

# Organizational Development Grants - Policies & Guidelines

*The Winnipeg Foundation makes granting decisions based on an application's merit and does not discriminate on the basis of actual or perceived group characteristics as identified in the Manitoba Human Rights Code. Organizations applying for a grant from The Winnipeg Foundation must also adhere to the Manitoba Human Rights Code.*

The Winnipeg Foundation's Organizational Development Grants program awards grants of up to \$10,000 to charitable organizations for a range of projects to support building their internal capacity and make their operations more sustainable. This is a pilot for 2019 to 2021.

## Grant Policies

- Only registered charities are eligible for grants from The Winnipeg Foundation's Organizational Development grant program.
- Applicants who have not applied for a Community Grant from The Winnipeg Foundation in the last three years may be required to provide additional documentation.
- Organizations may apply for an Organizational Development grant once per calendar year.
- Applying for an Organizational Development Grant does not preclude an organization from applying for a Community Grant (One-Time or Resilient Community) or other Special Program grant in the same calendar year, but it must be for a different project.

## Grant Guidelines

- The maximum grant request is \$10,000. Organizations seeking more than \$10,000 for an Organizational Development project may apply to the One-Time Community Grants program.
- Applications will be assessed on the strength of the proposal and the potential benefit to an organization's overall effectiveness. Further, the organization's readiness to carry out the project, and how it fits with the organization's long-term plans for growth/development, will be taken into account.
- Grants are not made for activities undertaken before the date of the decision notification from The Winnipeg Foundation.
- A final narrative report and financial summary of actual revenues and expenses are required within three months of the completion of the project.

## Types of Grants:

- Group mentorship – cohorts or organizations who commit to growing together as leaders under the guidance of a mentor
- Job shadowing – where the specific nature of an executive director's work requires special knowledge transfer, for example in the case of a founding or long-serving executive director, or an organization where they are the sole staff member

## Types of Grants: (continued)

- Communications planning\*
- Fundraising or capital campaign planning\*
- Human Resources planning or policy development\*
- Strategic planning\* – must include board and management
- Feasibility studies – includes, but is not limited to, social enterprise, mergers or shared resources with other agencies
- Evaluation – assessing program impact or establishing an evaluation framework
- Governance or board development – including training, policy development
- Imagine Canada accreditation – costs associated with pursuing accreditation

*\*Planning requests may include consultant's fees and other costs related to the planning process. Does not include implementation of the plan.*

## How to apply

Application is online and accepted on a continuous basis. Please allow up to eight weeks for review. Visit [wpgfdn.org](http://wpgfdn.org) for further details.

