General Operating Support
2021 Organizational Goal Setting Form

Your 2021 General Operating Support (GOS) Goals are due by January 31, 2021 – but we encourage early submissions.

Note: Your 2021 Goals will be submitted through a separate form than the 2020 Year-End Report in FluidReview. You will gain access to the 2021 Goal Setting Form by clicking on the link for your 2021 GOS grant in the online system.

Submit your form using FluidReview. Need help with the online system? Please read our Guide to FluidReview.

Once your 2021 Goals and 2020 Year-End Report are approved and your board chair and executive director/CEO have signed the grant agreement; we will release the first payment of your 2021 grant (50%). No funds related to your 2021 grant will be released before January 1, 2021.

If there have been any changes to your banking information, please complete the direct deposit agreement form.

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.

The goal setting form is divided into five sections:
- Contact Verification
- Setting 2021 Institutional Goals
- Additional Questions
- Support Materials
- Statement of Assurances

Questions? Contact your program manager at 216.515.8303. India Pierre-Ingram, senior associate - communications & grant programs, can help with any technical questions you may have: ipierreingram@cacgrants.org or 216.306.0110.

CONTACT VERIFICATION
The first two subsections will be auto-populated from your organization details in the online system. Review the information and make any necessary updates.

- **Organizational Primary Contact Information.** This contact will receive all communications from Cuyahoga Arts & Culture related to your organization's GOS grant during the 2021 grant cycle.

- **CEO/Executive Director Contact Information from the Online System.** Auto populated from the *Organizational Details* section of your User Account.

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 optional yes/no questions below.

We ask that your responses are informed by the Grantmakers in the Arts' "Racial Equity: Statement of Purpose."

1. Do the majority of your organization's executive team and board identify as black, indigenous, people of color (BIPOC)?

2. Is your organization's mission to preserve or promote the cultural heritage of BIPOC communities?

3. Does your organization identify with or represent a community that has been historically excluded or marginalized?

SETTING 2021 INSTITUTIONAL GOALS

Identify institutional goals that relate to CAC's three funding criteria. See Appendix and help text in FluidReview for definitions. Reminder: Institutional goals are specific, measurable, achievable, realistic and time-targeted.

You will share your progress on of these goals in your 2021 mid-year and year-end reports.

1. **Public Benefit*: an organization's ability to meaningfully engage its community to achieve its mission.***

   An organization meaningfully engages its community by:
   - Demonstrating that it shares power by understanding, respecting, working with, and responding to its community
   - Using knowledge of its community to drive its work
   - Building meaningful relationships with residents and community partners
   - Being accessible and inviting to its community and open to the public

   a. **Your organization's 2021 Public Benefit goal:** (up to 500 characters)
   b. **How will you measure progress?** (up to 750 characters)

2. **Artistic and Cultural Vibrancy: *an organization's ability to create quality, mission-driven work that inspires and challenges its community.***
   An organization inspires and challenges its community by:
   - Engaging a diverse team of arts and cultural professionals, qualified to achieve mission
   - Inspiring its community to think creatively and/or differently
   - Incorporating a process of reflection that ensures fresh programming

a. **Your organization's 2021 Artistic & Cultural Vibrancy goal:** (up to 500 characters)
b. **How will you measure progress?** (up to 750 characters)

3. **Organizational Capacity:** *an organization's ability to successfully manage resources to their best use now and for years to come.*
   An organization successfully plans for and manages its resources by:
   - Recruiting and retaining an engaged and diverse board, staff and/or volunteers who are qualified to carry out the mission
   - Planning as a team to set goals, measure progress and evolve
   - Planning strategically to achieve a stronger financial position

   a. **Your organization's 2021 Organizational Capacity goal:** (up to 500 characters)
   b. **How will you measure progress?** (up to 750 characters)

4. **Racial Equity Goal:** *Working to address the effects of white privilege and power on people of color by shifting power, opportunities, access and resources resulting in racial justice.*
   - **Your primary goal:** (up to 500 characters)
   - **How will you measure progress?** (up to 750 characters)

ADDITIONAL QUESTIONS

1. *Is your organization operating under a under a **strategic plan** or some planning framework? (Y/N)*
   a. If yes, you will be asked to upload this plan in a separate task.
   b. If no, please share more information with us.

2. *Has your organization made any amendments or updates to your Articles of Incorporation? (Y/N)*
   a. If yes, you will be asked to upload the amended articles in a separate task.

3. *Share your events:* Your grant agreement will require you to 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.

   a. I certify that I have posted all my organization's upcoming public events on ClevelandArtsEvents.com.

   b. I couldn't complete this task.
      i. Please explain why you could not post all your upcoming events on ClevelandArtsEvents.com or contact India Pierre-Ingram at ipierreingram@cacgrants.org or 216.306.0110 with questions about posting events.

SUPPORT MATERIALS
- Please upload your organization's **strategic plan** or planning framework.
- Please upload your **Articles of Incorporation.** Thanks for helping us update our electronic records.

STATEMENT OF ASSURANCES

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.

GLOSSARY

Diversity – the demographic mix of a specific collection of people.

Inclusion – the degree to which diverse individuals are able to participate fully in the decision-making processes within an organization or group.

Racial Equity – the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares.

Racial Justice – the proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all.

White Privilege – inherent and greater access to power and resources when compared to people of color.