



**MOSAIC NETWORK & FUND**  
IN THE NEW YORK COMMUNITY TRUST

**Request for Proposals to Support  
African, Latinx, Asian, Arab, and Native American Arts Organizations in  
New York City**

*\*\*\* Proposals due Tuesday, September 17, 2019 by 4:00 pm \*\*\**

**Opportunity**

The Mosaic Network and Fund (the Fund) invites arts organizations that are led by, created for, and accountable to African, Latinx, Asian, Arab, and Native American (ALAANA) people in New York City to apply for grants that will help their organizations work towards thriving<sup>1</sup>, a state in which they can flourish and prosper. Organizations are encouraged to identify longer-term activities, excluding capital projects (brick-and-mortar costs are not permitted, but limited equipment costs are acceptable), that will lead to meaningful change, as defined and measured by the organization itself. This includes but is not limited to efforts to increase staffing, expand key programs, strengthen marketing, or undertake a number of other efforts that will lead to thriving.

ALAANA arts organizations<sup>2</sup> with annual operating budgets between \$20,000 and \$3 million are eligible to apply for three-year grants of up to 25 percent of their annual operating budget, not to exceed \$100,000 annually. Additionally, after the first year, each grantee will be eligible for an up to \$25,000 supplement to engage mentors or consultants for key enhancement support. Grantees will have the opportunity to select their own mentors or consultants or choose to be paired with a mentor, consultant, and/or peer-based group at the Fund's recommendation.<sup>3</sup>

**Questions?**

The Mosaic Network and Fund will host virtual information sessions for this Request for Proposals on Tuesday, August 13 from 11:00 am to 12:15 pm and Tuesday, August 20 from 2:00 to 3:15 pm. If you would like to participate in an info session, please email [mosaic@nyct-cfi.org](mailto:mosaic@nyct-cfi.org) with your preferred date. We will follow up with confirmation and details for joining the session via Zoom or by phone.

**If you have any questions about this opportunity, please contact Mosaic Fund manager Salem Tsegaye at [mosaic@nyct-cfi.org](mailto:mosaic@nyct-cfi.org) or by calling 212-686-0010 ext. 658.**

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<sup>1</sup> "What Are The Paradigm Shifts Necessary for the Arts Sector to Nurture More Sustainable *THRIVING* Institutions of Color?" Yancey Consulting, 2018. Report available [here](#).

<sup>2</sup> As defined by Grantmakers in the Arts, "An ALAANA organization is one whose primary intentions, practices, and mission are by, for, and about ALAANA artists, cultures, and communities. (The word 'for' refers to the intention of the organization to perpetuate, promote, and present art that is representative of an ALAANA culture and people and/or is given form by ALAANA artists.) Indicators may include but are not limited to, the presence of some combination of: organizational mission; executive, artistic, and governance leadership; programmatic content; and artists."

<sup>3</sup> Details for this aspect of the program will be refined in Year I, once the Fund has a better sense of grantees' needs and preferences for accessing enhancement support. Please note that these funds are limited to enhancement support.

## Eligibility

All applicants should:

- Be an ALAANA arts or cultural organization with 501(c)(3) status, or an unincorporated group applying through a fiscal sponsor with this status. Additionally, acknowledging that many Muslim, Arab, and South Asian (MASA) arts groups are in their nascency, eligibility is further extended to MASA arts programs housed at non-arts organizations.
- Have at least five independent board members.
- Be located in and primarily serve residents of New York City.
- Operate with a minimum annual budget of \$20,000 and a maximum of \$3 million (as demonstrated by actual income and expenses from the most recently completed fiscal year).

The Mosaic Network and Fund will evaluate its activities, including that of grantees, to help inform future directions and share results with the broader field. If awarded a grant, your organization must be willing to participate in the following over three years:

- Two site visits.
- A phone or video interview.
- Annual online self-assessment, in lieu of a narrative report (expense report still required).
- Potential video documentation.
- Potential observation of enhancement support activities.

## Application Specifications and Support Materials

**A. Proposal Narrative:** Please respond to the following questions, not to exceed five pages:

1. Tell us about your organization. What is your mission? What are your organization's values and history? What programs or services do you provide? What has made them successful? What would make them even better?
2. We want to understand the unique communities that you serve. How do you define your communities and what system(s) of accountability do you have to ensure that you are serving your communities' best interests? For example, do you get their feedback on programming? Are they involved in organizational decision-making? Are they represented on your staff?
3. Is there anything about your organization that you would like to transform? For example, would increasing staff, expanding programs, or enhancing marketing make a difference? If so, how? What long-term activities (excluding capital projects) do you want to undertake? Tell us about one project that you haven't had time or resources to complete that would help your organization—this is your funding request.
4. If you can take three years to complete the project above, what changes would you expect to see? How would you know you've been successful? What incremental markers/outcomes will let you know that you're on the right path each year?
5. Sometimes organizations need help from a mentor, consultant, or peer to reach their goals. If your organization had up to an additional \$25,000 to use in Years II and III to enhance your project, how would you use it? For example, how could outside support for marketing, financial management, board development, or some other enhancement make your project even better, above and beyond the initial cash grant?

**B. Project Budget:** How will you use the awarded grant funds? Please indicate annual costs over three years. Up to 50 percent of a grant request may be used for general operations and should be budgeted appropriately. If applicable, note other confirmed and projected funding sources.

**C. Support Materials:** Please include the following:

1. A list of your Board of Directors, including their professional affiliations.
2. List of current foundation, government, and corporate funders, if applicable.
3. Operating budget (income and expenses) for the current fiscal year.
4. Actual income and expenses for the most recently completed fiscal year.
5. Latest audited financial statement (for groups with budgets of \$750,000+); CPA review report (for groups with budgets between \$250,000 and \$750,000); IRS Form 990 (all others).
6. The New York Community Trust proposal cover sheet (see instructions below).

### Instructions for Submission

1. Combine items A, B, and C above into a single PDF file—this is your application.
2. Complete The New York Community Trust proposal cover sheet via the Grants Portal at <https://proposals.nycommunitytrust.org/>. To access the appropriate tab, click on the right arrow in the middle of the page, click *Respond to an RFP*, and click *Apply* next to *2019 Mosaic Network & Fund*. You will be asked to upload your application to the form as a single PDF file.
3. Submit the cover sheet and PDF file online by **4:00 pm on Tuesday, September 17, 2019**.
4. Once submitted, you will receive an email from The Trust that includes a PDF attachment of your proposal cover sheet. Please forward the email and attachment to [mosaic@nyct-cfi.org](mailto:mosaic@nyct-cfi.org).

### Proposal Review Process

Applications will be reviewed by a committee comprised of Mosaic Fund Donors and ALAANA arts practitioners. Finalists will be invited to a virtual interview via Zoom. Following these conversations, the committee will share grant recommendations with the Fund’s Donor Committee (see following section) before advancing them to The Trust president for final approval. We expect to notify all applicants about the status of their proposals in December 2019.

### Background

The Mosaic Network and Fund was established to create more equitable funding and increased support for ALAANA arts organizations, to ensure that they thrive for years to come. Following a series of Learning Exchanges with ALAANA arts leaders and funders, the Fund will make flexible multi-year grants to ALAANA arts organizations. Applicants will self-define an appropriate trajectory and the measures by which they expect to see meaningful change in their organizations. In doing so, we intend to honor the voices and practices of those who are known by and accountable to the communities they serve, and on whose behalf they advocate. Donors to the Mosaic Network and Fund include:

Altman Foundation	Doris Duke Foundation for Islamic Art	Andrew W. Mellon Foundation
Bloomberg Philanthropies	Ford Foundation	Miranda Family Fund
Booth Ferris Foundation	Howard Gilman Foundation	The New York Community Trust
Nathan Cummings Foundation	Mertz Gilmore Foundation	Stavros Niarchos Foundation
Deutsche Bank Americas Foundation	Grantmakers in the Arts	Rockefeller Brothers Fund
Doris Duke Charitable Foundation	Lambent Foundation	Surdna Foundation