



Strategic Stewardship: Honoring the Past, Partnering for the Future

During the December 2022 Board Meeting of the Knott Foundation, approval was granted for the launching of three Strategic Grantmaking Initiatives centered around Catholic Schools, Workforce Development, and Youth Empowerment.

Built upon the foundation laid by Henry and Marion in 1977, this strategic work presents an opportunity for us to collaborate, learn, and share more openly.

In tandem with the traditionally broad and responsive grantmaking offered by our General Fund, this work honors the ingenuity and hard work of our founders. We believe it will also amplify the impact of our grantee partners.

Throughout the rollout of these initiatives and beyond, we remain steadfast in our commitment to the communities comprising the Archdiocese of Baltimore and will continue to be guided by the family's shared beliefs and values:

- **Understanding** and responding to the needs of our community through informed grantmaking
- **Respecting** the values of the Roman Catholic faith
- **Engaging** in the ongoing education of trustees and staff in the field of philanthropy and the nonprofit community
- **Ensuring** good stewardship of the resources entrusted to our use
- **Encouraging** open communication, compassion, respect and trust among community, staff and family



CATHOLIC SCHOOLS

Our founders prioritized Catholic education both because of their personal faith and their belief that a strong character-focused education was the key to a successful life. To ensure the strength of Catholic schools and the success of its students, we focus on leadership development and supportive services for students.



WORKFORCE DEVELOPMENT

Our founders believed, and research shows, employment is a key pathway to personal success and economic stability. To ensure pathways are open to the most vulnerable, we focus on programs providing industry-informed workforce development training alongside supportive services.



YOUTH EMPOWERMENT

Our founders believed that access to opportunities opened doors for young people. In Maryland, for every 1 child in an after school program, 3 more are waiting to join. To ensure youth have opportunities, we focus on out-of-school time programs that provide Career Exploration and Long term Mentoring.



GENERAL FUND

Our Foundation's mission is to strengthen communities across the Archdiocese of Baltimore. Since 1977, the General Fund has served as the primary vehicle for mission fulfillment. Moving forward, it will continue to serve as a responsive program, open to all eligible nonprofits seeking support across 5 general areas of interest: arts & humanities, Catholic activities, education, health care, and human services.

WHAT INFORMED THIS DECISION?

Several factors came to play in the Foundation's decision, including: a clear understanding that only 20% of all submitted LOIs advance to the full proposal stage, creating a capacity challenge for both nonprofits and the Foundation's Executive Team alike; a deep dive into our giving history surfaced strong support for employment and youth, even without a strategy in place; and deep and dedicated work over the course of three years by the Foundation, informed by community members, national research, and a measuring of expressed needs against available dollars. In the end, the Foundation felt it could be of most help - both financially and as a convener - by focusing on these three areas. We see this as an opportunity to engage more deeply, humbly, and openly with the community and expect to learn and adjust as we move ahead.

HOW WILL THE STRATEGIC GRANTS INITIATIVE WORK?

Working in partnership with community members, nonprofit leaders and our Board, the Foundation will proactively invite organizations doing work in the three strategic areas to apply. Strategic grants will be multi-year in structure and considered during one of our existing grant cycles as follows: February - Youth Empowerment, June - Catholic Schools, and October - Workforce Development.

MY ORGANIZATION MAY ALIGN WITH THE FOUNDATION'S STRATEGIC AREAS, BUT I AM NOT SURE. HOW DO I DETERMINE ELIGIBILITY?

Please see our webpage on Strategic Grant Initiatives to help guide you in determining whether or not your work is better aligned with the broader work of the General Fund or one of the strategic areas. Should you have any remaining questions around alignment, please reach out to us at knott@knottfoundation.org.

WHILE STRATEGY MAY BE GREAT FOR THE KNOTT FOUNDATION, HOW WILL IT EFFECT GRANTSEEKERS WHO ARE NOT IN A STRATEGIC AREA?

We will continue to accept applications to the General Fund across all 5 of our historical giving areas during our three grant cycles each year (February, June, October). These awards will continue to be one-year in structure. General Fund applicants should take note of several process changes, including: 1) General Fund applicants will be eligible to **submit one Letter of Inquiry per year**; 2) General Fund applicants who receive a general grant award may submit another LOI to the General Fund **no sooner than that same cycle three years later**, and 3) General Fund applicants whose LOIs are advanced and are not awarded funds may submit another LOI to the General Fund no sooner than that **same cycle the following year**.

	2024 and previous	2025 and beyond
LOI Submission Eligibility	3 x per year (February, June, October)	1 x per calendar year (applicant selects the cycle – February, June, or October)
If <u>Approved</u>: LOI Re-Submission	2 years <i>may submit another LOI no sooner than that same cycle two years later</i>	3 years <i>may submit another LOI no sooner than that same cycle three years later</i>
If <u>Declined</u>: LOI Re-Submission	1 year	1 year

HOW CAN I BEST STAY INFORMED ABOUT OPPORTUNITIES TO LEARN, PARTNER AND SHARE?

Visit our website to sign up for our e-Newsletter, link with us on our LinkedIn page, or send us an email at knott@knottfoundation.org.