<i>Good to Very Good response:</i>  <i>Explanation illustrates the creative process, which includes creative roles, responsibilities, and authentic constituent collaboration, where constituents are essential in the artistic decision making process.</i> (6 points)	<i>Satisfactory response:</i>  <i>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.</i> (4 points)	<i>Marginal to Fair response:</i>  <i>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.</i> (2 points)	<i>No evidence</i>  (0 points)
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**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?)**

<i>Excellent to outstanding response:</i>  <i>Clear and specific explanation of long-term/strategic planning process that directly connects with vision, mission, goals/values.</i> (8 points)	<i>Good to Very Good response:</i>  <i>Clear explanation of long-term/strategic planning process that directly connects with vision, mission, goals/values.</i> (6 points)	<i>Satisfactory response:</i>  <i>Somewhat clear explanation of long-term/strategic planning process that directly connects with vision, mission, goals/values.</i> (4 points)	<i>Marginal to Fair response:</i>  <i>Limited explanation of long-term/strategic planning process that directly connects with vision, mission, goals/values.</i> (2 points)	<i>No evidence</i>  (0 points)
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**Section C: Questions 1-5 below address how your organization operates.**

**C1. Attach a graphic/chart of the organization's staffing structure (include board, staff, artists, volunteers, etc within the chart).**

<i>Excellent to Outstanding graphic/chart includes:</i>  <i>Clear and specific visual explanation of the organization's staffing/board structure.</i> (4 points)	<i>Good to Very Good graphic/chart includes:</i>  <i>Clear visual explanation of the organization's staffing/board structure.</i> (3 points)	<i>Satisfactory graphic/chart includes:</i>  <i>Somewhat clear visual explanation of the organization's staffing/board structure.</i> (2 points)	<i>Marginal to Fair graphic/chart includes:</i>  <i>Limited visual explanation of the organization's staffing/board structure.</i> (1 points)	<i>No evidence</i>  (0 points)
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**C2. How is your staffing and board structure (board, staff, artists, volunteers, etc) currently successful? (Include specific indicators of success in your response)**

<i>Excellent to Outstanding response:</i>  <i>Clear and specific explanation of indicators of a successful staffing and board structure.</i> (4 points)	<i>Good to Very Good response:</i>  <i>Clear explanation of indicators of a successful staffing and board structure.</i> (3 points)	<i>Satisfactory response:</i>  <i>Somewhat clear explanation of indicators of a successful staffing and board structure.</i> (2 points)	<i>Marginal to Fair response:</i>  <i>Limited explanation of indicators of a successful staffing and board structure.</i> (1 points)	<i>No evidence</i>  (0 points)
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**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.**

<i>Excellent to Outstanding response:</i>  <i>Clear and specific commitment to regularly identifying and addressing staffing/board and/or financial challenges.</i> (8 points)	<i>Good to Very Good response:</i>  <i>Clear commitment to regularly identifying and addressing staffing/board and/or financial challenges.</i> (6 points)	<i>Satisfactory response:</i>  <i>Somewhat clear commitment to regularly identifying and addressing staffing/board and/or financial challenges.</i> (4 points)	<i>Marginal to Fair response:</i>  <i>Limited commitment to regularly identifying and addressing staffing/board and/or financial challenges.</i> (2 points)	<i>No evidence</i>  (0 points)
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**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.**

<i>Excellent to Outstanding response:</i>  <i>Clear and detailed procedure for developing, monitoring, and approving finances, along with the annual budget.</i> (4 points)	<i>Good to Very Good response:</i>  <i>Detailed procedure for developing, monitoring, and approving finances, along with the annual budget.</i> (3 points)	<i>Satisfactory response:</i>  <i>Procedure for developing, monitoring, and approving finances, along with the annual budget.</i> (2 points)	<i>Marginal to Fair response:</i>  <i>Limited rocedure for developing, monitoring, and approving finances, along with the annual budget.</i> (1 points)	<i>No evidence</i>  (0 points)
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**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.**

<p><i>Excellent to Outstanding response:</i></p> <p>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)</p>	<p><i>Good to Very Good response:</i></p> <p>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)</p>	<p><i>Satisfactory response:</i></p> <p>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)</p>	<p><i>Marginal to Fair response:</i></p> <p>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)</p>	<p>No evidence (0 points)</p>
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**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.

<p><i>Excellent to Outstanding response:</i></p> <p>Programming process directly considers intended sensory and emotional impact. (8 points)</p>	<p><i>Good to Very Good response:</i></p> <p>Programming process considers intended sensory and emotional impact. (6 points)</p>	<p><i>Satisfactory response:</i></p> <p>Programming process somewhat considers intended sensory and emotional impact. (4 points)</p>	<p><i>Marginal to Fair response:</i></p> <p>Programming process has a limited consideration for intended sensory and emotional impact. (2 points)</p>	<p>No evidence (0 points)</p>
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**D2. How do your arts activities consider non-dominant norms, values, narratives, standards, or aesthetics, including non-Eurocentric standards of excellence?**

\*If your organization is 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?

\*\*See [MSAC Glossary](#) for definition of Non-Dominant norms, values, narratives, standards, or aesthetics.

<p><i>Excellent to Outstanding response:</i></p> <p>Programming process indicates regular consideration of non-dominant norms, values, narratives, standards, and aesthetics. (8 points)</p>	<p><i>Good to Very Good response:</i></p> <p>Programming process indicates consideration of non-dominant norms, values, narratives, standards, and aesthetics. (6 points)</p>	<p><i>Satisfactory response:</i></p> <p>Programming process somewhat considers of non-dominant norms, values, narratives, standards, and aesthetics. (4 points)</p>	<p><i>Marginal to Fair response:</i></p> <p>Programming process indicates limited consideration of non-dominant norms, values, narratives, standards, and aesthetics. (2 points)</p>	<p>No evidence (0 points)</p>
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**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.**

<p><i>Excellent to Outstanding response:</i></p> <p>Evaluation clearly articulates why a specific program or event was determined to be successful. (8 points)</p>	<p><i>Good to Very Good response:</i></p> <p>Evaluation articulates why a specific program or event was determined to be successful. (6 points)</p>	<p><i>Satisfactory response:</i></p> <p>Evaluation somewhat articulates why a specific program or event was determined to be successful. (4 points)</p>	<p><i>Marginal to Fair response:</i></p> <p>Evaluation articulates a limited amount to why a specific program or event was determined to be successful. (2 points)</p>	<p>No evidence (0 points)</p>
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**FINANCIALS**

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

<p><i>Excellent to Outstanding:</i></p> <p>Financial information indicates a strong commitment to multiple, diverse income streams (4 points)</p>	<p><i>Good to Very Good:</i></p> <p>Financial information indicates adequate commitment to multiple, diverse income streams (3 points)</p>	<p><i>Satisfactory:</i></p> <p>Financial information indicates multiple, diverse income streams (2 points)</p>	<p><i>Marginal to Fair:</i></p> <p>Financial information indicates a single income stream (1 points)</p>	<p>No evidence (0 points)</p>
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<p><i>Excellent to Outstanding:</i></p> <p>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)</p>	<p><i>Good to Very Good:</i></p> <p>Any significant financial changes are supported with programmatic cause in alignment with the organization's mission and vision. (3 points)</p>	<p><i>Satisfactory:</i></p> <p>The organization is operating with significant financial changes that are recognized by not addressed. (2 points)</p>	<p><i>Marginal to Fair:</i></p> <p>The organization is experiencing a surplus or deficit greater than 20% and there is minimal or no support for this circumstance. (1 points)</p>	<p>No evidence (0 points)</p>
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<p><i>Excellent to Outstanding:</i></p> <p><i>If budget size indicates over \$750K in income, the organization is operating with a cash reserve of (at least) one year. (4 points)</i></p> <p><i>Note - If budget size indicates less than \$750K in income, the organization is not required to show cash reserves, and will receive full points.</i></p>	<p><i>Good to Very Good:</i></p> <p><i>If budget size indicates over \$750K in income, the organization is operating with a cash reserve of (at least) 6 months. (3 points)</i></p>	<p><i>Satisfactory:</i></p> <p><i>If budget size indicates over \$750K in income, the organization is operating with a minimal cash reserve (less than 6 months). (2 points)</i></p>	<p><i>Marginal to Fair:</i></p> <p><i>If budget size indicates over \$750K in income, the organization is operating without any cash reserves. (1 points)</i></p>	<p><i>No evidence (0 points)</i></p>
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