



Building a Powerful Grant Strategy for 2016-2017

Speakers Today:

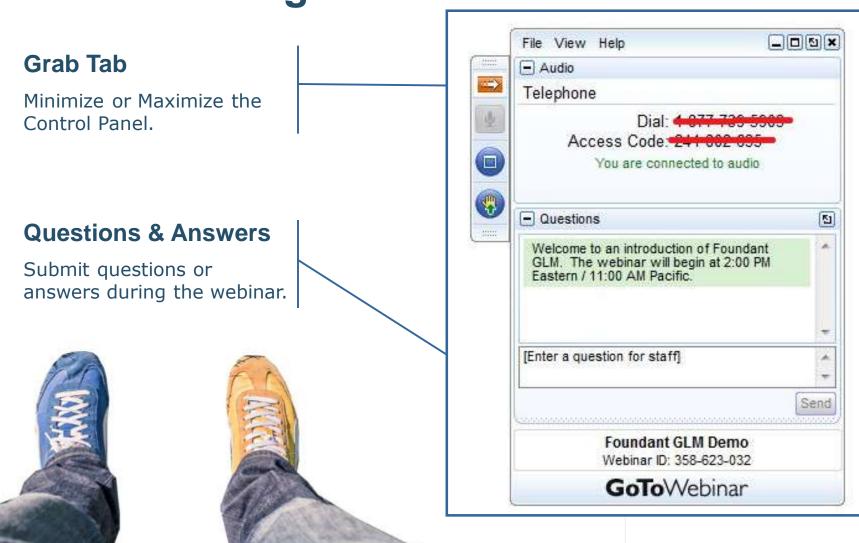
Tammy Tilzey

GrantHub Team, Foundant Technologies

Cynthia M. Adams
CEO
GrantStation.com

The presentation will begin at 9am PST, 10 am MST, 11am CST, Noon EST

Before we begin...



Agenda

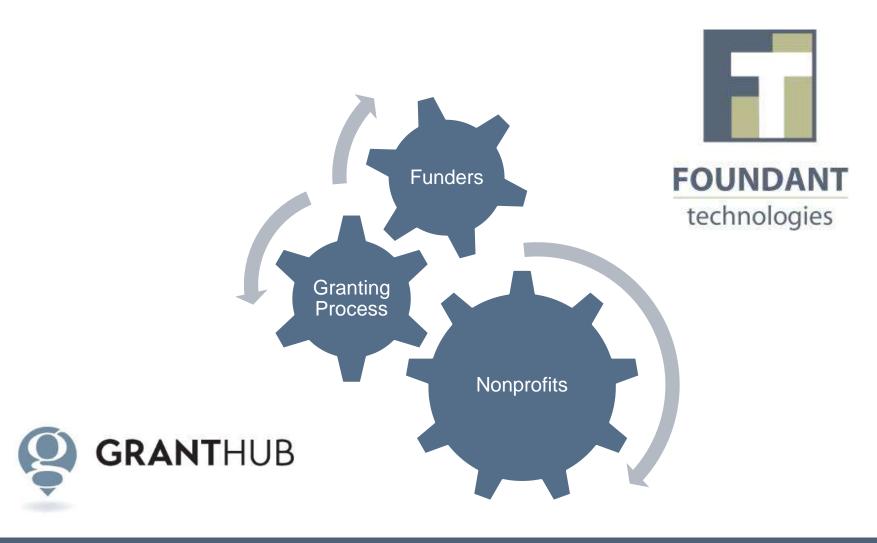
- Brief Foundant
 Overview
- Building a Powerful Grant Strategy
- Grant management software can support your grant strategy
- Q&A at end



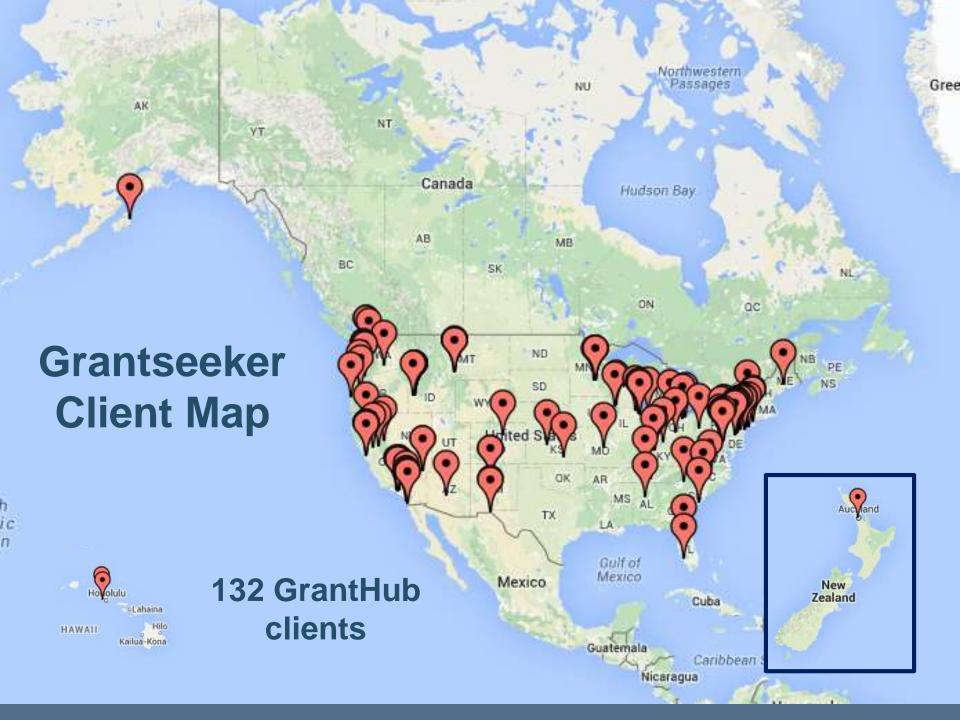


Our Mission:

Improve the granting process for everyone involved











Presented by:

Cynthia M. Adams, CEO, GrantStation.com

Learning Objectives

To clarify which project(s) need grant support in 2016-17

To create and maintain a grants calendar for 2016-17.

Today's Webinar

To establish a consistent process for grants research.

To determine how to generate a grants strategy for a particular project

Today's Agenda



Design and adopt a Grant Decision Matrix



Develop project description(s)



Identify the right grantmaker(s)



Create a grants strategy

Please ask questions as we go along!



Establish your 2016-17 Master Calendar

Establish your own process

It's not the tools, it's how you use them.





"There seems to be some perverse human characteristic that likes to make easy things difficult." – Warren Buffett

Grant Decision Matrix Should we apply for that grant?

- Apply the Matrix to RFP's and application guidelines
- Build the matrix in any spreadsheet program
- Establish basic criteria and weights
- Agree on a 'green light' / 'red light' score

Grant Decision Matrix Basic components



Criteria – develop a set of decision criteria

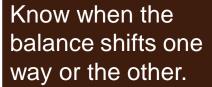
- Timing
- Credibility
- Relationship
- Pre-proposal work required





Weights – assign a weight to each criteria

- Negative
- Neutral ("0" weight)
- Positive



way or the other.



Scores – rate each opportunity

Criteria Weight **Subjective** Relationship with grantmaker 4 3 Complements grantmaker's goals 5 Builds on organization's mission Likelihood of award Competition for award **Objective Eligibility** 5 Serves community Serves targeted population Sufficient funds to meet need 3 Matching funds required 3 Administrative costs allowed Adequate time to respond Required outcomes achievable Audited financials required 5 Project plan prepared Partners required **Total Score** 49

Grant Decision Matrix A sample



Key

0 = neutral

1 - 5 = positive

-1 - 5 = negative

Apply = score of 35 or higher

Do not apply = score of 34 or lower

Don't bite off more than you can chew!

more than you can chew!

Want to see a sample?

Good starting point! Non-scored Criteria

| MANDA | TORY | CRIT | ΓERIA |
|-------|------|------|-------|

Prospective opportunity must meet ALL of these minimum criteria in order to be considered for pursuit. No points assigned to this section.

| Eligibility | Criteria | met |
|--------------------|----------|-----|
| for: | | |

| Organization type | 501 c3 nonprofit, etc. | Yes | No |
|----------------------------------|---|-----|----|
| Geography | national, regional, local, etc. | Yes | No |
| Agency size/scope/budget | sometimes foundations limit the agency budget size. | Yes | No |
| Project serves target community | usually underserved or low-income | Yes | No |
| Project serves target population | minority, low-income, children, families, teens, etc. | Yes | No |

Mandatory Criteria Met? If yes, proceed to next section. Yes

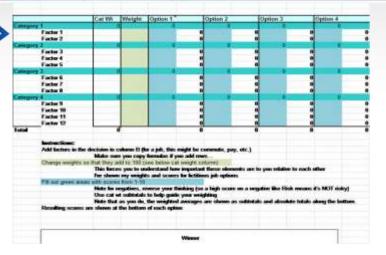
No

Second Step Scored Criteria

| | Do not pursue = <15 points | Requires Lea | dership App | oroval = 16- | | sue = >20 points | | | |
|---------------------------------------|---|---|---|--|--|--|------------------------------|--|--|
| · · · · · · · · · · · · · · · · · · · | | | Negative | | Neutral | | Positive | Positive | |
| SCORED C | RITERIA | -3 | -2 | -1 | 0 | 1 | 2 | 3 | |
| 1 Relationship v | with Grantmaker | but not managed | Gives only to preselected organizations | | None | Yes - introductory only or invited to apply | Yes - has funded at least | Yes - has funded multiple and/o multi-year grants | |
| Fits with Starf 2 Childhood Pla | fish's mission and Inkster Early an vision | Not within Current Inkster EC Plan and/or Target Budget Items | | Not within early childhood plan but important to building relationships/ community (e.g. Ford Volunteers) | Not w/in Early Childhood Plan but will be budget- relieving and/or opportunistic to expand | Budgeted funding need within Early Childhood Plan only | within Early Childhood | Unrestricted OR eligible to meet a matching grar (e.g. SIF/Bab Power) | |
| 3 Likelihood of | award | Highly Unlikely | Not very likely | Not likely | Unknown | Somewhat Likely | Likely | Very Likely | |
| 4 Competition f | or award | Very competitive - national | w/out previous | Competitive- statewide (with previous funding) | Unknown | Regional | Metro Detroit | Inkster included in RFP guidelines | |
| 5 Adequate time | e to write proposal | <1 week | <2 weeks | <3 weeks | 4 weeks | 5 weeks | 6 weeks | 7+ weeks | |

Create your own template!

Weighted factor decision matrix – no cost via Excel



- This spreadsheet helps you make complex decisions in which there are multiple options and multiple factors to consider.
- You weight the importance of the factors and score your options vs. those factors.
- ➤ It computes a weighted sum and shows you which option, given all the factors, wins.

"My supervisor (our Chief Development Officer) is super-excited about having this tool. Our goal is to present this to our CEO/Leadership Team in the next few weeks for final approval – this would mean that any prospective proposal would go through this (matrix) before being pursued."

Avery Eenigenburg Corporate/ Foundation Specialist StarFish Family Services Inkster, MI

Grant Decision Matrix Should we apply for that grant?



No, not now

Needs further consideration

Yes, move forward

Leadership approval for this process is key!

Where are we?

Design and adopt a Grant Decision Matrix



Develop a project description

Identify the right grantmaker(s)

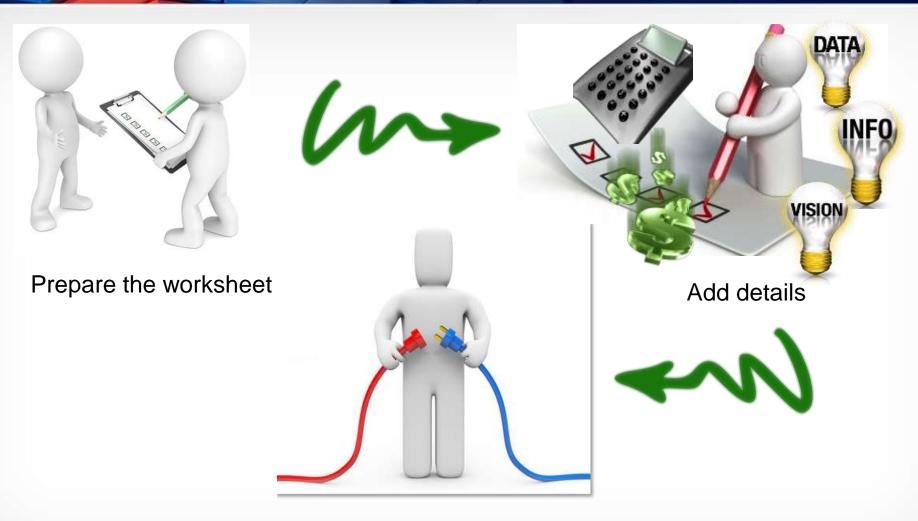


Please ask questions!

Create a grants strategy

Establish your 2016-17 Master Calendar

Generate a worksheet & share it!



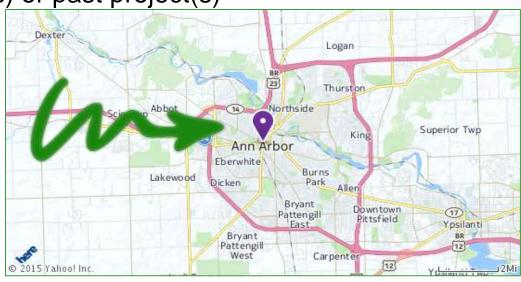
Connect your team to the worksheet

Project Description Worksheet Components

- Project name (working title)
- Lead contact person (or team) overseeing the project
- Proposed project (short, narrative format)
- Need(s) to be addressed/ problem(s) to be solved (narrative format)

Relationship to larger project(s) or past project(s)

- Project budget (summary)
- > Key words for research:
 - Geographic focus
 - Areas of interest
 - Target population
 - Types of support



Refer to Grant Research Worksheets (pages 4 – 5)

Project Description Worksheet Sample: Basic description

Project: Food Bank: Capacity Building

Lead: Mary Jane Hoffman, Executive Director & Jamie Smith, FR Committee Chair

Project description

Every day the volunteers pack and deliver between 30-50 food boxes. Each "box" contains at least 20 pounds of food per person and is enough food for three days. Last year the Food Bank served over 27,000 clients and distributed 1,392,000 pounds of food with the help of 16,700 volunteer hours. Collection of this donated food was streamlined in 2014 when the State Department of Transportation donated two used delivery vans. The regular delivery of food and household items is crucial to a well functioning food bank, but as important is making those items easily available to those in need.

The facility upgrade project will allow the Food Bank to add delivery ramps, storage space (walk-in cooler and freezers), shelving, and a computer system to track donated items. This space, will in turn, allow staff to streamline the delivery and sorting of critical food items in case of emergencies (natural or man-made disasters). New processes and procedures will be adopted to facilitate the growth of the Food Bank, as well as staff training to learn new systems.

To compliment the new facility, provide a new level of community engagement, and address our mission of providing individuals with the necessary skills and tools to alleviate hunger, the Food Bank will be adding a **community garden.** The garden will provide a leverage point to help teach good **nutrition** and educate the low-income residents on growing their own food. The garden will provide a **playground** for families with children.

Project Description Worksheet Sample: Basic description

The Day-to-day Need

The problem isn't finding the groceries to package and give away, nor a method for picking up the donated items, but rather the facility used by the Food Bank volunteers for sorting, storing, and distribution of the food. Currently, the space being used has no delivery platform, inadequate storage space, and the area for sorting items is 12 X 16 with limited counter space. In addition, the process and procedures used are cumbersome and add a level of inefficiency that makes retaining volunteers difficult.

Not only the work space and the processes need to be addressed but also the lack of **leadership** in the volunteer program. A **full time Volunteer Coordinator** that could work with volunteers on a consistent basis would

Breaking the cycle of poverty

As critical as the day to day delivery of groceries and household items, is the need to teach those we serve how to prepare, plant, and grow a **garden** so they can become at least in part, a piece of the solution. There is over an acre of tillable land available on the side of the Food Bank where a community garden can be developed. Right next to the garden we will build a **playground** so families with children can . . .

Relationship to past project

The donation of the two used delivery vans in 2011 provided a glimpse of how the Food Bank could streamline systems. The vans allowed the Food Bank to expand the collection of food, adding 14 regular donors to the program in the first three months of their use. The new procedures for picking up donated items, especially those that need immediate . . .

Project Description Worksheet Budget summary

The total <u>estimated budget</u> for this project is \$378,100.00 includes building plans, the addition, walk-in freezers and cooler, and loading ramps. A new software program and several new computers, as well as internet upgrade costs are noted. Gardening equipment and supplies round out the capital costs. A full time Volunteer coordinator and staff training is also included.

Addition, playground & garden design

Building permit

Loading ramps

Sorting & storage rooms

Walk-in freezers/cooler

Software / hardware / training

Gardening equipment/ tools (Lowes)

Playground equipment (Miracle)

Volunteer Coordinator (FT)

\$ 3,000.00

\$ 300.00

\$ 60,000.00

\$180,000.00

\$ 77,000.00

\$ 7,200.00

\$ 1,800.00

\$ 14,800.00

\$ 35,000.00

Total Estimated Budget

\$378,100.00

Project Description Worksheet Identify key words

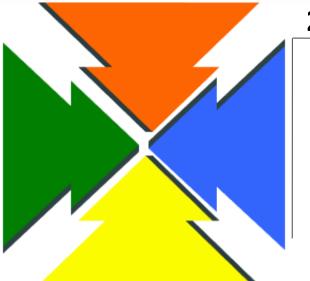
4. Type of support



Explore the options!

Delve deeper into each specific area and uncover new search criteria.

1. Geographic focus



3. Target population

2. Areas of interest

Answer these four questions . . .

Project Description Worksheet Geographic focus

Distinguish between where you are located . .

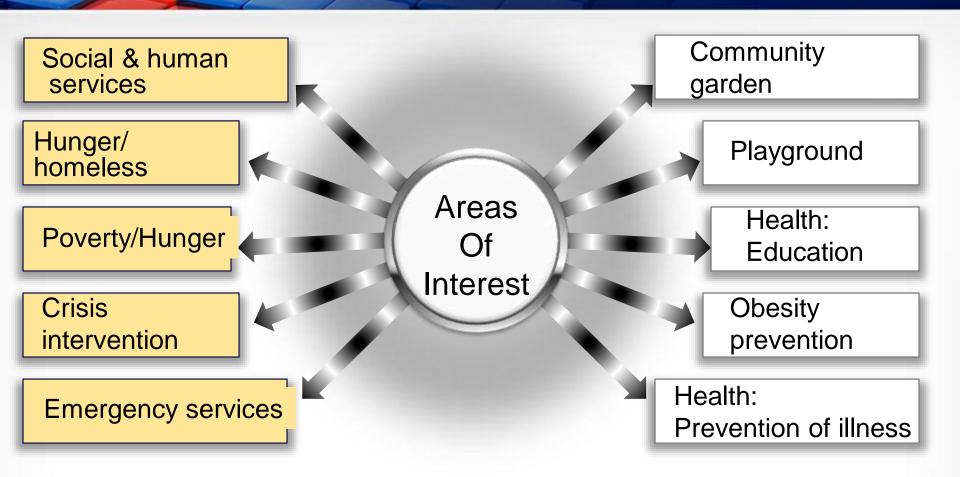
and the impact of your services.

(32)Bennington Brattleboro Schenectady North Colonie o Troy Greenfield Albany Mt Sugarloaf Pittsfield State Reservation Amherst Northampton o Easthampton (41) Catskill Chicopee Westfieldo Springfield 20

This broadens my geographic scope! Our services impact a broader area then just the County.

1.What is the geographic focus of this project?

Project Description Worksheet Areas of Interest



2. Which areas of interest are we addressing with this project?

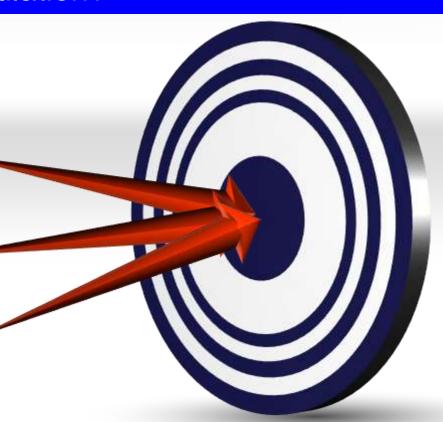
Project Description Worksheet Target population

3. Is there a target population?

Poverty/ low income population

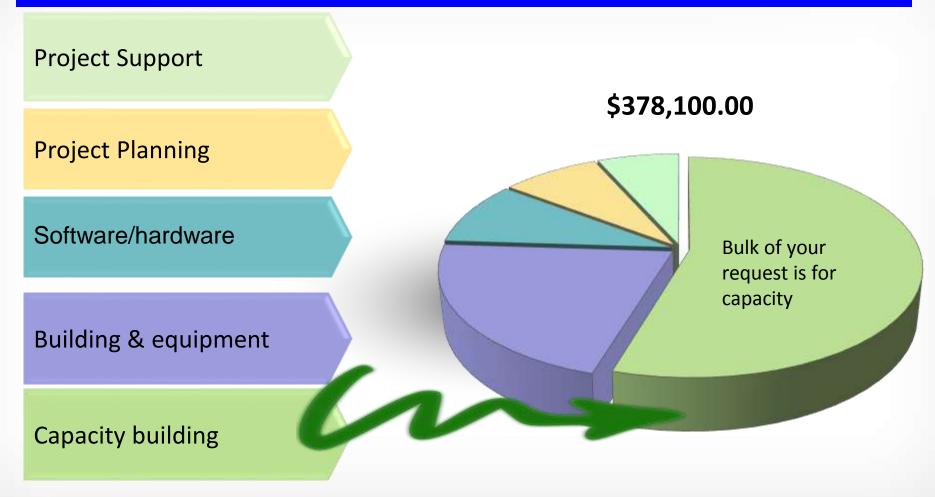
Families, women and children

Seniors / elderly



Project Description Worksheet Type of support

4. What type of support do we need for this project?



Where are we?

Design and adopt a Grant Decision Matrix

Develop project description(s)



Please ask questions!

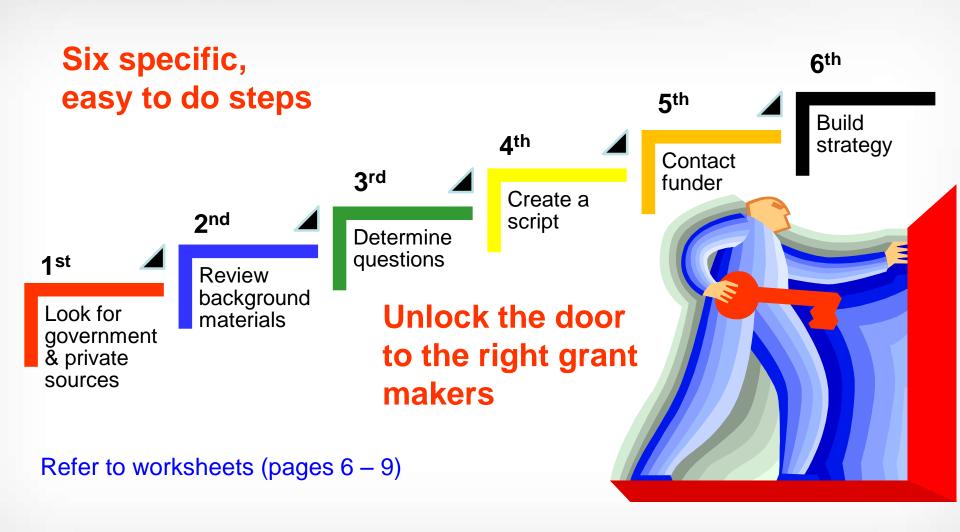


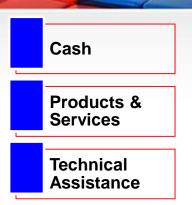
Identify the right grantmaker(s)

Create a grants strategy

Establish your 2015-16 Master Calendar

Apply a consistent research method





Check out government funding

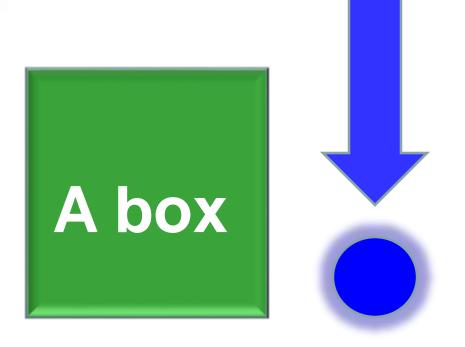


Federal State Local

Research private grantmakers

- Foundations (regional, national, global)
 Family Trusts, Community Foundations
- Corporations (local business, regional, national, global)
- Religious grantmakers (cross denominations)
- Associations and clubs (local, statewide, national & international)
- Giving Circles

Start here



Is there technical assistance available?

Are there product donations I can use?

Innovative ideas occur when we leave our comfort zone, or when we break the rules.

Who provides insurance for businesses and people in our community?

Example

American Family Insurance

Company supports organizations that provide housing, food, and shelter

Farmers Insurance

Gives to health and human services

Nationwide Insurance

The Foundation partners with organizations that help at-risk youth and families in poverty situations who need tools and resources to advance their lives.

Always consider religious grantmakers

Example

Presbyterian Hunger Program

Supports programs that provide food relief to poor people. Projects that help feed or house an especially underserved constituency.

Be sure and check all of your existing vendors

Who do we bank with?
Who provides our utilities?
Who provides our insurance?
Do we pay rent or mortgage,
and to whom?

Giving circles represent an emerging trend in which groups of individual donors collaborate to support individuals, charitable organizations or projects of mutual interest.

The Giving Circles Network

This website is helpful if you want to learn about forming grassroots philanthropic initiatives in your community.

The Giving Circles Knowledge Center If you're interested in learning more about giving circles or starting one yourself.











At Impact100 Philadelphia, more than 200 women, ages 30 to 80 (although most are in their 40s and 50s), donate \$1,000 each and pool their contributions to make at least one grant of \$100,000 annually to nonprofits they collectively choose from each year's contributions.

Is there a Giving Circle in your community?

Review CFDA & identify programs related to your work.
Note previous deadlines on your calendar so you can prepare early for RFP's.

Here's a tip for staying out in front of Federal grant announcements!

"I was seldom able to see an opportunity before it ceased to exist."

- Mark Twain

Grants Research Step One

Create a list of all the private grantmakers who do not have a deadline so you can weave them into your strategy at critical stages.

Here's a tip for sorting through potential grantmakers

"Without leaps of imagination or dreaming, we lose the excitement of possibilities.

Dreaming, after all is a form of planning."

Gloria Steinem

Grants Research: Steps Two & Three

Review and eliminate First Cut

Deadline date(s)
Average grant award
Geographic focus
Areas of interest
Types of support



Second Cut

Who have they given to in the past year?

Have they funded a project similar to ours?

Apply the Grants Decision Matrix

Develop questions

- Can they share with you the review process?
- Should the proposal be written for reviewers with technical or nontechnical backgrounds?
- As a first time applicant, should you ask for a less amount then average?
- Can they tell you the probable award announcement date?
- What are the most common mistakes in the proposals they receive?
- Are there unannounced programs or unsolicited funds available to support your project?

Grants Research: Steps Four & Five

Create a script

Let the funder know, right up front, that you have **done your homework** and have just a few specific questions to ask before you develop an application.

- Don't ask questions that are already answered in their published materials.
- Do introduce yourself, your role, and one or two sentences about your organization.
- Don't give them a lot of information about your organization or project at this juncture.

Engage the grantmaker

Contact via email or phone

Don't go off script!



If you are writing an email, make it short and easy for them to answer specific questions.

Subject: Two quick questions

If you are calling, tell them exactly how much time you need (5 minutes, 10 minutes, etc.) and stick to it.

Where are we?

Design and adopt a Grant Decision Matrix

Develop project description(s)

Please ask questions!

Identify the right grantmaker(s)



Create a grants strategy

Establish your 2016-17 Master Calendar

Create a grants strategy

There is a difference . . .



Small Changes





"Strategy is about making choices, trade-offs; it's about deliberately choosing to be different."

- Michael Porter

Strategic Changes

Create a grants strategy Step Six

- □ Goal-oriented
- □ Fact-based
- Multiple alternatives



- Circles back to the Grant Decision Matrix
- Secure support on your strategic approach
- Keep the plan flexible and adaptable
- Strategy is an elaborate plan of action.

 Effective strategy relies on in-depth research, and an understanding of the grant makers intentions.
- ☐ Strategies evolve and change over time. With the right strategic grants approach in place, your tasks gain more clarity allowing for sound decision-making.

Refer to Grant Strategy Worksheet (page 10)

Create a grants strategy Step Six

Collaboration is no longer an option for grantseekers – it is now a necessity.

". . . you can form consortiums and apply for grants as it is more attractive to go after these funds as a group. I have formed consortia as small as two districts and as large as 21 school districts. It works!"

Jane Erickson

DEVO Consultants Detroit

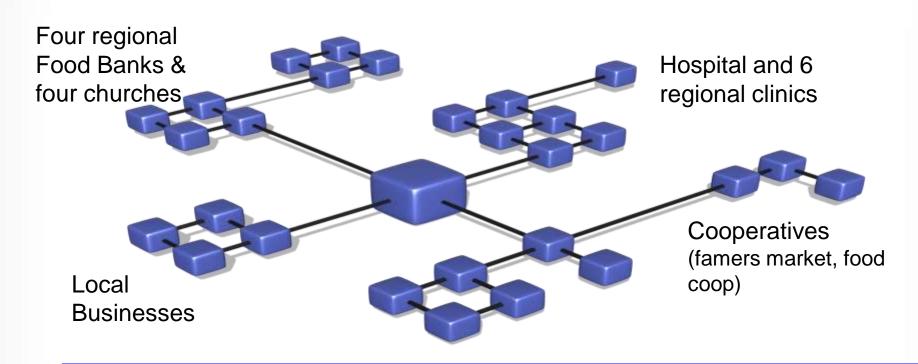
Collaboration is the new Competition

Competition

Jane Enckson
DEVO Consultants Detroit

Create a grants strategy Step Six

Build several sets of collaborative partnerships



Agile, connected - small is often where the power lies to create real change."

– Hildy Gottleib, Creating the Future

A possible grant strategy An example

Grantmaker

Open Deadlines

- USDA Community Facility Planning Grant
- Miracle Planning Grant
- First National Bank of MA
- MA Power and Light

Deadlines in 2016/2017

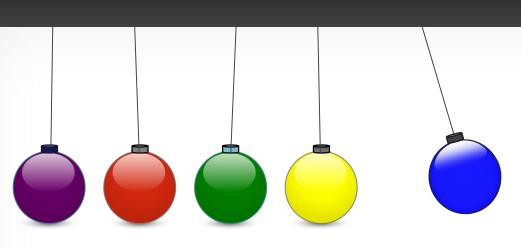
- State Capital Grants Program
- Presbyterian Hunger Program
- USDA Community Facilities Grant
- Alfred Logan Family Foundation
- Gardens of America
- The Brighton Fund
- The Founders Trust



| Request | Deadline |
|--------------|-----------|
| | |
| | |
| \$25,000.00 | Quarterly |
| In-kind | Open |
| \$ 4,500.00 | Quarterly |
| \$ 4,500.00 | Quarterly |
| | |
| | |
| \$ 30,000.00 | Sept 3 |
| \$ 30,000.00 | Sept 11 |
| \$100,000.00 | Oct 23 |
| \$ 25,000.00 | Oct 28 |
| \$ 20,000.00 | Nov 15 |
| \$ 45,000.00 | Jan 23 |
| \$ 85,000.00 | March 15 |

Tip! Posting your strategy to fund a project on your web speaks to transparency

Summary of the strategy





Think of strategy not as something set in stone, but rather a framework you can use to work out how to respond to a rapidly changing external environment.

- Build several collaborative partnerships: the Farmers Market, school district, etc. to expand the field of potential funders.
- Identify and secure planning funds (either via TA or cash grants) using the partnership(s) as leverage.
- Secure local support (even if it is minimal) using the planning documents as the request.

- Identify potential product donations and weave them into the overall plan where leverage points may be critical.
- Apply for larger cash awards using the support garnered to demonstrate credibility. Take the planning grant and develop it into a detailed grant request.

Where are we?

Design and adopt a Grant Decision Matrix

Develop project description(s)

Identify the right grantmaker(s)



Please ask questions

Create a grants strategy



Establish your 2016-17 Master Calendar

Preparation can't be ignored.

It is preparing that will lead you to success.

Grants Calendar

Refer to guidelines to identify all the necessary tasks to include in your calendar.



- ✓ Complete application form / signed by President
- ✓ Secure a match of \$10K before submission (use volunteer hours and \$2500 cash we have set aside)
- ✓ Write 5 page proposal
- ✓ Cover letter / signed by President
- ✓ Secure written Board approval: budget and preliminary design plans
- ✓ Get collaborative MOA developed and signed by partners

Grants Calendar

Project specific

| 50 | | | | | |
|----------------------------------|------------|-------------------|-----------------|--|--|
| Grantmaker | Start Date | Draft Date | Submission Date | | |
| Miracle Grants Program | 2 – June | 6 – June | 8 – June | | |
| USDA Community Facility Planning | 7 - June | 11 – June | 26 – June | | |
| MA Power & Light | 7 - June | 11 – June | 26 – June | | |
| 1st National Bank | 1 – Aug | 14 – Aug | 3 – Sept | | |
| State Capital Grants Program | 1 – Aug | 19 <i>–</i> Aug | 1 – Sept | | |

| Decision Date |
|----------------------|
| |
| June - 2016 |
| |
| July - 2016 |
| |
| July - 2016 |
| |
| October - 2016 |
| |
| October - 2016 |

Sample calendar entry under Start Date (2-June-2016)



Miracle Grants: Start: outline application, assign tasks w/ 4/06 deadline; request Board President cover letter

Refer to Grant Calendar Worksheets (page 11-12)

Master Grants Calendar Combined projects

Combine Project Calendars = Master Grants Calendar

Grantmaker / start date / draft due date / submission date/ decision date

Electronic calendar

Note all important decision points

1 Sept 2016

USDA: Finalize budget; insert request amount into cover letter and proposal summary

Wall 12 calendar 19

Establish benchmarks to monitor progress

Bank \$8,000 to \$10,000 in local support by August 15, 2016

Master Grants Calendar Sample

| Project | Rec | quest amt | | | Full proposal due date | Status |
|--------------------------------------|---|---|--|--|--|---|
| Expand after school program | \$ | 25,000.00 | Task | Due date | 1-Nov-16 | Not started |
| 2 1 | | | Collect quantitative date | 10-Sep | | |
| m t w t f s | | | Collect qualitative data | 10-Sep | | |
| 7 8 9 10 11 | | | Develop budget & narrative | 15-Sep | | |
| 14 15 16 17 18 9 | | | Draft proposal for edits | 1-Oct | | |
| 21 23 24 25 6 | | | Finalize proposal | 5-Oct | | |
| 1, 1 | | | Cover letter signed by President | 15-Oct | | |
| Playground Equipment Capital Request | \$ | 30.000.00 | Task | Due date | 1-Dec-16 | Not started |
| oupital Hoquoot | • | 30,000.00 | | | | otartoa |
| | | | Cover letter signed by | | | |
| | program nuary t w t f s 1 2 3 4 5 7 8 9 10 11 14 15 16 17 18 9 21 23 24 25 6 28 29 30 31 | Expand after school program \$ The school program \$ The school program \$ Playground Equipment \$ Playground Equipment | Expand after school program \$ 25,000.00 Playground Equipment | Expand after school program \$ 25,000.00 Task Collect quantitative date Collect qualitative data Develop budget & narrative Draft proposal for edits Finalize proposal Cover letter signed by President Playground Equipment Capital Request \$ 30,000.00 Task Re-work Fielder request | Expand after school program \$ 25,000.00 Task Due date Collect quantitative date 10-Sep Collect qualitative data 10-Sep Develop budget & 15-Sep Draft proposal for edits 1-Oct Finalize proposal Cover letter signed by President 15-Oct Playground Equipment Capital Request \$ 30,000.00 Task Due date Re-work Fielder request 5-Oct Cover letter signed by | Project Request amt Expand after school program \$ 25,000.00 Task Collect quantitative date Collect qualitative data Develop budget & narrative Draft proposal for edits Finalize proposal Cover letter signed by President \$ 30,000.00 Task Due date 1-Nov-16 Collect quantitative data 10-Sep Develop budget & narrative 15-Sep Draft proposal for edits Finalize proposal Cover letter signed by President S 30,000.00 Task Due date 1-Dec-16 Re-work Fielder request Cover letter signed by |

Building a Powerful Grants Strategy for 2015-16



Remember! Don't bite off more than you can chew.

Building blocks of a powerful grantseeking program

Project & Master Calendars

Keep the pipeline full

Grants Strategy

Think creatively!

Six steps of research

Adopt a research process

Project Description

Focus your research

Grant Decision
Matrix

Develop, adopt, apply

Building a Powerful Grants Strategy for 2015-16





It's late, and we still don't have any proof. Are you going to get in here and help me or not?

Thank you for joining us today!



Cynthia Adams, President/ CEO



Agenda

- Brief Foundant
 Overview
- Building a Powerful Grant Strategy
- Grant management software can support your grant strategy
- Q&A at end





Grant Management Can Support Your Grant Strategy / Process

Save Time



Peace of Mind

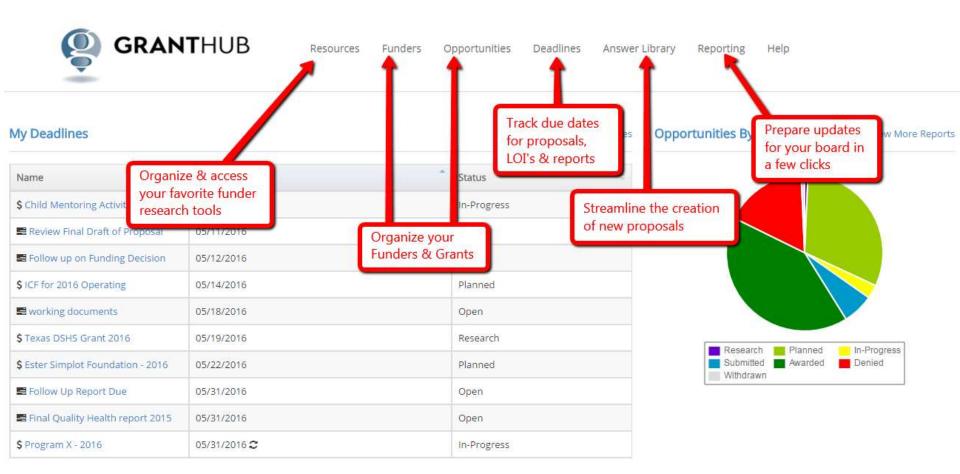


Never Miss a Deadline



Retain Institutional Knowledge





- Organize Funders & Grants
- Track Your Proposals, Deadlines, Awards
- Streamline the Creation of New Proposals
- Protect Your Institutional Knowledge



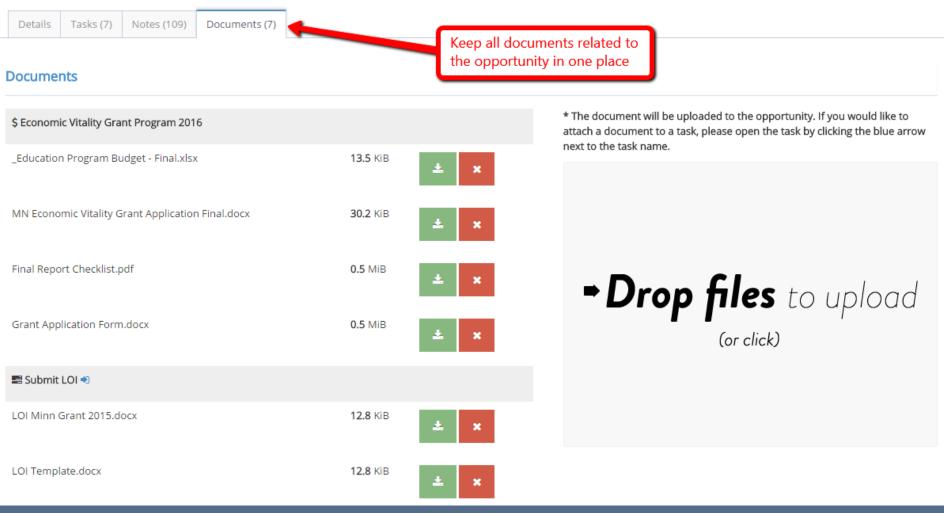
Funder Management

Home > Getting Grants for Good Demo > Minneapolis Foundation ♦ 990s **W** GuideStar Details Opportunities (13) Tasks (39) Notes (7) Details Summary View the funder's View all opportunities, past 990s tasks and notes **Total Opportunities** 7 for \$82,500.00 related to the funder Awarded Funder Name * **Total Opportunities** 13 Open Deadlines 28 Our vision is a greater Minneapolis that is vibrant, Description inclusive, and positioned to thrive locally and compete Contacts globally. We work with our donors and community partners to bring this vision to life by: Track contact information [If you have another CRM - you could connect them Add Contact with GrantHub by putting the URL/link to Salesforce or & organizational details other CRM record here] Actions Email grants@mplsfoundation.org Andrea Porter arts, housing, natural resources, children, civic Areas of Interest Catherine Gray cgray@mplsfoundation.org (612) 672-3876 Foundation Type 41-6029402 * Lookup Tax ID derek.smith@gmail.com Derek Smith (606) 345-7717 Phone Number 612-455-0009 Showing 1 to 3 of 3 entries Fax Number (612) 672-3846 Addresses Contact@mplsfdn.org + Add Address



Central Repository







Management of Deadlines



Resources

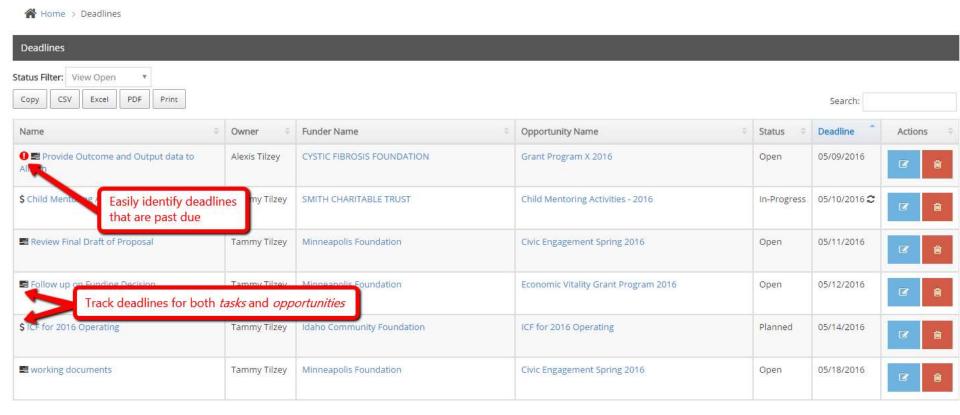
Funders Opportunities

Deadlines

Answer Library

Reporting

Help

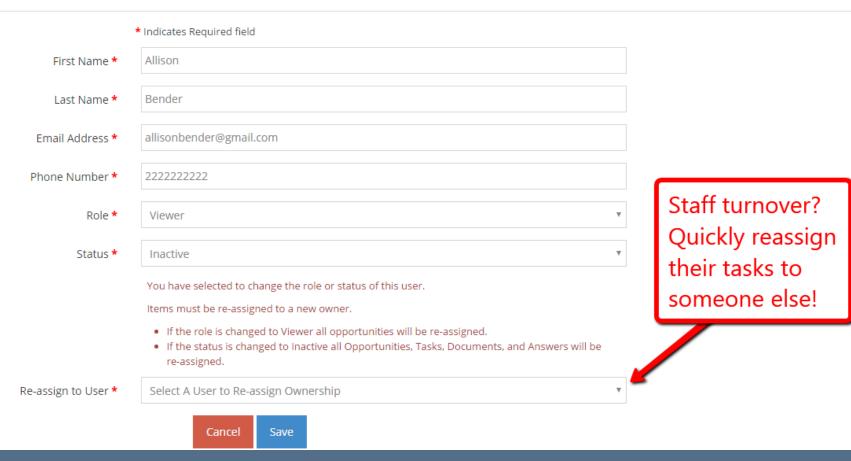




Grant Team Management

Home > Getting Grants for Good Demo > User Details

User Details





Central Management of Templates, Boilerplates, Supporting Documents

Use the answer library to store answers or documents to commonly asked questions.

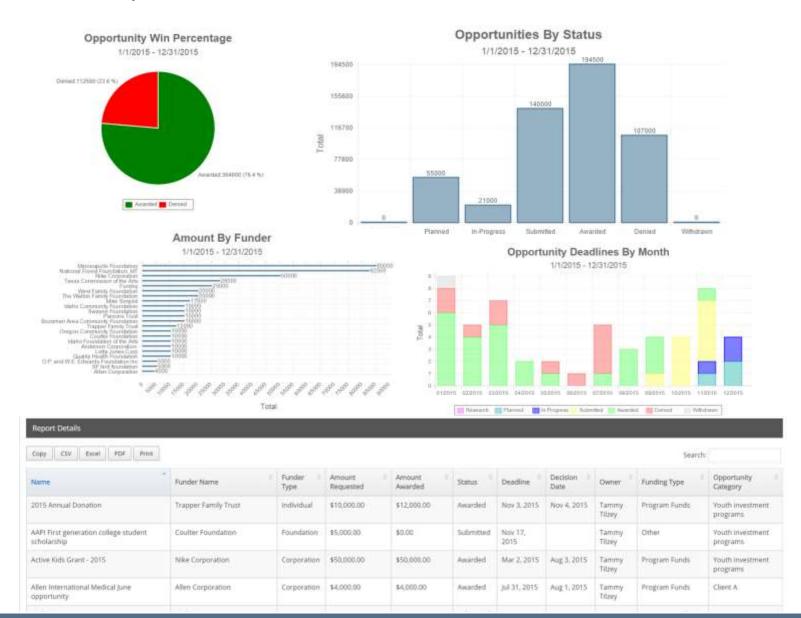


Getting Grants for Good Demo

| + Add Answer Export All Search: | | | | | | |
|---------------------------------|--|---|-----------------|------------|-------------------|----------|
| 0 | Name | Tags | Owner | Expiration | Last + Updated | Actions |
| | .Board of Directors | Board Member List, board list | Tammy Tilzey | 5/20/2016 | 1/28/2016 | ß |
| | .FY2016 Operating Budget % | operating budget | Tammy Tilzey | 3/6/2017 | 3/7/2016 | ♂ |
| 9 | .How will you know if you are making progress on your goals? | | Tammy Tilzey | 3/7/2017 | 4/18/2016 | ß |
| | .Mission Statement | mission statements, puppies behind bars, 500 characters | Tammy Tilzey | 3/6/2017 | 3/7/2016 | B |
| | .Organization History | Soup kitchen, History | Tammy Tilzey | 5/22/2016 | 12/29/2015 | 3 |

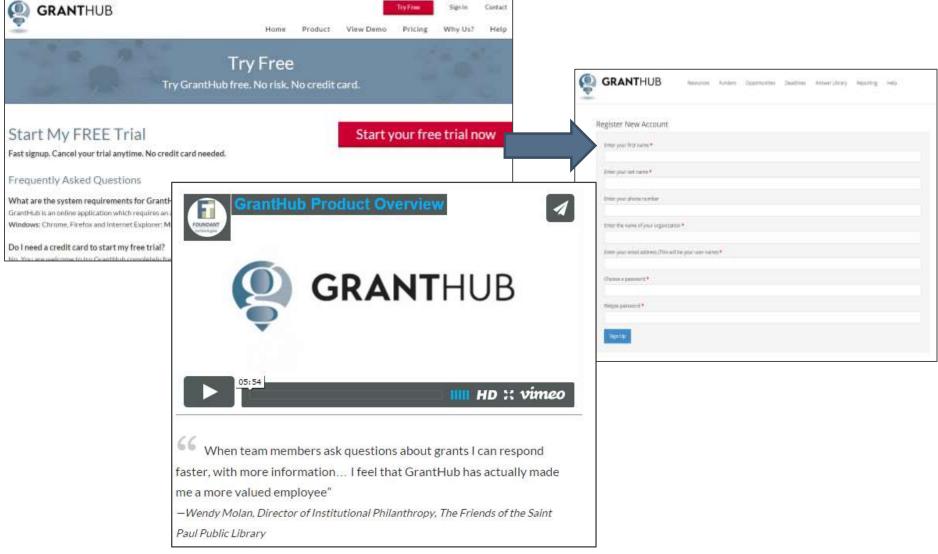


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Questions?



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