

**First United Methodist Church of San Diego**  
**Racial Justice Grants Committee**

**Grantmaking Guidelines and Criteria**  
**Approved by Church Council 9/12/2020**

**Committee Mission:** The Racial Justice Grants Committee (RJGC) is dedicated to supporting nonprofit organizations serving primarily people of color and working to dismantle systemic racism in our San Diego community.

**Background and Vision:** Born out of the First Church's desire to take positive, tangible action in response to racial inequity in our community and in the nation, the RJGC was created to identify and recommend local grantee organizations to receive funds from the Racial Justice Endowment. First Church recognizes the leadership of organizations that have spent decades bettering the lives of People of Color and advocating for more equitable government policies. We seek to come alongside those already deeply involved in the work of justice for all God's people. Our vision is not simply to provide financial gifts to grantee organizations—we will also invite grantee organizations to utilize First Church as a platform to educate and build awareness of their work, and to encourage congregants to join them in volunteer opportunities. Each grant cycle, the RJGC may choose to narrow its focus to one or more specific issues or urgent community needs. The RJGC will consider organizations whose work directly benefits any or all Black, Indigenous and other People of Color in San Diego County.

**Grantmaking Process:** Each grant cycle, the RJGC will begin its work by deciding what, if any, special focus will be for the grant cycle. Committee members will then actively seek out organizations whose work broadly aligns with our mission and established grant criteria. From the compiled list of candidate organizations, committee members will review specific programs, publicly available financial data, organizational effectiveness, etc., to remove any that do not meet basic eligibility as defined below, and prioritize those that most specifically align with RJGC criteria.

Each RJGC member will then nominate no more than two organizations for further evaluation, including meeting with organization staff (virtually if needed) to learn more about leadership, programs, and the effectiveness of each organization. After thorough vetting and evaluation by RJGC members, with support from First Church staff as requested, the recommended grantee organization(s) and gift amounts will be decided on by the RJGC by group consensus. The recommendations will then be presented to the Church Council for final approval at a regular meeting whenever possible, or by special meeting at the discretion of the Church Council chairperson.

**Grantmaking Criteria:**

RJGC Members will use the following to identify and recommend recipient organizations each grant cycle. Organizations that do not satisfy all of the **Basic Eligibility** criteria will not be considered for any funding. Organizations meeting one or more of the **Priority Eligibility** criteria will receive higher consideration by the RJGC than those only meeting the basic criteria.

**Basic Eligibility—Organizations must meet all the following basic criteria to be considered for a grant from the Racial Justice Endowment Fund:**

1. Provide data confirming at least 75% of those served are People of Color **AND/OR** engage in non-violent advocacy for specific local or state policy changes that directly benefit communities of color in San Diego County.
2. Be registered as or fiscally sponsored by a 501c3 organization located in the county of San Diego.
3. Have publicly available or be willing to share compelling evidence of success in meeting your established mission.
4. Agree to utilize all grant funds within 1 year of receipt.
5. Agree to provide a written narrative report (template to be supplied) of the use of grant funds within 1 year of receipt of funds.

**Priority Eligibility—Highest priority will be given to organizations also meeting the following criteria:**

1. Have appointed a majority of People of Color and/or women to executive leadership roles and board of directors.
2. Include current service recipients, program alumni and/or community members in decision-making processes, either as board members, staff, or an advisory council.
3. Explicitly serve communities experiencing multiple, intersecting challenges and discrimination (i.e., LGBTQ People of Color, Indigenous Women, Disabled Latinx Veterans, etc.).
4. Have volunteer opportunities for First Church members to join in your work.
5. Be willing to have a representative from your organization share your work with our worshipping community.