

ABOUT

The Community Foundation for Monterey County (CFMC) embraces a countywide vision of **Healthy, Safe and Vibrant communities**. The CFMC's grant programs focus on the people and places of Monterey County, California, highlighting impact and seeking measurable results. CFMC's Board Empowerment Program offers structured support for nonprofits to make meaningful changes in board structure, policy or practices over nine months, with opportunities to embed lasting changes in their culture and practices beyond the program.

Grant Awards

The \$5,000 unrestricted funds are intended to encourage the organization's full engagement in the Board Empowerment Program. Funding from The David and Lucile Packard Foundation is available for up to 12 organizations. The CFMC expects to receive more grant requests than is possible to fund.

Compelling proposals meet eligibility requirements and:

- The nonprofit has an organizational mission with vital importance to the communities of Monterey County, including areas of the County that have been historically under-invested.
- The nonprofit is able to describe what an effective and empowered board of directors would make possible for the organization and its impact.
- The board of directors of the organization is open, ready and committed to systemic changes with time available to dedicate to the program.

Project Types:

In addition to grant funding, organizations participating in the Board Empowerment Program Cohort will receive an assessment and ongoing coaching toward goals within one of the following areas:

- Governance Structures: E.g., board succession planning, term limits, bylaws updates.
- Board-Executive Dynamics: E.g., improving alignment, communication and trust.
- Diversity, Equity, and Inclusion (DEI): E.g., diversifying board composition, inclusive practices.
- Fundraising and Financial Oversight: E.g., board fundraising, improving financial governance.
- Strategic Planning/ Program Development: E.g., aligning board activities with mission and goals.
- Knowledge Management: E.g., leveraging technology for board operations, communication, service delivery, and team cohesion.

Assessment and coaching will be provided by Dr. Lydia Hughes-Evans of Pure Momentum Consulting.

Timeline

Board Empowerment Program grant proposals are due on Friday, January 24 by 5:00 p.m. or earlier. The subsequent program timeline is as follows:

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| - February 2025 | Grants awarded; assessment and goal-setting with consultant via Zoom |
| - March | Action plans completed |
| - March 28 | Cohort in-person convening |
| - April-October | Monthly coaching with consultant via Zoom |
| - June 27 | Cohort in-person convening |
| - September 26 | Final cohort in-person convening |
| - November | Lessons and outcomes gathered |
| - February 2026 | Grant evaluation reports due |

Program Participation

Team Member	Role	Responsibilities
E.g., Board President or Governance Chair	Project Lead	Coordinates tasks, oversees progress, will liaise with consultant and attend cohort convenings
Executive Director	Governance Support	Provides insights, ensures alignment with mission, attends cohort convenings
Dr. Lydia Hughes-Evans	Consultant/Coach	Guides strategy, provides tools and resources, facilitates cohort convenings

Eligibility/Requirements

CFMC does not support organizations that discriminate in their practices, volunteer opportunities or delivery of programs and services on the basis of race, religion gender, national origin, age, disability, veteran status, marital status, sexual orientation or any other characteristics protected by law.

- Open to 501(c)3 public benefit organizations**. Fiscally sponsored organizations are not eligible.
- Organizations must have had a board of directors in place for at least two years.
- Businesses and individuals are not eligible (except for social enterprises associated with a nonprofit).
- Applicants must demonstrate a significant agency-wide commitment to the success of their identified goals. Teams can expect to dedicate five hours per month to the program.
- Applicants may have a current or recent Organizational Development grant as long as it does not duplicate the type of support offered through the Board Empowerment Program.
- Organizations must be current on reporting obligations for past Community Foundation competitive grants of any type.

Exclusions:

**While schools, faith-based organizations (for secular programs) and public agencies are eligible to apply for a grant from the CFMC, grants are infrequently awarded to such organizations due to our limited funds.

Community Foundation for Monterey County (CFMC) does not prohibit the use of Artificial Intelligence (AI) with its application-based grant requests. If grantseekers use AI tools to prepare their grant proposals, CFMC encourages the following:

- The grantseeker to proofread the proposal/report before submission;
- The incorporation of the organization's voice; and
- Including local data and information to personalize and support their statements.

Prospective grantseekers are **invited** to contact a Center for Nonprofit Excellence staff member to explore fit with the Board Empowerment Program. Please contact Susie Polnaszek or Reid Norris at 831.375.9712.