



General Operating Support 2023 Organizational Goal Setting Form

Your 2023 General Operating Support (GOS) Goals are due by January 31, 2023 – 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 your [2022 Year-End Report](#) and 2023 Goals are approved, and your board chair and executive director/CEO have signed the grant agreement; CAC will release the first payment of your 2023 grant (50%). No funds related to your 2023 grant will be released before January 1, 2023.

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](#) with any questions.

2023 ORGANIZATIONAL GOAL SETTING FORM

Contact Verification

- **Organizational Primary Contact Information.** Please update the contact information for who your organization's primary contact with CAC will be. This contact will receive all communications from CAC related to your organization's GOS grant during the 2023 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 you to complete the following questions:

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

3. Is your organization's mission to preserve or promote the cultural heritage of BIPOC communities? (yes/no/prefer not to answer)
4. Does the majority of your audience identify as white? (yes/no/not sure/prefer not to answer)
5. Does your organization identify with or represent a community that has been historically excluded or marginalized? (yes/no/prefer not to answer)

Setting 2023 Institutional Goals

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

If your organization has a strategic plan that includes calendar year 2023, please consider sharing goals directly from the strategic plan that relate to our funding criteria.

If your organization does not have a strategic plan or organizational annual goals, we recommend viewing our [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 2023 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 2023 Public Benefit goal:** (up to 500 characters)
 - b. **How will you measure progress?** (up to 500 characters)
 - c. **Is this goal pulled directly from your organization's strategic plan?** (yes/no)

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 2023 Artistic & Cultural Vibrancy goal:** (up to 500 characters)
 - b. **How will you measure progress?** (up to 500 characters)
 - c. **Is this goal pulled directly from your organization’s strategic plan?** (yes/no)
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 2023 Organizational Capacity goal:** (up to 500 characters)
 - b. **How will you measure progress?** (up to 500 characters)
 - c. **Is this goal pulled directly from your organization’s strategic plan?** (yes/no)
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.***
- a. **Your organization’s 2023 Racial Equity goal:** (up to 500 characters)
 - b. **How will you measure progress?** (up to 500 characters)
 - c. **Is this goal pulled directly from your organization’s strategic plan?** (yes/no)

Additional Questions

1. What specific training topics would you like to see offered by CAC? (up to 500 characters)
2. What trainings/organizational development programming are your staff and/or board planning to participate in this year? (up to 500 characters)
3. Is your organization operating 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)
4. 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.
5. Share your events! Your 2023 grant agreement requires that you have active events on the CAC events calendar at [ClevelandArtsEvents.com](https://www.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.

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.