



## Cultural Heritage Grant 2025 Organizational Goal Setting Form

**Your 2025 Cultural Heritage Grant (CH) Goals are due by January 31, 2025 – 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 [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](#).

### 2025 ORGANIZATIONAL GOAL SETTING FORM

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#### Contact Verification

- **Organizational Primary Contact Information.** This contact will receive all communications from Cuyahoga Arts & Culture related to your organization’s GOS grant during the 2025 grant cycle.
- **CEO/Executive Director Contact Information from the Online System.** Please update the contact information if needed.

#### Organizational Leadership and Population Served

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.

To improve CAC’s understanding of the organizations and communities served through its grants we ask that you answer the following questions:

1. Please select all that apply:
  - a. We collect self-reported demographic data for our staff and board.
  - b. We do not currently collect self-reported demographic data around staff and board, but have plans to do so in the next year.

- c. We do not currently collect any demographic data on our staff and board, and do not have the capacity to do so.
  - d. We share our organizational demographic data in our Guidestar/Candid profile.
  - e. Other (please share)
2. Do the majority of your organization’s senior leadership and board identify as black, indigenous, people of color (BIPOC)? (yes/no/not sure/prefer not to answer)
3. 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)

## Setting 2025 Organizational Goals

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

If your organization has a strategic plan that covers calendar year 2025, please consider sharing goals directly from the strategic plan that relate to our funding criteria that your organization is working toward in 2025.

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

You will share your progress on of these goals in your 2025 mid-year check in and year-end report.

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 and authentically engage its community to achieve its mission.**
  - 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 200 words)
  - b. **How will you measure progress?** (up to 200 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 quality, mission-driven work that inspires and challenges its community.**

- 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 to carry out the organization's culturally specific work.
- Identifying opportunities to promote diversity, equity, inclusion, and belonging through its work.
  - a. **Your organization's 2025 Artistic & Cultural Vibrancy goal:** (up to 200 words)
  - b. **How will you measure progress?** (up to 200 words)
  - c. **Is this goal pulled directly from your organization's strategic plan?** (yes/no)

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

- 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 200 words)
  - b. **How will you measure progress?** (up to 200 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
2. Has your organization made any amendments or updates to your Articles of Incorporation? 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](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 your Cultural Heritage Grant.

- 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 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.

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## RESOURCES

[2024 - 2025 Cultural Heritage Guidelines](#)

[2022 GOS Goal setting Workshop Recording](#)

[CAC Events Calendar & Credit Requirements](#)

[Glossary for Applicants](#)