



General Operating Support 2025 Organizational Goal Setting Form

Due: January 31, 2025

Submit your report using our [online application and reporting system](#). Need help with the online system? Please read our [Guide to Online Reporting](#).

Once your [2024 Year-End Report](#) and 2025 Goals are approved, and your board chair and executive director/CEO have signed the grant agreement; CAC will release the first payment of your 2025 grant (50%). No funds related to your 2025 grant will be released before January 31, 2025.

Review and approval of your goals typically takes at least three weeks from the date of submission and will take longer if submitted closer to the deadline.

Questions? Contact your [grant manager](#).

Contact Verification

- 1. Organizational Primary Contact Information.** Please update the contact information if needed. This contact will receive all communications from CAC related to your organization's GOS grant during the 2025 grant year.
- 2. CEO/Executive Director Contact Information.** Please update the contact information if needed.

Organization Leadership and Population Served

To improve CAC's understanding of the organizations and communities served through its grants we ask that you consider the questions below. These responses do not impact eligibility, and are not factored into any funding decisions. CAC does not make grants or funding decisions on the basis of race, color, sex, gender identity, sexual orientation, national origin, religion, disability, or any characteristic protected by law.

- 3.** Do the majority of your organization's senior leadership and board publicly self-identify as Black, Indigenous, People of Color (BIPOC)? (yes, no, not sure/prefer not to answer)
- 4.** Do the majority of the individuals your organization serves identify as Black, Indigenous, or People of Color (BIPOC)? (yes, no, not sure/prefer not to answer)
- 5.** (Optional) Please share any additional context below. (up to 100 words)
Cuyahoga Arts & Culture recognizes additional historically marginalized communities including

but not limited to: lesbian; gay; bisexual; queer; transgender and gender-variant people; people with disabilities; immigrants and women. CAC strongly encourages applicants who are from communities that have been historically excluded or marginalized.

6. Please select all that apply:
 - We collect self-reported demographic data for our staff and board.
 - We do not currently collect self-reported demographic data around staff and board, but have plans to do so in the next year.
 - We do not currently collect any demographic data on our staff and board, and do not have the capacity to do so.
 - We share our organizational demographic data in our Guidestar/Candid profile.
 - Other (please share)
7. What challenges or concerns do you have around collecting demographic data on your staff/board? What support do you need to move this work forward?
8. Share the link to your Candid profile. CAC encourages all GOS grantee organizations to claim their [Candid Profile](#) and update programmatic, financial, and any [publicly-self-identified demographic data](#) available for your organization.

Setting 2025 Organizational Goals

Identify organizational goals that relate to CAC's [funding criteria](#).

Goals should be [SMARTIE](#): specific, measurable, achievable, realistic, time-targeted, inclusive, and equitable.

You will share your progress on these goals in your 2025 Mid-Year and Year-End reports.

1. **CAC encourages grantees to choose goals for their CAC reporting process directly from your strategic plan, to show how your core, mission-driven work connects to CAC's funding criteria: Public Benefit, Artistic & Cultural Vibrancy, and Organizational Capacity.** Is your organization operating under a strategic plan or other planning framework? (yes/no)
 - a. If yes, Please upload a copy of your Strategic Plan.
 - b. If no, please share how your organization plans for the future. *(up to 100 words)*
2. **PUBLIC BENEFIT - An organization's ability to meaningfully connect with its community to achieve its mission.**

Examples of how an organization can demonstrate public benefit include, but are not limited to:

- Understanding, respecting, and sharing power with its community
- Listening and responding to its community
- Building and strengthening relationships
- Being inclusive and engaging diverse populations
- Being accessible and inviting to its community and the broader public

- a. **Your organization's 2025 Public Benefit goal:** (up to 100 words)
- b. **How will you measure progress?** (up to 100 words)
- c. **Is this goal pulled directly from your organization's strategic plan?** (yes/no)

3. ARTISTIC AND CULTURAL VIBRANCY - An organization's ability to create relevant and engaging work that furthers its mission.

Examples of how an organization can demonstrate artistic & cultural vibrancy include, but are not limited to:

- Incorporating a process of reflection to ensure that programming is relevant to or created with its community
- Building the capacity of arts and cultural professionals, helping them to thrive
- Engaging a diverse team of arts and cultural professionals qualified to achieve the mission
- Identifying opportunities to promote diversity, equity, inclusion, and belonging through its work

- a. **Your organization's 2025 Artistic & Cultural Vibrancy goal:** (up to 100 words)
- b. **How will you measure progress?** (up to 100 words)
- c. **Is this goal pulled directly from your organization's strategic plan?** (yes/no)

4. ORGANIZATIONAL CAPACITY - An organization's ability to successfully plan for and manage its resources.

Examples of how an organization can demonstrate organizational capacity include, but are not limited to:

- Setting goals, measuring progress, and evolving
- Recruiting and retaining a diverse staff and board that can carry out the mission
- Planning strategically to achieve and maintain a strong financial position
- Evaluating organizational processes and structures to ensure a culture of belonging where everyone can thrive

- a. **Your organization's 2025 Organizational Capacity goal:** (up to 100 words)
- b. **How will you measure progress?** (up to 100 words)
- c. **Is this goal pulled directly from your organization's strategic plan?** (yes/no)

5. RACIAL EQUITY GOAL - What actions will you take during the grant period to work toward racial equity in your work and organization?

CAC defines racial equity as the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities not just their manifestation. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them.

- a. **Your organization's 2025 Racial Equity goal:** (up to 100 words)
- b. **How will you measure progress?** (up to 100 words)
- c. **Is this goal pulled directly from your organization's strategic plan?** (yes/no)

Additional Questions

1. What trainings/organizational development programming are your staff and/or board planning to participate in this year? *(up to 100 words)*
2. In what ways would your organization like to connect with CAC staff and/or other CAC grant recipients in 2025?
 - Continue Grantee Connect Meetups
 - One-on-one meeting or site visit with your grants manager
 - Full CAC team site visit
 - In-person discipline focused meet-ups
 - Virtual discipline focused meet-ups
 - In-person organization size focused meet-ups
 - Virtual organization size focused meet-ups
 - Other (please share)
 - None, thank you
3. What topics related to CAC's grantmaking or organization would you like CAC to address in informational sessions or workshops?
4. Share your events! Your 2025 grant agreement requires that you have active events on the CAC events calendar at ClevelandArtsEvents.com for each month of the grant year (with the exception of months where no programming is conducted). Please post all your upcoming public events that you have not previously added by logging in [here](#).
 - I am aware of this requirement and have a plan to post my organization's upcoming public events on ClevelandArtsEvents.com.
5. Do you have further thoughts or feedback to share with CAC at this time?
 - Please consider sharing anonymous feedback or thoughts through the [CAC Feedback Form](#), or by contacting your [grant manager](#).

STATEMENT OF ASSURANCES

Please check all of the boxes that apply below. Doing so certifies that your organization continues to meet the following eligibility requirements necessary to continue to receive General Operating Support.

- My organization has a primary mission to provide programs or activities in areas directly concerned with arts or cultural heritage, as defined by the [Ohio Revised Code Chapter 3381](#), for the general public
- My organization continues to have a permanent and viable base in Cuyahoga County
- My organization is a 501(c)(3) nonprofit as verified by Guidestar's Charity Check

- My organization continues to employ at least one paid, professional cultural/artistic and/or administrative staff person working a minimum of 20 hours per week (or 1,040 hours per year) at or above the state-designated minimum wage
- My organization is incorporated and authorized to do business in Ohio as verified by the [Ohio Secretary of State](#)

Closely review the form. If everything is correct, enter the name, title and email address of the person making the submission and hit the “submit” button.

You will receive an automatic email response indicating that we have received your materials.