



COMMUNITY ISSUES 2025

Request for Proposal
Workshop

Agenda

- I. Introductions
- II. Horizons Foundation Mission
- III. Community Issues 2025
 - A. Overview
 - B. Request for Proposal
 - C. LOI Format & Questions
 - D. Review Process
- IV. Questions & Answers



Horizons Foundation's Mission

The world's first community foundation of, by, and for LGBTQ people, Horizons invests in LGBTQ nonprofits, strengthens a culture of LGBTQ giving, and builds a permanent endowment to secure our community's future for generations to come.

What is the Community Issues Grant?

- Horizons flagship funding program
- Focused on the nine counties of the SF Bay Area
- General operating support continues to be the preferred way to fund LGBTQ-primary organizations and programs

2025 Community Issues RFP

Responding to anti-LGBTQ sentiment and decrease in funding

- **Increased Funding:** award significantly more funding and larger grants
- **Multi-Year Support:** Increasing the number of multi-year support
- **Systems-Based & Trust-Based:** Further lean into trust-based philanthropy and systems-based grantmaking – focused on sustainability, equity, and long-term resilience across the SF Bay Area LGBTQ ecosystem.

Systems-Based Grantmaking

Ecosystem-Preservation Lens

- Applying a systems-based grantmaking approach that centers the health of the entire LGBTQ nonprofit ecosystem
- Rather than funding in silos or favoring specific areas or parts of the LGBTQ community – we are prioritizing proposals that contribute to ecosystem-wide sustainability, collaboration, and mutual support
- **We believe that no single organization can thrive if the broader network is weakened**

Systems-Based Grantmaking (cont.)

Prioritizing Sustainability Over Short-Term Fixes

- Invest in LGBTQ nonprofit resilience—especially in the face of political threats, direct attacks, and shrinking public funding
- **We aim to strengthen core infrastructure, strategic planning, and adaptive capacity so organizations can better weather uncertainty and remain rooted for the long haul**

Systems-Based Grantmaking (cont.)

Funding the Whole Community

- From the beginning, Horizons goal has been to fund the full breadth of the Bay Area LGBTQ community
- **We seek to fund across the diversity of communities, needs, and strategies—recognizing that collective well-being requires inclusive investment**



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2025 REQUEST FOR PROPOSAL

Trust-based Philanthropy Principles

- Unrestricted Funding / General Ops
- Opportunities for Multi-Year Funding
- Be Transparent & Responsive
- Set clear priorities & guidelines
- Offer Support Beyond the Check
- Improve grantmaking process & criteria
- Reaffirm “open door” approach

Community Issues Funding Areas



Advocacy



Arts



Community Building



Health & Wellness

LGBTQ Primary Organizations

Are defined as:

- whose missions include the LGBTQ population as the primary focus of the work;
- whose staff and boards predominantly reflect the LGBTQ community **(65% or more)**;
- and which primarily serve LGBTQ people **(65% or more)**;
- Primarily serves LGBTQ people **(65% or more)** within one or more of the nine counties of SF Bay Area

Non-LGBTQ Primary Organizations

Horizons will continue to accept applications from LGBTQ-focused projects/programs if they:

- have annual program budgets of \$1 million or less of the non-LGBTQ-primary organizations.
- The applicant must demonstrate that the program serves a specific area in the nine-county SF Bay Area where LGBTQ-primary organizations do not provide sufficient, comparable services or reach a specific LGBTQ population.

Budget Eligibility

The Community Issues program will accept applications from LGBTQ-primary organizations of ANY organizational budget size.

- Horizons will continue to accept applications from LGBTQ-focused programs that have annual program budgets of \$1 million or less from non-LGBTQ-primary organizations.

Award Size + Multi-Year Grants

- Expect the average grant size to range between \$25,000 and \$30,000. Please note: this is an average and not a fixed amount; actual grant sizes will vary.
- Multi-Year Grants: We anticipate awarding a greater number of multi-year grants in 2025.

LOI Format & Questions



Logon

Email Address*

Password*

Log On

Create New Account

[Forgot your Password?](#)

Welcome to the Horizons Foundation's Grants Online Portal.

New Users: Please click on "Create New Account" to complete the registration process and create your logon credentials.

Please Note: If you have applied to Horizons or received a grant prior to the 2021 Community Issues Cycle, you will need to create an account as a new user.

Existing Users: Please enter your credentials and log in. If you forgot your password, please use the "Forgot your Password?" link to the left to reset your password.

Letter of Interest Non-Arts Sections

1. LGBTQ Community Served by Organization / Program/ Project
2. Context & Impact of Current Climate
3. Financial Impact
4. Community Accountability

Letter of Interest Arts Sections

1. Purpose of Request and Anticipated Results
2. Context & Impact of Current Climate
3. Financial Impact
4. Community Accountability

Work Sample (Arts Projects ONLY)

Visual or Audio Works:

- Upload a three to five minute work sample(s) to your YouTube or Vimeo channel
- Include the link and password if applicable to the YouTube or Vimeo channel

Written Works:

- Upload samples up to five pages (typewritten)



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REVIEW PROCESS

Application Process and Due Dates

- ❑ LOI Portal Now Open
 - Before applying, review the guidelines & eligibility criteria.
- ❑ LOI Due — **August 25, at noon**
- ❑ Invitation to Submit Full Application — **October 7**
 - If LOI is approved, you will be invited to submit a full proposal.
- ❑ Full Application Due — **October 30**

Online Office Hours

- 2:00 – 3:00pm, Wednesday, August 13, 2025
- 2:00 – 3:00pm, Wednesday, August 20, 2025

For more information, please visit Horizons Foundation

Thanks!
Any questions?



You can find us at:
Grants@horizonsfoundation.org