General Operating Support
2022 Organizational Goal Setting Form

Your 2022 General Operating Support (GOS) Goals are due by January 31, 2022 – but we encourage early submissions.

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

Once you complete the 2021 Year-End Report, you will have access to the 2022 Organizational Goalsetting Form. Please complete the Year-End Report first. To find the 2022 Goalsetting form, click "My Applications" in the online application and reporting system. Your 2022 application will show up to the right of your 2021 materials. Click Start.

Once your 2021 Year-End Report and 2022 Goals are approved and your board chair and executive director/CEO have signed the grant agreement; we will release the first payment of your 2022 grant (50%). No funds related to your 2022 grant will be released before January 1, 2022.

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 four sections:
- 2022 Organizational Goal Setting Form
- Strategic Plan or Planning Framework Upload
- Articles of Incorporation Upload
- Statement of Assurances

Questions? Contact your grant manager with any questions, or India Pierre-Ingram, grant operations & racial equity initiatives manager with any technical questions you may have: ipierreingram@cacgrants.org or 216.306.0110.

2022 ORGANIZATIONAL GOAL SETTING FORM

Contact Verification
The first two subsections will be auto-populated. 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 2022 grant cycle.

- **CEO/Executive Director Contact Information from the Online System.** Auto populated from the Eligibility Check section of your application.

Organizational 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 questions below.

1. Do the majority of your organization's executive team and board identify as black, indigenous, people of color (BIPOC)? (yes/no/not sure)

2. Does the majority of your organization's executive team and board identify as white? (yes/no/not sure)

3. Is your organization's mission to preserve or promote the cultural heritage of BIPOC communities? (yes/no)

4. Does the majority of your audience identify as white? (yes/no/not sure)

5. Does your organization identify with or represent a community that has been historically excluded or marginalized? (yes/no)

Setting 2022 Institutional Goals

Identify institutional goals that relate to CAC's three funding criteria. CAC's funding criteria continue to evolve, and have changed since last year. Please carefully read each description as you're developing your goals. We also recommend viewing our 2022 GOS Goalsetting Workshop video.

Institutional goals should be SMARTIE: specific, measurable, achievable, realistic, time-targeted, inclusive, and equitable.

You will share your progress on of these goals in your 2022 mid-year and year-end reports.

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

   - Demonstrate that it understands, respects, works with, and responds to its community
   - Articulate and demonstrate knowledge of its community to drive its work
   - Builds and strengthens meaningful relationships with and active engagement among its community, residents, and audiences; including Black, Indigenous, People of Color (BIPOC)
   - Be accessible and inviting to its community and open to the public

   a. **Your organization's 2022 Public Benefit goal:** (up to 500 characters)
   b. **How will you measure progress?** (up to 500 characters)

2. **Artistic and Cultural Vibrancy:** *an organization's ability to create quality, mission-driven work that inspires and challenges its community.*

- Use equitable principles to engage a racially diverse team of arts and cultural professionals qualified to achieve the mission and to serve a racially diverse community and audience
- Build the capacity of artists and creatives, including BIPOC arts and culture professionals, preparing them for rewarding careers locally and beyond
- Develop partnerships based on principles of mutuality, co-creation and collaboration
- Collaborate with artists and/or community partners to create experiences that build cultural understanding and inspire its community to think differently and/or creatively
- Incorporate a process of reflection that ensures fresh programming

   a. **Your organization's 2022 Artistic & Cultural Vibrancy goal:** (up to 500 characters)
   b. **How will you measure progress?** (up to 500 characters)

3. **Organizational Capacity:** *an organization's ability to successfully manage resources to their best use now and for years to come.*

- Equitably recruit, retain, and provide employment opportunities and board or volunteer engagement resulting in a racially diverse team that is qualified to carry out the mission
- Plan as a team to set goals, measure progress and evolve
- Plan strategically to achieve a stronger financial position

   a. **Your organization's 2022 Organizational Capacity goal:** (up to 500 characters)
   b. **How will you measure progress?** (up to 500 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 500 characters)

2022 Technical Assistance
Your grant agreement requires participation by a senior staff or board member in at least one CAC technical assistance offering during the year.

1. CAC is considering continuing to offer a select number of vouchers for participation in Racial Equity Institute's Phase 1 or Latinx Challenge workshops, which are virtual, 2-day workshops held throughout the year. Is your organization interested in sending a senior staff leader or board member as a participant? (Y/N)
   - If yes, who would attend on behalf of your organization and what is their role? *(up to 250 characters)*

   Recognizing that we have offered participation in REI for a number of years, if CAC continues to do so we may prioritize new grant recipients, those who haven't participated in the past, and

those with new individuals in leadership roles. We will be in touch around REI opportunities after the 2022 Goals Form is closed and reviewed.

2. CAC is considering working with Art Equity to support the participation of our grant recipients in their Finding the Keys workshop. [Art Equity's Finding the Keys](#) . This is a 1-day session covering antiracist approaches to recruitment and hiring in the arts. Would your organization be interested in sending a senior staff leader or board member as a participant? (yes/no)

    If yes, who would attend on behalf of your organization and what is their role? *(up to 250 characters)*

3. What other specific training topics would you like to see offered by CAC? *(up to 500 characters)*

4. What other trainings/organizational development programming are your staff and/or board planning to participate in this year? *(up to 500 characters)*

Additional Questions

1. Is your organization operating under a under a **strategic plan** or other planning framework? (yes/no)
   - If yes, you will be asked to upload this plan in a separate task.
   - If no, please share how your organization plans for the future. *(up to 500 characters)*

2. Has your organization made any amendments or updates to your Articles of Incorporation? (yes/no)
   - 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](#).

   - I am aware of this requirement and have a plan to post all my organization's upcoming public events on ClevelandArtsEvents.com.

SUPPORT MATERIALS

- Please upload your organization's **strategic plan** or planning framework, if you have one.
- Please upload your **Articles of Incorporation.** Thanks for helping us update our electronic records, if changes have been made.

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.

RESOURCES

[2022-23 General Operating Support Guidelines](#)

[2022 GOS Goalsetting Workshop Recording](#)

[CAC Events Calendar & Credit Requirements](#)

[Glossary for Applicants](#)

> Racial Equity: Is 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.