



## OUT IN THE SOUTH FUND: REQUEST FOR PROPOSALS FROM LGBTQ-FOCUSED GRANTMAKING FUNDS IN THE U.S. SOUTH

### ABOUT THE OUT IN THE SOUTH FUND: PRINCIPLES, GOALS, AND PARTNERS

The Out in the South Fund is a collaborative fund devoted to increasing funding for LGBTQ communities in the South over the long term. The Out in the South Fund is based on several key principles:

- Funding for the needs and dreams of LGBTQ communities in the South is best led by LGBTQ Southerners.
- Building and organizing local communities of LGBTQ and allied donors is the most effective way to build sustainable resources for LGBTQ communities in the South.
- Advancing social change for LGBTQ communities in the South requires strong locally rooted community-based organizations with the capacity to advance cultural change, advocate for more equitable policies, and deliver effective services to improve the lives of LGBTQ Southerners.

Based on these principles, the Out in the South Fund has two main goals: (1) to build up local LGBTQ funds as sustainable sources of locally rooted LGBTQ funding; and (2) to strengthen the capacity of local community organizations making a positive impact on the lives of LGBTQ Southerners.

The priorities of the Out in the South Fund are informed by over two years of research and planning conducted by Funders for LGBTQ Issues and many partners. The research highlighted the gap between over 700 LGBTQ organizations and groups based in the South and the drastic underfunding of Southern-based LGBTQ work. This is a critical time in the ongoing movement toward inclusion and justice for Southern LGBTQ communities. The Fund aims to support efforts that will result in LGBTQ people and their families living authentic lives as part of the fabric of communities throughout the South.

### WHO IS ELIGIBLE TO APPLY

The Out in the South Fund seeks proposals from LGBTQ-focused funds based in the U.S. South. By “LGBTQ-focused funds,” we mean efforts to raise money and give out grants to LGBTQ community groups and organizations. Eligible funds may have a variety of structures, including funds housed at community foundations or other public foundations, independent LGBTQ public foundations, grantmaking programs housed at nonprofit organizations, or local collaborative funds that allow private foundations and other donors to work together through a coordinated effort. Eligible funds may be long-standing or new. Grantees who received funding in the first or second round of grants in 2016 or 2017, as well as those who were declined, are encouraged to apply. Current grantees are encouraged to develop applications that build upon their work from previous years of funding.

Regardless of their structure or age, applicant funds should be able to demonstrate their potential for advancing the goals of the Out in the South Initiative of bringing more resources to LGBTQ communities in the South. Specific eligibility criteria include the following:

- **Organizational structure and grantmaking capacity:** Applicants must be a nonprofit organization with 501(c)(3) status and must show that they have the organizational infrastructure and capacity to review, award, and monitor grants to grassroots LGBTQ groups in the South.  
**Geographic focus:** Applicants must be based in the South, which, for the purposes of the Out in the South Initiative, includes Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia.
- **Demonstrated institutional commitment:** Applicants must show evidence of their commitment to support LGBTQ communities, including nondiscrimination policies that include sexual orientation and gender identity and institutional support for addressing issues affecting a diversity of LGBTQ communities, including people of color, transgender people, and immigrants.



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- **Openness to being part of a learning community:** Applicants will be asked to participate in a learning community of other Southern LGBTQ funds, including convenings and peer learning opportunities. Travel and other costs of trainings will be covered by the Out in the South Fund, and applicant staff or volunteers should be prepared to devote appropriate time and thought to participating actively in these opportunities.

### WHAT WE WILL FUND

The Out in the South Fund will award grants to LGBTQ-focused funds that support planning efforts or capacity building of funds as well as matching grants.

### PLANNING OR CAPACITY BUILDING GRANTS

Planning or capacity building grants will provide support for applicant funds to:

- Assess needs and assets in their LGBTQ communities;
- Engage and attain input from community leaders and donors;
- Develop multi-year plans for both fundraising and grantmaking goals and strategies; and/or
- Build the capacity to respond to and reflect the full diversity of LGBTQ communities, especially when it comes to representation of people of color, transgender people and immigrants. Planning and capacity building grants are especially useful for recently established funds, but long-standing funds may also wish to seek out these grants, particularly if many years have passed since the last community assessment or planning process, if the fund is exploring new strategies or approaches.

### MATCHING GRANTS

Matching grants will provide matching dollars for money raised by grantee funds. Our hope is that these matching dollars will provide a catalyst for LGBTQ funds to energize and engage local donors. Grantee funds will receive matching dollars based on the asset size of the foundation or nonprofit hosting the fund.

- Foundations or other organizations with **assets over \$200 million** will receive a match of **1 dollar for every 2 dollars raised**.
- Foundations or other organizations with **assets of \$5 million to \$200 million** will receive a match of **one dollar for every dollar raised**.
- Foundations or other organizations with **assets of less than \$5 million** will receive a match of **2 dollars for every dollar raised**.

Matching funds must be directed toward re-granting to community-based organizations that represent the full range of the LGBTQ community. Specifically, matching funds should be used to build the capacity of local LGBTQ communities. The Out in the South Fund defines capacity-building broadly and recognizes that the needs and assets of each region are unique. Some cities and counties may only have one or a handful of LGBTQ community groups, and most are likely to be volunteer-driven. In that context, capacity-building could include supporting an organization to attain 501(c)(3) status or to hire its first executive director. It could also mean providing support for a new community center to rent or buy space, or to help a grassroots group to develop a campaign to raise awareness about transgender issues. It could also mean supporting LGBTQ programs housed at non-LGBTQ-focused nonprofits, or supporting mainstream service providers in strengthening their LGBTQ cultural competence. Budget proposals for matching grants should include overhead costs between 10-20% as well as in-kind support from host institutions.

Current grantees can apply for both matching funds and capacity building funds. A current grantee may be well poised for a matching grant and also need support to do more authentic community engagement, develop a fundraising strategy, or strengthen their racial justice lens. For example, a fund can request \$25,000 in capacity



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building money to support the fund working with a consultant to build the fund's internal capacity (ie, strategic planning, donor development, fundraising development, etc.) as well as \$35,000 for matching funds. If you are a current grantee considering this option, please discuss your approach with the Project Director.

### **GRANT RANGE AND TIME PERIOD**

Grants will range from \$25,000 - \$60,000. Proposals can focus on either planning/capacity building grants OR matching grants with the option of including capacity building funds in addition to matching funds. The grant period will be one year. Applicants will be eligible to apply for continuation grants in future years, and the hope of the Out in the South Fund is to provide up to three more years of support for grantee funds, so as to provide time for building a strong base of donors and more sustainable funds.

### **LEARNING COMMUNITY**

All funded organizations will participate in a cohort with other grantees for capacity building and shared learning throughout the grant cycle which will include at least one in-person convening. The Out in the South Fund will work with grantees to determine the most appropriate technical assistance and training support throughout the grant cycle.

### **EVALUATION CRITERIA**

The Out in the South Fund will support the development of sustainable philanthropic structures that are able to:

- Identify funding priorities that will result in a positive impact on the lives of LGBTQ Southerners and are responsive to community needs and strengths;
- Reflect the full diversity of LGBTQ communities in their local areas (especially as it relates to the representation of people of color, trans people, and immigrants) in both funding priorities and decision making structures. We recognize this can be challenging work and do not expect every fund to immediately reflect the full diversity of our communities with regard to race/ethnicity and gender identity. However, we do expect grantee applicants to intentionally engage in efforts that will build the capacity of funds to be responsive to and address the needs of the full diversity of LGBTQ communities. This may mean engaging in donor education to build an understanding of issues facing trans communities or funds may consider developing decision making structures that include members of communities that are often marginalized in philanthropic efforts and not represented in your current pool of donors;
- Demonstrate potential to energize donors and fundraise in support of LGBTQ communities; and
- Sustain fundraising efforts through institutional support, donor engagement, community partnerships and the development of compelling funding strategies.

### **SUBMISSION INSTRUCTIONS**

To be considered for 2018 funding, submit your application and supporting documents no later than 5pm EST on September 10, 2018. **Send your proposal via email to [chantelle@lgbtfunders.org](mailto:chantelle@lgbtfunders.org) with "Out in the South Fund Grant Application" in the subject line.** You will receive a confirmation of receipt of your application within 24 hours of submission. Grant awards will be announced by mid-October. Be sure to complete the section relevant to the type of grant for which you are applying – Section 3a for planning grants and Section 3b for matching fund grants. Completed proposals should be no longer than 8 pages in length (not including supporting documents). We will host two informational calls for potential applicants (see dates and link to register below). If you have any questions, contact Chantelle Fisher-Borne, Project Director for the Out in the South Initiative, at [chantelle@lgbtfunders.org](mailto:chantelle@lgbtfunders.org) or 919-260-2189.



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Our timeline for the remainder of 2018 will include the following dates:

- August 9<sup>th</sup> and August 13<sup>th</sup> Informational calls for potential applicants (Register at <https://www.lgbtfunders.org/initiatives/ots/out-in-the-south-fund/> or by emailing Chantelle Fisher-Borne at [chantelle@lgbtfunders.org](mailto:chantelle@lgbtfunders.org))
- September 10<sup>th</sup> : Applications due by 5PM EST.
- Mid-October: Grant awards announced
- April 2018 (exact date TBD): Grantee convening (location TBD)

**1. APPLICANT INFORMATION**

Legal Name of Organization:	
Full Address:	
Telephone:	Website Address:
Contact Name & Title:	
Telephone:	E-mail:
Current Organizational Budget: \$	Fiscal Year End Date:

**2. REQUEST INFORMATION**

<b>Request Type:</b>		
Total Request Amount: \$	Planning Grant: \$	Matching Funds Grant: \$
Geographic Focus of Request:		

**3A. NARRATIVE FOR PLANNING GRANT REQUESTS**

1. Please describe the LGBTQ communities that your fund seeks to serve. What are the geographic boundaries of your community? What are the racial/ethnic and economic demographics of the community served? What do you know about the make-up of the target LGBTQ community in terms of gender and gender identity? Is the community rural, urban, suburban, or a mix of these? What do you already know about LGBTQ community organizations and assets in the area, whether formal or informal? What challenges are your community facing?
2. Please describe how you plan to assess the needs and assets of your LGBTQ community. What do you hope to learn? Have you identified possible researchers? What methods will you use to learn about the community's needs and assets (e.g., online survey, interviews, focus groups, town halls)? How do you plan to engage community stakeholders and leaders in identifying both needs and funding priorities? What steps will you take to assure that the full diversity of the LGBTQ community is represented in the assessment process?
3. Please describe how you plan to identify and engage potential donors during the planning period, as well as any key questions you hope to explore in developing a fundraising strategy for your LGBTQ fund.
4. Please describe how you plan to ensure meaningful leadership opportunities and participation from communities often marginalized in philanthropic efforts (such as communities of color, trans communities and immigrant communities). If your current leadership and decision making structures do not reflect the full diversity of the LGBTQ community, what are your plans to explore ways to ensure your fund is addressing the needs of the full diversity of LGBTQ communities in the South?



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5. Provide a brief timeline of activities that will be carried out during the one-year planning and assessment period. This may take the form of a table or simple bulleted list.
6. Please provide a brief estimate of expenditures for the project. For planning grants, these expenses are likely to include research consultants, staffing time, and program expenses such as food and printing.
7. Please describe the organization's capacity for implementing the proposed activities. In particular, what experience or infrastructure do you have in place for reviewing, awarding, and monitoring grants? What experience or capacity do you have for fundraising? What is the organization's past history of working in LGBTQ communities, and its capacity for engaging the full diversity of LGBTQ communities in terms of race and ethnicity, gender, gender identity, socioeconomic status, and other identities?

### 3B. NARRATIVE FOR MATCHING GRANT REQUESTS

For all questions below, if you have received a planning grant, please share how you are building on planning efforts completed during the first year.

1. Please describe the LGBTQ communities that your fund seeks to serve and any research or assessments conducted on the needs and assets of your LGBTQ communities. What are the geographic boundaries of your community? What are the racial/ethnic and economic demographics of the community served? What do you know about the make-up of the target LGBTQ community in terms of gender and gender identity? Is the community rural, urban, suburban, or a mix of these? What prior research or community assessments have you or others conducted to identify the community's needs, assets, and challenges?
2. Please describe how your funding priorities have been informed through engaging your local community. How have you attained input from a diverse range of LGBTQ community members? How will you assure that a diverse range of community leaders has a substantive voice in your grantmaking?
3. What are your fund's key fundraising goals and strategies? How much do you hope to raise, and from how many donors? Have you identified "donor leaders" able to take on leadership in the fund and ask their peers to participate? Do you plan to host any donor forums, fundraising events, or other vehicles for engaging and educating donors?
4. Please describe your plans for grantmaking for the next year of the fund. Are there any specific gaps you've identified that you hope to address? Are there particular issues or sub-populations you hope to focus on, given what you know about your community's unique needs and assets?
5. Provide a brief timeline of activities that will be carried out during the one-year grant cycle. This may take the form of a table or simple bulleted list.
6. Please provide a brief estimate of expenditures for the project. Include amount dedicated to grantmaking, operational support and in-kind support.
7. Please describe the organization's capacity for implementing the proposed activities. In particular, what experience or infrastructure do you have in place for reviewing, awarding, and monitoring grants? What experience or capacity do you have for fundraising? What is the organization's past history of working in LGBTQ communities, and its capacity for engaging the full diversity of LGBTQ communities in terms of race and ethnicity, gender, gender identity, socioeconomic status, and other identities?
8. **If you are including in your proposal support for capacity building in addition to matching funds, how do you plan to use the capacity building funds?**



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9. How do you plan to evaluate the impact of your grantmaking? What do you believe are the key measures of success?

**4. SUPPORTING DOCUMENTS**

<b>PLEASE SUBMIT THE FOLLOWING SUPPORTING DOCUMENTS WITH YOUR APPLICATION.</b>
<b>501C3 LETTER</b>
Two letters of support, one from a lead donor and one from a community based organization, not limited to 501c3 organizations
Demographics of leadership team and/or staff (race/ethnicity, gender, sexual orientation, age and gender identity)
Project Budget

**5. AUTHORIZATIONS**

<b>PLEASE HAVE AN AUTHORIZED OFFICIAL (E.G., EXECUTIVE DIRECTOR, BOARD CHAIR) SIGN THIS APPLICATION.</b>	
Name:	
Title:	
Telephone:	Email:
Authorized Official's Signature:	Date: