



2026

Kalamazoo Community Foundation
Grant Guide



**KALAMAZOO
COMMUNITY
FOUNDATION**

In This Guide



- 02** Introduction
- 03** Mission, Vision and Priorities
- 04** General Eligibility Requirements
- 05** Guidelines by Type of Organization
- 08** How We Prioritize Requests
- 10** Charting Your Grantseeking Journey
- 11** Multiyear General Operation Grants
- 12** Annual Responsive Grants
- 15** Capital Grants
- 17** Mobilizing Grants
- 19** Annual Reporting Process
- 22** Contact Us
- 23** Key Terms

Introduction

In alignment with a new strategic plan, Kalamazoo Community Foundation (KZCF) made significant changes to our grant process in 2025, which are reflected throughout this guide.

These changes were driven by our own learning, self-reflection and feedback from partners. As KZCF continues to implement these changes, we remain committed to:

✓ Clarity

Our WHEN priorities provide greater clarity on how our resources will be deployed in Kalamazoo County.

✓ Transparency

We will remain transparent and share information about the funds we have available, the number and types of grants we award, and what we are learning during the grantmaking process.

✓ Efficiency

The majority of our grant dollars are now committed for three-year terms, lessening the administrative burden of seeking KZCF funds.

✓ Strategy

Through our various grant types, we will fund in ways that are both proactive and responsive to community need.

We also want to affirm what has not changed:

- **Our focus on racial justice and racial equity.** We will continue to acknowledge intersectionality and how identities and different forms of discrimination overlap in the experiences of Black, Indigenous and people of color, people with disabilities, women, people who identify as LGBTQ+, and under or undocumented community members.
- **Our desire to empower individuals and families.** We will continue to bridge gaps in access, opportunity and resources that are the result of ongoing racial, economic and social injustice.
- **Our commitment to being in relationship with our community partners.** We will continue to build trust with our community partners over time through mutual accountability. We are committed to following the principles of trust-based philanthropy and are continually learning how to put these principles into practice.



In partnership,

A handwritten signature in black ink that reads "Alyssa Stewart".

Alyssa Stewart

Chief Community Impact Officer

Mission

To create a thriving community where people, resources and expertise are mobilized to advance racial, social and economic justice in Kalamazoo County.

Vision

Kalamazoo County is the **most equitable place to live.**

We Believe Kalamazoo County Thrives W.H.E.N. ...



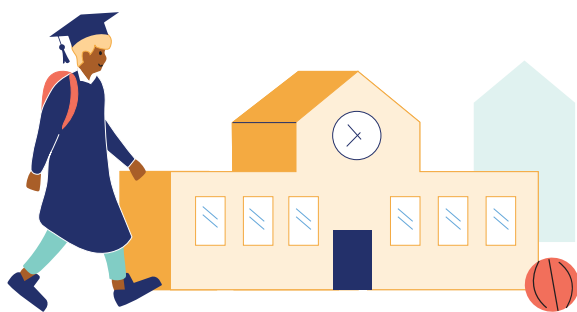
W ealth

is attainable and people have resources to meet their needs and invest in their futures.



H ousing

is affordable, available and safe for every individual and family.



E ducation

is accessible and learners are supported on their journeys.



N eighborhoods

are vibrant and community spaces nurture health, safety and strong connections.

General Eligibility Requirements

Eligible Organizations



Nonprofits 501(c)(3)



Faith-Based Organizations

Registered Religious
Institutions



Public Entities

such as a governmental agency,
public school, educational
institution, city council, public
library, municipal office, etc.



Projects With a Current Eligible Fiscal Sponsor

All grant recipients will be required to sign our grant agreement, which includes mutual adherence to the following:

No otherwise eligible person shall, on the basis of actual or perceived race, color, religion, national origin, sex, gender identity (as defined in paragraph 249(c)(4) of Title 18, United States Code), sexual orientation, marital or parental status, age, pregnancy, political affiliation, military service, physical or mental ability/disability, genetic information, immigration status, or any other improper criterion be excluded from participation or employment in, be denied the benefits of, or be subjected to discrimination in relation to any program or activity funded in whole or in part with community foundation funds.

Ability to Provide Demographic Information

Demographic data plays a critical role in advancing equity across the social sector. As KZCF deepens our commitment to using demographic data as a tool in advancing racial equity, we are requiring nonprofit partners to provide demographic data on their staff, board and clientele. This information will be used to inform conversations about representative leadership and support ongoing accountability, both for KZCF and our partners, as we work together to advance racial, social and economic justice. Submission of demographic data will now be part of the grant application.

Restrictions

- In most cases, funds are used to support general operations. However, at the discretion of KZCF staff, funds may be restricted to support a specific program or project that demonstrates the greatest alignment to our priorities.
- Funds received may not be used to intervene in any election or support/oppose political candidates for voter registration or lobbying purposes as outlined by the applicable IRS code.



Faith-Based Organizations

KZCF works with organizations to create impactful change in Kalamazoo County. Many partners are faith-based organizations. KZCF prioritizes funding organizations that provide resources, programs and services accessible and welcoming to all residents, regardless of their diverse backgrounds.

KZCF evaluates all grant requests based on:

- The strength of their alignment with our WHEN priorities.
- Their ability to bridge the gaps in access, opportunity and resources that are the result of ongoing racial, economic and social injustice.
- Their ability to serve community members who have been historically disadvantaged, including Black, Indigenous and people of color, people with disabilities, women, people who identify as LGBTQ+, and under or undocumented community members.

KZCF adheres to the Council of Michigan Foundation's guidance such that community foundations' publicly raised resources can be used for grants for non-sectarian activities of religious organizations and cannot support their primarily religious functions.

As part of our funding process, we ask faith-based organizations a few questions to understand how their religious identity shapes their work. These questions are now part of the application:

- Does your organization ensure that programming is inclusive and accessible to community residents of other beliefs and identities?
- Are community members seeking services through your organization required to participate in any religious activities?
- Are the faith-based principles of your organization integrated into the design and implementation of your operations (e.g., hiring, board recruitment, funding sources, etc.)?

This approach is designed to foster transparency and accountability, ensuring that all funded programs align with our commitment to inclusivity and equity. Applicants can provide more information to ensure a thorough understanding of their practices and principles.



Public Entities

Public entities can be large, complex and known for managing significant funding streams. These entities operate at various levels — such as local, state or federal — and are typically created to serve the public good. Examples of public entities include:

- Government agencies (departments of health, education, transportation, etc.)
- Public schools and educational institutions
- City councils
- Public libraries
- Municipal offices

These additional questions will be asked of public entities as part of our application process:

- Please specify which department will manage the work and provide contact information for those directly responsible for managing the work proposed.
- How would KZCF funds complement, enhance or make new work possible? Are there other funding sources that will be utilized alongside any funds granted?



Fiscal Sponsorships

A fiscal sponsorship is when a 501(c)(3) organization (the fiscal sponsor) provides its legal and tax-exempt status to a project. This allows the project to receive grants and tax-deductible donations while operating independently.

A written fiscal sponsorship agreement must be created between the nonprofit 501(c)(3) organization and the project to outline responsibilities and expectations of both the sponsor and the project. This ensures transparency and alignment for both parties as well as KZCF. This document is required when applying for a KZCF grant.

Applicants using a fiscal sponsor will be required to submit a current and signed fiscal sponsorship agreement at the time of application and provide an active agreement throughout the term of their KZCF grant. If a grantee receives a multiyear grant, a current fiscal sponsorship agreement must be submitted annually.

Key Components of a Fiscal Sponsorship Agreement

- Purpose and Scope: Define the mission and objectives of the project and how the project relates to the fiscal sponsor.
- Roles and Responsibilities: Outline the duties and obligations of both parties, including financial management and compliance.
- Financial Arrangements: Determine administrative fees, fund disbursement and handling of contributions.
- Governance and Oversight: Specify the governance structure and decision-making processes.
- Termination Clause: Establish conditions for ending the agreement and handling remaining funds.

Please check out the following helpful resources for fiscal sponsorships or contact our Community Impact (CI) team if you need help locating additional resources.

Local Resources

- Stara Collaborative: This fiscal sponsorship resource offers grassroots agencies and leaders, as well as projects, a valuable pathway to access funding while handling essential operational support (stara.org).

National Resources

- National Network of Fiscal Sponsors (fiscalsponsors.org)
- National Council of Nonprofits (councilofnonprofits.org)
- Fiscal Sponsorship Models (socialimpactcommons.org)

How We Prioritize Requests

The high demand for funding means we do not have the capacity to fulfill every grant request and must prioritize those that most closely align with our mission, vision and WHEN priorities. We prioritize funding for organizations pursuing the following principles.

Review Process

Reviewing and approving grant requests involves a multi-step process that engages the expertise of both KZCF staff and community volunteers, namely members of our board of trustees and Community Impact Committee (CIC). The CIC is a subcommittee of our board charged with providing oversight to our grantmaking activities. CIC members represent diverse sectors, professional expertise, lived experiences, identities and geography across Kalamazoo County.

Each eligible grant submitted is reviewed by KZCF staff and CIC volunteers. Grant requests above \$50,000 are also approved by our board.

Inclusivity and Accessibility

We partner with organizations that reflect our community's diversity, ensuring everyone can authentically celebrate their identities. A commitment to enhancing service access, practicing anti-racism and improving inclusive practices is vital for strong partnerships.

We prioritize organizations that demonstrate:

- A strong commitment to racial equity.
- A high degree of accessibility and relevance to people with multiple oppressed identities (including intersections of race, ethnicity, economic status, immigration status, LGBTQIA+ identity and disability).
- A high degree of potential to create lasting change for communities facing racial bias and discrimination, including advocacy and systems change work addressing systemic barriers.

Centering People and Communities of Color

Partner organizations best serve Kalamazoo County by centering and amplifying the voices, expertise and leadership of people of color, creating opportunities in civic, cultural and political spaces. We collaborate with partners who prioritize communities of color across the nonprofit sector.

We prioritize organizations that demonstrate:

- The communities most impacted are involved in significantly informing the work.
- There are no barriers that prevent oppressed communities from fully participating in programs, services and volunteer opportunities.

Collaboration to Achieve Shared Outcomes

We assess how organizations are collaborating to harness collective power.

We prioritize organizations that demonstrate:

- There are multiple strong local partnerships established.
- Their work fulfills a unique need that enhances existing efforts or programs in community.

Commitment to Learning and Growing

Our partners are engaged in continuous learning and growth, recognizing it as essential to advancing equity and justice. Partners embrace opportunities to engage with complex and challenging information, value lived experience, and foster equitable practices.

We prioritize organizations that demonstrate:

- Equity practices and nondiscrimination policies are in place.
- Multiple identities and perspectives are present to lead the work.
- Evidence of growth in and commitment to advancing diversity, equity and inclusion (DEI).

Operational Infrastructure

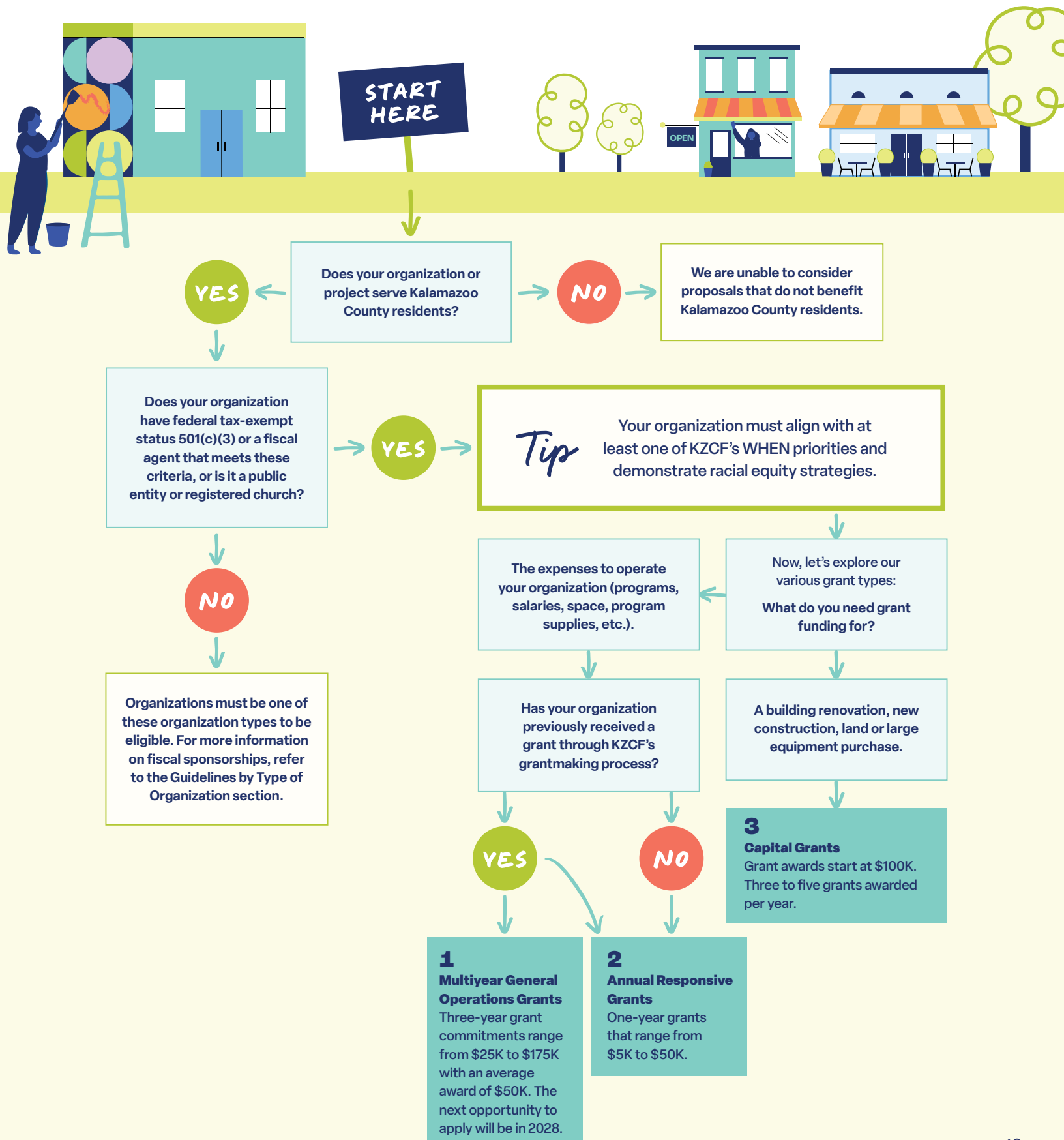
As stewards of community resources, we partner with organizations that have the capacity and infrastructure needed to provide impactful services.

We prioritize organizations that demonstrate:

- They have some or all of the systems and resources (internally or through partnerships) to carry out their planned activities. Resources include staff, volunteers, space, an operational model or curriculum, confirmed partnerships, etc.
- They have a clear budget plan and established financial processes that provide the capacity to track and manage grant resources.

Chart Your Grantseeking Journey

Explore KZCF's many grant options and match your organization and needs to the one that fits best.



Multiyear General Operations Grants

KZCF offers grants with a three-year commitment to support general operations for organizations serving Kalamazoo County.

Eligibility Criteria

- Organizations must be a 501(c)(3) nonprofit, registered religious institution or public entity (e.g., governmental agency, public school, educational institution, city council, public library, municipal office, etc.), or a project with a current eligible fiscal sponsor.
- Organizations must connect to at least one of KZCF's WHEN priorities.
- The organization or its programming must be located in Kalamazoo County.

In 2025, KZCF awarded 123 Multiyear General Operations Grants, committing \$20,322,600 in funding (\$6,774,200 per year) across three years.

Grant Deadlines

The next opportunity to apply for this grant will be in the spring of 2028. If a grant is awarded, it will be for a three-year term.

Annual Responsive Grants

KZCF offers grants with an annual one-year grant term to support projects, programs or general operations for organizations that connect to one or more of KZCF's WHEN priorities. This grant is a fit for organizations applying for the first time, newly established organizations, ongoing grants for partners who did not receive a multiyear award, and emerging pilots or projects for organizations already being funded.

Eligibility Criteria

- Organizations must be a 501(c)(3) nonprofit, registered religious institution or public entity (e.g., governmental agency, public school, educational institution, city council, public library, municipal office, etc.), or a project with a current eligible fiscal sponsor.
- Organizations must connect to at least one of KZCF's WHEN priorities.
- The organization or its programming must be located in Kalamazoo County.

Grant Opportunity Funds Available

The grant range is from \$5,000 to \$50,000.

Up to \$1 million per year has been committed for Annual Responsive Grants.

Grant Deadlines

Opportunity One

- **Open Date: Wednesday, Feb. 11, 2026.**
- **Close Date: Wednesday, March 25, 2026, by noon.**

Opportunity Two

- **Open Date: Wednesday, Aug. 12, 2026.**
- **Close Date: Wednesday, Sept. 23, 2026 by noon.**

Reporting

Funded partners must engage in an annual reporting process. The annual report will include two components:

- An opportunity to engage in a grant reflection conversation with a CIO prompted by the CIO.
- A submission of summarized data through a provided form.

Required information submitted in that form will include:

- The total number of individuals served across the grant year.
- Aggregate geographical information for those served, collected by either township/city, zip code or school district. This information will be collected in a percentage format.
- Aggregate racial/ethnic demographics for those served, collected in commonly utilized categories. This information will be collected in a percentage format.
- Actual numbers for the impact data points the partner identified in the application. See the Reporting section for more details.

Restrictions

- Funds received may not be used to intervene in any election or to support/oppose political candidates for voter registration, or lobbying purposes as outlined by the applicable IRS code.
- Organizations can apply once per year for this type of grant. Organizations receiving multiyear grants will generally not be prioritized for Annual Responsive Grants.

Application Process

1. Submit an Online Request

Visit our website to apply by the deadline. This application requires the submission of the following items:

- An organizational budget.
- At least one and a maximum of three proposed outputs or outcome data points that will be evaluated annually, including projections for each point.
- A collection of demographic information, including the racial/ethnic identifications and projections for each point of staff, board members and clientele.
- An indication of significant leadership changes at the organization or board level.
- An indication of any findings related to a financial audit in the past two years.
- An explanation of the current standing of the board, including the number of members and their relation to the executive director and the governing bylaws.
- Narrative responses to questions about your request.

2. Your Grant Request is Reviewed

Applications will be reviewed by KZCF's CI team, CIC and board. A CIO will follow up with the grant contact via email if there are additional questions.

3. Grant Award Notification and Grant Agreement

Notification on the outcome of your request will occur by the end of June (if applied in March) or the end of December (if applied in September).

- If a grant is awarded, a grant agreement will follow the award notification, which must be signed and returned for the grant payment to be processed.

4. Annual Reporting

An annual report will be required before the next grant cycle or consideration for future grants. See the Reporting section for details.

5. Our Relationship Continues

You may contact your CIO at any time with questions about your grant or ideas for how we can offer nonmonetary support for your work. Additionally, we would welcome a visit to your space at your discretion. Your CIO will reach out to schedule an annual reflection conversation.

Capital Grants

KZCF offers funding to support projects such as building renovations, new constructions, land acquisition and equipment purchases for eligible organizations or projects in Kalamazoo County. Funding for capital campaign projects is limited to Kalamazoo County. Applying for or receiving a Capital Grant will not affect opportunities to apply for other KZCF grants.

Organizations interested in exploring loan opportunities can be connected to KZCF's Impact Investment team to discuss additional resources.

Eligibility Criteria

- Organizations must be a 501(c)(3) nonprofit, registered religious institution or public entity (e.g., governmental agency, public school, educational institution, city council, public library, municipal office, etc.). Fiscally sponsored organizations are not eligible for this grant type.
- Organizations must connect to at least one of KZCF's WHEN priorities.
- Organizations must have been in operation for the last two years.
- The organization or its programming must be located in Kalamazoo County.

Grant Opportunity Funds Available

Up to \$500,000 per year has been committed to this grant type.

Larger projects may be considered for multiyear commitments at the discretion of the CI team.

Grant Deadlines

There is one opportunity to apply for Capital Grants in 2026.

- **Open Date: Wednesday, Aug. 12, 2026.**
- **Close Date: Wednesday, Sept. 23, 2026 at noon.**

Reporting

Funded partners must submit a brief report with information on the project, how funds were spent and include any available pictures.

Restrictions

Funds received may not be used to intervene in any election or support/oppose political candidates for voter registration, or lobbying purposes as outlined by the applicable IRS code.

Application Process

1. Submit an Online Request

Visit our website to apply online once per year by the deadline. This application requires the submission of a project budget and timeline.

2. Your Grant Request is Reviewed

Applications will be reviewed by KZCF's CI team, CIC and board. A CIO will follow up with the grant contact via email if there are additional questions.

3. Grant Decisions Are Communicated

Notification of the outcome of your request will be sent via email in December.

- If a grant is awarded, a grant agreement will follow the award notification, which must be signed and returned for the grant payment to be processed.

4. Reporting

A brief report with information on the project will be required within a year of receipt of the funds. Grantees will be asked to provide update on the status of the project and pictures as available.

5. Our Relationship Continues

You may contact your CIO at any time with questions about your grant or ideas for how we can offer nonmonetary support for your work. Additionally, we would welcome a visit to your space at your discretion. Your CIO will reach out to schedule an annual reflection conversation.

Mobilizing Grants

Mobilizing Grants allow KZCF to fund proactively by making a larger monetary commitment to a specific community issue, system gap or population need aligned with our WHEN priorities.

Unlike other KZCF grants, Mobilizing Grants are distributed primarily by invitation only.

Funding may be awarded to:

- A project or existing effort led by a 501(c)(3) nonprofit, public entity or fiscal sponsor. This grant is offered and documented via the submission of a grant application.
- A strategy that the community is seeking to initiate. This is an invitation-only process focused on identifying partners to develop or initiate strategy.

KZCF staff and volunteer leadership will determine the focus of our Mobilizing Grant each year. A multiyear commitment of Mobilizing Grant funds can be considered depending on the scale and scope of the selected focus area.

Selected projects or strategies will meet at least five of the following criteria:

- Must be highly aligned with at least one of KZCF's WHEN priorities. However, all projects/strategies being considered would ideally demonstrate impact across multiple WHEN priorities.
- Must include strong community data and input from community members, content experts and funded partners, affirming the need for the request.
- Must provide an opportunity to enhance or scale existing collaborative efforts.
- Must utilize evidence-based or innovative approaches that show promise in the area(s) of focus.
- Must demonstrate high potential for leveraging additional funds at the local, state or federal level.
- Must positively impact Kalamazoo County at large.

Eligibility Criteria

- Organizations must be a 501(c)(3) nonprofit, registered religious institution or public entity (e.g., governmental agency, public school, educational institution, city council, public library, municipal office, etc.), or a project with a current eligible fiscal sponsor.
- Organizations must connect to at least one of KZCF's WHEN priorities.
- The organization or its programming must be located in Kalamazoo County.

Grant Opportunity Funds Available

Up to \$1 million per year has been committed for Mobilizing Grants.

Grant Deadlines

The selected project or focus area will be announced each year. If that year's process includes a grant opportunity, information on that process will be released at that time.

Reporting

Funded partners must engage in an annual reporting process. The annual report will include two components:

- An opportunity to engage in a grant reflection conversation with a CIO prompted by the CIO.
- A submission of summarized data through a provided form.

Required information to be submitted includes:

- Total number of individuals served across the grant year.
- Combined geographical information for those served, collected by either township/city, zip code or school district. This information will be collected in a percentage format.
- Combined racial/ethnic demographics for those served, collected in commonly utilized categories. This information will be collected in a percentage format.
- Actual outputs and outcomes for relevant data points that the applicant identifies within the application. See the Reporting section for details.

Annual Reporting Process

Partners receiving Multiyear General Operations, Annual Responsive or Mobilizing Grants are required to engage in an annual reporting process. This process will include the following elements:

- An opportunity for a grant reflection conversation with a CIO.
- The submission of data through a provided Impact Data Form, which is summarized below.

Grant Reflection Conversation

Near the end of each funded program year, partners will receive an invitation to schedule a reflection conversation with a CIO. Please monitor your email for such announcements and instructions on how to schedule this conversation. Your CIO will guide the conversation by discussing the Impact Data Form you submitted and asking additional questions like:

- What successes and challenges has your organization experienced over the past year while implementing this program/project?
- What have you learned, and how are you incorporating these findings into your work going forward? Funded partners may include feedback from participants and sector learning in their responses.
- How have you adapted to increase accessibility and inclusion of your organization and services? What racial equity strategies are you using?
- How can KZCF better support your work moving forward? What feedback do you have for us?

Impact Data Form

This form is to be filled out and returned prior to your grant reflection conversation. The required information to be submitted includes:

- The total number of individuals served across the grant year.
- Aggregate geographical information for those served, collected by either township/city, zip code or school district. This information will be collected in a percentage format compared to the projected numbers from the grant application.

- Aggregate racial/ethnic demographics for those served, collected in a percentage format in the following categories:
 - American Indian or Alaska Native
 - Asian
 - Black or African American
 - Hispanic or Latino
 - Middle Eastern or North African
 - Native Hawaiian or Pacific Islander
 - White
 - Decline to state
- A summary of actual numbers for the impact data points the applicant identified within the application. This requires the data points proposed to be collected as part of the application so that impact can be measured.

Data Collection Guidance

As part of the Multiyear General Operations and Annual Responsive Grant application, organizations will be asked to identify a few meaningful data points that reflect the impact of their proposed work and the forecasted grant amount required to accomplish it. The tools below are designed to help applicants create data collection plans and learn how to identify and present succinct outcomes.

Data Collection Planning

As a part of the application, KZCF will ask, “What tools or processes do you use to collect data or measure impact?” We encourage all applicants to include information from their data collection plan in their responses.

A data collection plan is a living document that clearly states the purpose, mission or specific goals that an organization has for collecting any form or type of data. Organizations can use data collection plans for a series of reasons, including to support grant applications, guide research projects, monitor post-event feedback and more. Simply put, a data collection plan establishes clear takeaways on why an organization might want to collect data, how it will be collected, who will have access to it and what the organization intends to do with it once it is collected.

A comprehensive data collection plan should consist of the following:

- A clear description of **why** data is being collected.
 - o Descriptions should reflect a clear understanding of the purpose behind data collection, the mission that fuels it and any specific goals related to collecting it.

- A clear description of **what** kind of data will be collected.
 - Descriptions should incorporate the concept of simple meaningful outcomes and/or desired impact measured with associated outputs. To learn more about how we define meaningful outcomes and desired impact, please see the Outputs and Outcomes section.
- A clear description of **who** will be involved in the data collection process.
 - Descriptions should list which team members will be responsible for each data collection task.
- A clear description of **how** data will be collected.
 - Descriptions should outline the data collection tools, software and other mechanisms that will be used to collect information.
- A clear description of **when** data will be collected.
 - Descriptions should establish the cadence for data collection (e.g., weekly, monthly, quarterly, etc.).
- A clear description of **where** the collected data will be stored.
 - Descriptions should explain where data will be stored or kept secure once your team has collected it. It is in this section that you will also want to state who on the team will have access to this collected data. Please familiarize yourself with any relevant data governance policies to ensure your team is compliant.

Outputs and Outcomes

As part of the application, KZCF will also ask applicants to share one or more proposed outcome data points to be evaluated annually.

An outcome is defined as the meaningful change you hope participants or the community will experience because of the work being accomplished or performed. Outcomes describe a change in knowledge, behavior, confidence, stability, well-being or conditions. Outcomes may take time to see and may be harder to measure directly.

Outputs are the direct activities, services or supports your organization provides.

Think of it this way: Outputs are **what** you do. Outcomes are what change **because** of what you do.

U.S. Output Guidelines

Each output should answer three things:

Unit	Subject	Action
How do you measure it?	Who or what is involved?	What is happening?

Examples:

- **Number of** students **attending** tutoring sessions.
- **Total pounds of** food **distributed**.
- **Percent of** participants **reporting increased confidence**.

**Please note that each line represents one output per outcome. One outcome can have more than one output, with each receiving its own line.*

Reminder

Try to choose outcomes and outputs that are realistic to observe during your program period (one to three years). We are not asking any organization to prove long-term systems change. We simply want to understand the change each applicant's work is designed to support and the activities that make that change possible.



Feedback

We welcome your feedback on this guide and the information provided. Please scan the QR code to submit an anonymous feedback survey anytime.

Contact Us

If you have additional questions, please contact us at
ci@kzcf.org or **269.381.4416**.

Key Terms



Centering Anti-Racism

Centering anti-racism is the ongoing practice of using the power, influence and privilege that individuals or organizations hold to take actionable steps to undo behaviors, thoughts and actions that contribute to racial inequity and injustice.

Capacity Building

Organizational, institutional and human resource developments that increase an organization's effectiveness or capabilities to survive, adapt and thrive.

Capital Campaigns

Fundraising strategies that are created to meet a specific financial goal within a time period. Objectives of capital campaigns often include construction projects, building improvements and equipment purchases.

Community Foundation

A type of charitable organization that pools donations from individuals, families and businesses to support charitable initiatives within a specific geographic area.

Community Impact Officer

KZCF staff assigned to support applicants before, during and after funding processes.

Economic Justice

Recognizing the direct link between financial health and quality of life and using this understanding to champion financial prosperity that liberates economically oppressed groups.

Equity

Acknowledging that many groups of people have not received equal access to upward mobility, prosperity and an improved quality of life due to long-standing racial, social and economic injustice.

Funded Partner

An agency that has been informed of an upcoming grant award or is currently funded.

General Operations Funds

Operational funding that covers our partners' day-to-day and ongoing needs. Operational costs may include wages and overhead expenses as well as programs, materials and supplies that help the organization fulfill its core mission.

Impact Data

Information collected across a year of programming or service that, when summarized, shows the impact (change or benefit) an agency has had on its participant(s).

Inclusion

The degree to which organizations value the contributions of diverse individuals to foster more effective, responsive and sustainable approaches to social challenges.

Intersectionality

The complex and cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism and classism) combine, overlap or intersect, especially in the experiences of Black, Indigenous and people of color from historically disadvantaged racial groups. Intersectional programs and policies are intentionally designed for people with multiple oppressed identities to adapt to better assist each community member, regardless of how their identities intersect.

Public Entity

An organization that is part of the government or a publicly funded system. These entities operate at various levels — such as local, state or federal — and are typically created to serve the public good. Examples of public entities include universities, public libraries, government agencies and law enforcement.

Racial Justice

Honoring the foundational and undeniable humanity of all people while securing access to equitable opportunities that liberate oppressed racial groups.

Social Justice

Understanding that at the heart of our society's foundation is basic human interaction, and it is our responsibility to consistently design and redesign our institutions to reflect our all-encompassing respect for one another in every area of life.

402 E Michigan Avenue
Kalamazoo, MI 49007-3888

269.381.4416 | kzcf.org

