



Preview Form

This is an example of the application questions with which you will be presented. It is recommended that you compose the answers to the paragraph questions in a word processing program and then cut and paste that text into the online application.

Statement from Target Foundation

The Target Foundation is committed to our hometown communities of Minneapolis and St. Paul.

Through our Hometown Racial Equity program, the Target Foundation prioritizes organizations working to address the specific systemic and structural barriers facing Black, Indigenous and people of color (BIPOC) communities in the Twin Cities metro area.

Thank you for your interest in the Target Foundation, we look forward to learning more about the work your organization is doing to accelerate equitable economic opportunity, advance racial equity and drive systems change.

Focus Area

Desired Outcome: Racial equity that enables shared prosperity and opportunity for all.

Funding Priorities: The Target Foundation strengthens non-profit organizations that address the specific systemic and structural barriers facing Black, Indigenous, and people of color (BIPOC) communities based in Minnesota, with priority given to organizations based in the Twin Cities seven-county metro area. The Foundation will concentrate its investment in organizational grants in four priority areas:

- **Asset Building:** The Foundation supports organizations that improve the asset-building opportunities available to historically disinvested communities, especially those that are engaged in work to increase financial inclusion, wealth-building, and overall financial health.
- **Entrepreneurship and Small Business:** The Foundation supports Black, Indigenous and other entrepreneurs of color and small businesses through investments that address current ecosystem gaps, drive inclusive practices, and create access to knowledge, services, networks, and capital for entrepreneurs at all stage.

- **Housing:** The Foundation supports efforts that increase housing availability, stability, and access, especially those who are engaged in affordable housing, fair and just housing and sustainable homeownership.
- **Workforce Development:** The Foundation supports employment and technical training opportunities for the unemployed and underemployed to ensure the workforce development system operates effectively and connects job seekers and workers with the skills they need to secure job placement and succeed long-term.

Equity & Inclusion Value Statement: The Foundation supports employment and technical training opportunities for the unemployed and underemployed to ensure the workforce development system operates effectively and connects job seekers and workers with the skills they need to secure job placement and succeed long-term.

Glossary of Terms

Capacity Building: An investment in the effectiveness and future sustainability of a nonprofit. It strengthens a nonprofit's ability to fulfill its mission over time, thereby enhancing the nonprofit's ability to have a positive impact on lives and communities.

Equity: Ensuring fair treatment, equality of opportunity, and fairness in access to information and resources for all.

Fiscal Sponsor: A specific type of intermediary that contractually agrees to provide financial oversight, technical support and other administrative services to an entity that furthers the fiscal sponsor's charitable mission. The fiscal sponsor is responsible for ensuring the funds are spent properly.

Example: A group of NGOs want to test a new approach by building a network of entrepreneurship organizations. Before registering to create a new charitable entity, they need to demonstrate the viability of their idea. The largest member of the group acts as a fiscal sponsor for the work, managing the network's grant by providing financial oversight, technical support and ensuring that funds are spent properly.

Fiscal Agent: A specific type of intermediary that is acting under the control or at the direction of the group or organization that is implementing the intended work. Because this type of intermediary is not providing oversight of the funding, this approach may require a funder to exercise expenditure responsibility in order to ensure that the contribution is considered charitable.

Example: A group is organizing a small business training program. A local religious institution which is tax exempt has informally offered to serve as the group's fiscal agent. The group has no connection to the organization other than the fact that some of its

organizers are members. There is an informal verbal arrangement in place between the groups and the institution exercises little or no oversight of the grant funding.

Implementing Partner: The group or organization that is primarily responsible for executing the work that the proposed grant is intended to fund and engages directly with the funder.

Structural Barriers: Systems, such as institutions, in which policies, institutional practices, and other norms work to reinforce and perpetuate a lack of access to equal opportunity.

Systemic Barriers: Policies, practices, or procedures that result in some people lacking access to equal opportunity.

Systems Change: An approach that describes addressing the root cause of social problems, which are often intractable and embedded in networks of cause and effect. It is an intentional process designed to fundamentally alter the components and structures that cause the system to behave in a certain way.

Contact Information

Please complete the information for:
Organization Primary Leader Contact
Implementing Partner Primary Leader Contact
Application Primary Contact
To add a new contact, click the "Create New" button.

*First Name (Text)(40 character maximum)	Instructions:
*Last Name (Text)(40 character maximum)	Instructions:
*Title (Text)(500 character maximum)	Instructions:
*Telephone (Text)(30 character maximum)	Instructions:
*E-mail Address (Text)(100 character maximum)	Instructions:
*Contact Type (Single-Select List)	Instructions:

- Application Primary Contact
- Implementing Partner Primary Leader
- Organization Primary Leader

Organization Information

Official Name
(Text)(255 character maximum)

Instructions:

- Name associated with specific tax ID in the IRS business master file or name associated with school/school district in NCES data.

This field will be blank if your organization's tax ID number is not recognized in the IRS Business Master File.

*Legal Name
(Text)(255 character maximum)

Instructions:

- If a grant is awarded, this is the Organization Name the check will be made out to.

Name (Other)
(Text)(255 character maximum)

Instructions:

- Other name/s your organization might be called, abbreviations, acronyms, etc.

*Mailing Address
(Text)(100 character maximum)

Instructions:

- If a grant is awarded, **THIS IS THE ADDRESS THE CHECK WILL BE MAILED.** Enter the mailing address where grant checks should be mailed, including Suite Number if applicable. **Target payment systems DO NOT use the Payee Address listed in the Payee details,** entering the wrong information will cause a delay in receiving a grant check. (Limit your response to 25 characters maximum for the street address.)

*City
(Text)(50 character maximum)

Instructions:

*State
(Single-Select List)

Instructions:

<p>*Postal Code (Text)(20 character maximum)</p>	<p>Instructions:</p>
<p>*Organization General E-mail Address (Text)(100 character maximum)</p>	<p>Instructions:</p>
<p>*Organization Website (Text)(100 character maximum)</p>	<p>Instructions:</p>
<p>Facebook (Text)(100 character maximum)</p>	<p>Instructions: <ul style="list-style-type: none"> • Provide the organization Facebook address using the full format. Example: Facebook.com/example </p>
<p>Instagram (Text)(500 character maximum)</p>	<p>Instructions: <ul style="list-style-type: none"> • Provide the organization Instagram address using the full format. Example: Instagram.com/example </p>
<p>LinkedIn (Text)(500 character maximum)</p>	<p>Instructions: <ul style="list-style-type: none"> • Provide the organization LinkedIn address using the full format. Example: linkedin.com/in/example </p>
<p>YouTube (Text)(500 character maximum)</p>	<p>Instructions: <ul style="list-style-type: none"> • Provide the organization YouTube address using the full format. Example: youtube.com/@example </p>
<p>X (formerly Twitter) (Text)(500 character maximum)</p>	<p>Instructions: <ul style="list-style-type: none"> • Provide the organization X address using the full format. Example: twitter.com/example </p>
<p>*Year Established (Number)(4 character maximum)</p>	<p>Instructions:</p>
<p>*Fiscal Year Begin Date (Date)</p>	<p>Instructions:</p>
<p>*Mission Statement (Paragraph)(2000 character maximum)</p>	<p>Instructions:</p>
<p>*Organization Primary Focus (Single-Select List)</p> <ul style="list-style-type: none"> • Advancing Equity • Agriculture • Antidiscrimination 	<p>Instructions: <ul style="list-style-type: none"> • Select the focus that aligns best with your organization. </p>

- Arts and Culture
- Civic Engagement
- Climate Change
- Community Development
- Disaster Response
- Economic Development
- Education
- Education: Adult
- Education: Early Childhood
- Education: Elementary and Secondary
- Education: Higher
- Education: Vocational
- Emergency Shelter
- Environment
- Environmental Justice
- Financial Security
- Food Security
- Health
- Homeownership
- Housing
- Human Rights
- Human Services
- Job Services
- Libraries
- Neighborhood Revitalization
- Nonprofit Development
- Not Classified/Other
- Public Safety
- Racial or Social Justice
- Sports and Recreation
- Workforce

Additional Organization Information

*Total Organizational Annual Operating Budget - Current Year
(Currency)(20 character maximum)

Instructions:
• Provide the total operating budget for your organization.

*Organization Budget File
(File Upload)File Upload; 10485760 byte limit

Instructions:
• Upload your organization's budget and ensure it includes the revenue & expenses. Be sure to list sources of revenue both received and pending (i.e. foundations).

*Current Audited Financial Statements
(File Upload)File Upload; 10485760 byte limit

Instructions:
• Provide a copy of your organization's most recent audited financial statements. If you do not have audited financial statements, provide, at minimum, a copy of your organization's most recent annual income and expenditures report.

*Top Funders
(Paragraph)(2000 character maximum)

Instructions:
• List your Top 3 funders and the amount of each grant.

*Top Corporate Funders
(Paragraph)(4000 character maximum)

Instructions:
• List your top 5 Corporate funders and the amount of each grant. If you are not currently funded by corporate philanthropy, please enter N/A

*Previous Year Income
(Currency)(20 character maximum)

Instructions:
• List your previous year income & revenue.

*Previous Year Expenses
(Currency)(20 character maximum)

Instructions:
• List your previous year expenses.

*Organization Deficit
(Yes/No)

Instructions:
• Is your organization running a deficit?

Financial Health
(Paragraph)(2000 character maximum)

Instructions:
• Provide a brief description of the organization's current financial state and how you plan to overcome current deficits and any other challenges.

*Policy and Advocacy
(Paragraph)(4000 character maximum)

Instructions:
• Does your organization actively advocate for changes to public policy? If so, list the policy changes you seek and describe the nature of your advocacy.

*Political Support
(Yes/No)

Describe Political Support
(Paragraph)(2000 character maximum)

*Target Board Members
(Yes/No)

List Target Board Members
(User-Defined List)

*Non-Target Board Members
(User-Defined List)

*Current Elected Official
(Yes/No)

Explain Board or Family Member Elected
Official
(User-Defined List)

*Target Involvement
(Yes/No)

Explain Target Involvement
(Paragraph)(2000 character maximum)

Instructions:

- Does the organization support any political parties or any individuals running for office at any level of government?

Instructions:

- Describe and provide a list of these parties and/or candidates for offices that your organization supports.

Instructions:

- Do you have any Target Team Members serving on your board?

Instructions:

- Type each entry one at a time. Click the "Add to List" button after each entry. Include first name, middle initial and last name.

Instructions:

- **Include first name, middle initial and last name. DO NOT provide a link to your website.** Type each entry one at a time. Click the "Add to List" button after each entry.

Instructions:

- Are any of your board members, or members of their family currently serving as an Elected Official?

Instructions:

- List the name, status and agency by which the board member or one of their family members is serving.

Instructions:

- Is your organization, or are any members of your organization engaged in any other business involving Target?

Instructions:

- Provide a brief description of other business you or your organization is engaged in involving Target.

***Fiscal Sponsor or Fiscal Agent**
(Single-Select List)

- Fiscal Agent
- Fiscal Sponsor
- Neither

Instructions:

- Is your organization acting as a Fiscal Sponsor or Fiscal Agent?

Implementing Partner Name
(Text)(500 character maximum)

Instructions:

- What is the name of the Implementing Partner?

Agreement with Implementing Partner
(File Upload)File Upload; 5242880 byte limit

Instructions:

- Upload a copy of the agreement between your organization and the implementing partner or a letter from an executive of your organization that outlines responsibilities and obligations of both parties.

Implementing Partner's Mission/Purpose
(Paragraph)(1000 character maximum)

Instructions:

- What is the mission or purpose of the implementing partner?

Implementing Partner's Operational Budget
(Number)(15 character maximum)

Instructions:

- What is the current year's total annual operating budget for the implementing partner?

Implementing Partner Lobbying, Advocacy
and Political Support
(Paragraph)(4000 character maximum)

Instructions:

- Is the implementing partner engaged in any lobbying policy or advocacy support? If so please describe their activity.

Instructions:

- **In the following section, respond from the perspective of the organization implementing the work (i.e. NOT a fiscal agent/sponsor).**

(No input required)

***Organization History**
(Paragraph)(2000 character maximum)

Instructions:

- Provide a brief description of your organization's history. If you would like to include more you can provide in the Additional Upload field later in the application.

*Work of Organization
(Paragraph)(2000 character maximum)

Instructions:

- Provide a brief description of your organization, programs and activities.

*Priority Communities
(Paragraph)(2000 character maximum)

Instructions:

- Which populations and/or communities are priorities for your work and how do you engage them in planning and decision-making?

*Organization Strategies
(Checkbox List)

- Affordable Housing
- Business Real Estate Access
- Career Pathways/Technical Skills and Credentialing
- Fair Housing
- Financial Education
- Financial Services
- Financial Services and Supports
- Managerial Trainings, Support Materials, and Technical Assistance
- Resource Connections
- Soft/Professional/Executive Function/SEL Skills/Mental Health
- Support/Mentoring
- Supportive Housing (Permanent and Transitional)
- Sustainable Homeownership
- Work Experience
- Other

Instructions:

- **Select up to three.**

What strategies are you currently using in support of the work of your organization?

Organization Strategies - other
(Paragraph)(2000 character maximum)

Instructions:

- Provide the strategy you are currently using to support the work of your organization.

*Organization Approaches
(Checkbox List)

Instructions:

- What are the primary approaches of your organization (strategies, key activities, programs)? Select up to 3.

- Coalition-building or network building
- Community Organizing
- Conducting research
- Convening
- Direct Service
- Leadership Development
- Policy advocacy
- Providing financial services like loans or credit
- Providing grants
- Providing Training
- Shifting dominant narratives or mindsets
- Strengthening nonprofit infrastructure
- Other (list up to three approaches central to your work that we did not include)

Organization Approaches - Other
(Text)(500 character maximum)

Instructions:

- List up to three approaches central to your work that we did not include in previous question.

*Systemic Challenges and Barriers
(Paragraph)(2000 character maximum)

Instructions:

- Briefly describe the systemic challenges and barriers your organization works to address.

Be as specific as possible and avoid using organization specific language.

*Advancing Racial Equity
(Paragraph)(2000 character maximum)

Instructions:

- How does your organization's work advance racial equity?

Be as specific as possible and avoid using organization-specific language.

*Collaborations/Partnerships
(Long Paragraph)(2000 character
maximum)

*United Nations Sustainable Development
Goals
(Checkbox List)

- 1: No Poverty
- 2: Zero Hunger
- 3: Good Health and Well-Being
- 4: Quality Education
- 5: Gender Equality
- 6: Clean Water and Sanitation
- 7: Affordable and Clean Energy
- 8: Decent Work and Economic Growth
- 9: Industry, Innovation and Infrastructure
- 10: Reduced Inequalities
- 11: Sustainable Cities and Communities
- 12: Responsible Consumption and Production
- 13: Climate Action
- 14: Life Below Water
- 15: Life on Land
- 16: Peace, Justice and Strong Institutions
- 17: Partnerships for the Goals
- N/A

Instructions:

- List significant partnerships, stakeholders or cross sector collaborations (excluding funders) which help you deliver your mission.

Instructions:

- Which [United Nations Sustainable Development Goals](#) (UNSDGs) most closely align with this request?

Request Details

In 2024, the Foundation will concentrate investments in making general operating grants in four priority areas:

- **Asset Building**

- **Entrepreneurship and Small Business**
- **Housing**
- **Workforce Development**

Request Title
(Text)(255 character maximum)

*Request Amount
(Currency)(20 character maximum)

*Is this a multi-year request?
(Checkbox List)

- One-year request
- Multi-year request (2 years)

*Goals
(Paragraph)(2000 character maximum)

*Indicators of Progress Barriers
(Paragraph)(2000 character maximum)

*Indicators of Progress Tracking
(Paragraph)(2000 character maximum)

*Evaluation and Learning
(Paragraph)(4000 character maximum)

*Evaluation and Learning Upload
(File Upload)File Upload; 5242880 byte limit

Additional Uploads
(File Upload)File Upload; 10485760 byte limit

Instructions:

-

Instructions:

- Enter the amount in U.S. dollars recommended by the Target Team Member who invited you to apply for this grant.

Instructions:

- Indicate if this request is for one-year or is a multi-year request.

Instructions:

- How will this grant contribute to advancing your organization's mission, goals and the work you are doing to address inequity?

Instructions:

- Of the indicators you are unable to track, what are the barriers to tracking?

Instructions:

- Of the most important indicators you are able to track, what were your most recent reported results? Please limit to 5 results.

Instructions:

- How does your organization define, evaluate and measure its overall success and effectiveness?

Instructions:

- Upload a copy of the best evidence that shows your approach works.

Instructions:

- Upload additional information you wish to share with the Target Foundation.

Demographics

If able, please quantify the demographic breakdown of your beneficiaries and organization. If your operating model does not enable this level of detail, please respond Unknown/NA. The information provide about the demographic breakdown of your organization will not be used to determine funding eligibility.

Instructions:

Implementing Organization Demographics
(No input required)

- **The answers to the following questions should represent the applying implementing partner's demographic information.**

*Estimated Number of People Served
(Number)(15 character maximum)

Instructions:

- How many people do you anticipate will be served by the organization or program associated with this application? Enter one whole number only.

*Economically Disadvantaged
(Number)(15 character maximum)

Instructions:

- Provide an estimated percentage of the population served by this organization or program associated with this application that is economically insecure/disadvantaged. Use numbers only, no unique characters.

*Economically Disadvantaged
Measurement
(Paragraph)(500 character maximum)

Instructions:

- What measure does your organization use to determine individuals that are economically disadvantaged? (Ex: Household income below poverty line; Qualifies for Federal Assistance Programs - SNAP)

*Community Served Population
(Checkbox List)

Instructions:

- Active Military
- Blind/Vision Impaired
- Deaf/Hearing Impaired
- Developmentally Disabled
- Immigrants/Newcomers/Refugees

- If the organization or program associated with this application is designed to serve any of the populations listed below, indicate by checking the appropriate box. Group indicated should be specifically referred to in your mission or program description. Choose up to two.

- Lesbian, Gay, Bisexual, Transgender, Queer (or questioning), Intersex, and Asexual (LGBTQIA)
- Physically Impaired
- Senior Citizens
- Veterans
- Youth - (Under 18)
- Other
- No Specific Focus - General Population Served
- Unknown/NA

*Community Served Gender
(Percentage List)

- Female
- Male
- Non-binary/Non-conforming
- Something not on this list
- Prefer not to report
- Unknown

*Community Served Race/Ethnicity
(Percentage List)

- Asian
- Black or African American
- Hispanic or Latino
- Indigenous or Native American
- Middle Eastern or North African
- Native Hawaiian or Other Pacific Islander
- White or Caucasian
- More than one Race/Ethnicity
- Other
- Unknown/NA

Instructions:

- Provide an estimated percentage of those served by the organization or program associated with this application for each gender listed below. MUST TOTAL 100 %. If you do not collect this information (or you only have partial information) enter 100 (or the remaining unknown percentage) in the "Remaining Unknown" field. Enter whole numbers only; no percentage signs are necessary.

Instructions:

- Provide an estimated percentage of the population served by the organization or program associated to this application for each category. MUST TOTAL 100 %. If you do not collect this information (or you only have partial information) enter 100 (or the remaining unknown percentage) in the "Remaining Unknown" field. Enter whole numbers only; no percentage signs are necessary.

*Governing Board Size
(Number)(15 character maximum)

*Governing Board Gender
(Percentage List)

- Female
- Male
- Non-binary/Non-conforming
- Prefer not to report
- Something not on this list
- Unknown

*Governing Board Race/Ethnicity
(Percentage List)

- Asian
- Black or African American
- Hispanic or Latino
- Indigenous or Native American
- Middle Eastern or North African
- Native Hawaiian or Other Pacific Islander
- White or Caucasian
- More than one race/ethnicity
- Other
- Unknown/NA

*Primary Leader Gender
(Checkbox List)

- Female
- Male
- Non-binary/Non-conforming
- Prefer not to report
- Something not on this list
- Unknown

Instructions:

- Indicate the number of board members currently serving on your organization's Board of Directors. Do not include organization leadership.

Instructions:

- Provide an estimated percentage of board members who identify with each gender. MUST TOTAL 100%. If you do not know or do not collect this information, include total number of members in Unknown. Do not include leaders in this section.

Instructions:

- Provide an estimated percentage of board members for each category. MUST TOTAL 100%. If you do not collect this information (or you only have partial information) enter 100 (or the remaining unknown percentage) in the "Remaining Unknown" field.

Instructions:

- Select the primary gender the organization leader identifies as.

***Primary Leader Race/Ethnicity**
(Single-Select List)

- Asian
- Black or African American
- Hispanic or Latino
- Indigenous or Native American
- Middle Eastern or North African
- Native Hawaiian or Other Pacific Islander
- White or Caucasian
- More than one race/ethnicity
- Other
- Unknown/NA

Instructions:

- Select the primary demographic of the organization leader.

Multiple Primary Leaders
(Paragraph)(4000 character maximum)

Instructions:

- If your organization has more than 1 primary leader (co-president) provide the race/ethnicity and gender of those not identified in the above.

***Leadership Team Size**
(Number)(15 character maximum)

Instructions:

- Indicate the number of leadership team members for the organization, not including the primary leader.

***Leadership Team Gender**
(Percentage List)

- Female
- Male
- Non-binary/Non-conforming
- Prefer not to report
- Something not on this list
- Unknown

Instructions:

- Provide an estimated percentage of leadership team members who identify with each gender. MUST TOTAL 100%. If you do not know or do not collect this information, include total number of members in Unknown. Do not include board members or organization leaders in this section.

***Leadership Team Race/Ethnicity**
(Percentage List)

- Asian
- Black or African American

Instructions:

- Provide an estimated percentage of leadership team members for each category. MUST TOTAL 100%. If you do not collect this information (or you only have partial information) enter 100 (or the remaining

- Hispanic or Latino
- Indigenous or Native American
- Middle Eastern or North African
- Native Hawaiian or Other Pacific Islander
- White or Caucasian
- More than one race/ethnicity
- Other
- Unknown/NA

unknown percentage) in the "Remaining Unknown" field. Do not include board member data in this section.

***Organization Staff (non-leadership) - Current**

- Full Time Staff
- Part Time Staff

Instructions:

- Indicate the number of employees who are full-time and part-time

***Organization Staff (non-leadership) Gender (Percentage List)**

- Female
- Male
- Non-binary/Non-conforming
- Prefer not to report
- Something not on this list
- Unknown

Instructions:

- Provide an estimated percentage of staff members who identify with each gender. MUST TOTAL 100%. If you do not know or do not collect this information, include total number of members in Unknown. Do not include board members or organization leaders in this section.

***Staff Race/Ethnicity (Percentage List)**

- Asian
- Black or African American
- Hispanic or Latino
- Indigenous or Native American
- Middle Eastern or North African
- Native Hawaiian or Other Pacific Islander
- White or Caucasian
- More than one race/ethnicity

Instructions:

- Provide an estimated percentage of staff members for each category. MUST TOTAL 100%. If you do not collect this information (or you only have partial information) enter 100 (or the remaining unknown percentage) in the "Remaining Unknown" field. Do not include board members or organization leaders in this section.

- Other
- Unknown/NA

Additional Demographic Information
(Paragraph)(4000 character maximum)

Instructions:

- Is there any additional information you'd like to provide regarding your organization's leadership makeup and the community you serve?

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