

FACT's Capacity Building Program is designed to strengthen its grantee organizations and enable them to carry out their vision, mission and program work more effectively. The program is composed of four elements.

1. General support grants for technical assistance providers

FACT provides general operating funds to non-profit technical assistance (TA) providers that work with FACT grantees. General support grants to TA providers are typically in the range of \$30,000 to \$50,000 per year. Once included in our program, FACT tends to provide long term general operating support. If a TA provider is no longer working with FACT grantees, it no longer meets the basic criteria for FACT funding.

2. Discretionary grants for capacity building needs

FACT offers discretionary grants to provide quick turnaround strategic resources to its groups. \$60,000 is earmarked for capacity building needs that are not served through the Management Assistance Program or the TA provider pool. This may include (but is not limited to) comprehensive communications planning, branding and identity development, staff development or training, legal assistance or other research needs, and technology planning. FACT encourages and invites its grantees with capacity building needs that are of limited scope and duration to apply for discretionary funds. Requests are reviewed regularly throughout the year. Typical grant sizes range from \$500 to \$5,000 with an average of \$3500.

3. Management Assistance Program

FACT matches the management assistance needs of its grantees with organizational development consultants through its Management Assistance Program. A small pool of consultants, overseen by a Lead Consultant, is available to support organizations that initiate a request. The Lead Consultant reports to FACT's Senior Program Officer. Confidentiality regarding the work between the consultant and the FACT grantee is maintained by a confidentiality policy. The Management Assistance Program is available to help groups with human resources needs, coaching for executive directors, mentoring secondary leaders, succession planning, establishing basic financial systems and financial literacy among the staff, strategic planning, board development, and governance issues (the roles and responsibilities of board versus staff and how decision making flows.) Up to 380 hours of consultant time over a maximum of 18 months is available.

4. Organizational Development

Every three years, FACT invites two grantees to apply for a three year organizational development grant. The total value of the grant is \$90,000. These grantees choose their own consultant(s) to guide them in developing their organization as appropriate and needed.

Contact Laura Livoti at 415-288-1305

with questions regarding the Capacity Building Program

factservices.org

ABOUT FACT The French American Charitable Trust (FACT) was created in 1989 by a French-American family to address fundamental inequalities and injustice in our society. FACT has an annual grantmaking budget of \$3.5 million and an endowment of \$40 million. We support nonprofit organizations in the United States and in France working on root causes of poverty and inequality with an emphasis on the active participation of the grassroots—the people who are directly affected. We have a broad program area: social, economic and environmental justice. To learn more please visit www.factservices.org