



## **Pamela G. Montgomery Nonprofit Leadership Fund**

### Grant Guidelines

The Pamela G. Montgomery Nonprofit Leadership (PGM) Fund is intended to meet the needs for leadership training and professional development that are not necessarily addressed by other CFGV programs or funds. While grants from the PGM Fund may eventually be narrowed to a specific purpose or become competitive, in its initial years, the Fund will be used to address pressing needs identified by CFGV staff.

At present, most of CFGV's nonprofit trainings are meant for nonprofit workforce with some level of nonprofit experience, which means they are often too advanced for newcomers, and few of them address the needs of our most seasoned nonprofit leaders. The needs of both of these groups were articulated in the focus groups that CFGV held in 2021. Because the numbers of people who fall into the two groups - "newcomers" and "seasoned leaders" - are very small, formal training workshops conducted by CFGV are not cost-effective. Therefore, PGM Fund grants will focus on the needs of these two groups in particular. Some examples of grants include, but are not limited to:

- For newcomers:
  - Funds may assist with attendance at workshops, conferences, etc. where they can begin to build networks and acquire nonprofit skills
  - An amount up to \$250 may be requested
  - Funds will be requested via a proposal letter which will address the opportunity and how it will benefit both the individual and their organization; staff may request additional information on the event
- For seasoned leaders:
  - Funds may assist with opportunities for professional development for individuals who:
    - Have been in nonprofit executive director positions in the Gunnison Valley for 5+ years;
    - Expect to stay in the nonprofit field in the Gunnison Valley for at least 2 more years; and
    - Have an experience in mind that will both offer personal professional development and will improve or enhance their organization's programs or infrastructure.
  - An amount up to \$1,000 may be requested, which must be matched dollar-for-dollar either personally or by their organization
  - Funds will be requested via a proposal letter which will address the opportunity and how it will benefit both the individual and their organization, and will include a budget showing the need for the ask amount plus match; staff may request additional information on the opportunity

Staff will review the requests, and may request additional information on the event or opportunity. If approved, funds will be paid either directly to the individual's organization or to the organization sponsoring the event or professional development opportunity. Anyone who receives a PGM Fund grant must write a short letter describing how they and their organization benefited within a month of their experience. This will serve as the "final report" for the grant.

Annually, CFGV staff will discuss the perceived needs of nonprofit staff and leaders in the Valley and will determine the best use of the funds to address these needs for the following year. It may be that funding opportunities are announced to a broad group (ex. all local nonprofit executive directors who have assumed the role in their current organization within the last three years). Some years, the staff will discuss where a need exists (ex. all-volunteer groups having someone attend Rural Philanthropy Days for the first time) and internally determine how to further narrow down the pool of eligible participants (ex. those volunteer groups that are undergoing capital campaigns). Staff discretion is part of the process for narrowing in on the use of PGM Fund monies; however, decisions should be well-documented to demonstrate how particular recipient organizations/leaders are selected. Pam Montgomery will be sent a courtesy report on the grant(s) made from the fund each year.

Organizations or their staff may only receive PGM Fund grants every other year to ensure that opportunities are spread throughout the organizations and staff in the Valley.