2024 ARTIST SUPPORT GRANT GUIDELINES

SPRING 2024 CYCLE
Applications Open: Monday, February 5
Application Deadline: Monday, March 4

FALL 2024 CYCLE
Applications Open: Friday, July 5
Application Deadline: Friday, August 2

www.racstl.org/artistsupport
WHAT YOU NEED TO KNOW

New Timeline – Two Cycles
The Artist Support Grant cycle will run twice a year, with opportunities to apply for Artist Support in the Spring and Fall 2024. Please see the Artist Support Grant timeline (page 14).

Funding will be divided between the two rounds. You can only receive a single award in 2024. If you apply and are not accepted, you will need to apply for the following round because applications will not be held.

Removal of Pre-Application Process
Due to timeline changes and the reintroduction of a second Artist Support grant cycle, RAC removed the pre-application process that was available in 2023. To support artists in the removal of this process, the application has been simplified, although the number of questions remains the same. There are four narrative response questions and five required uploads. Applicants are encouraged to attend workshops as well as to attend open office hours leading up to the grant application due dates.

Rating System
Reviewer ratings correlate to the application criteria and are designed to simplify the review process for the applicant and reviewers.

Artist Collectives/Co-Creators
In 2023, RAC welcomed artist collectives to apply. This allowed artists working collectively (i.e., bands, ensembles, etc.) to apply as a group for artist support grant funding. This year RAC is adding the term co-creator. An artist collective/ co-creator group consists of at least two consistent members who have a history of creating together. 501(c)3 organizations are NOT eligible to apply for an Artists Support Grant.

All members of the collective must meet the eligibility requirements outlined below.

Eligibility Updates

Acceptance of LLCs
In 2024 RAC will accept applications from individual artists who also have LLCs.

Age Requirement
In 2024, RAC will accept applications from individual artists 18 or older.

Student Eligibility
Students are eligible to apply for funding. In previous years, undergraduate students were ineligible to apply while graduate students were eligible. This year that requirement has been removed.

GMS Grant Stages
RAC will follow the four grant stages embedded in the Blackbaud grantmaking system: (1) Request; (2) Decision-making; (3) Grant Management; and (4) Analysis. These stages are explained in the grant guidelines that begin on the following page.

GMS Technical Assistance
For technical assistance questions when using the grantmaking system, please email MS_RACSTL_Grantmaking@blackbaud.com.
ARTIST SUPPORT GRANT
2024 GRANT GUIDELINES

SPRING APPLICATION DUE DATE:
Monday, March 4, 2024

FALL APPLICATION DUE DATE:
Friday, August 2, 2024

GRANT ACTIVITY PERIOD:
Spring 2024 (for projects, needs, or creative opportunities that occur between June 2024 and January 2025 (9-month period).
Fall 2024 (for projects, needs, or creative opportunities that occur between January 2025 and May 2025 (8-month period).

I. REQUEST

BACKGROUND
The Regional Arts Commission’s (RAC) Artist Support Grant (ASG) serves as funding for the career advancement of individual artists. This grant provides funds for an individual artist’s projects, needs, or creative opportunities in all artistic disciplines. Direct support enables diverse artists of all disciplines to advance their careers and complete creative projects. It is designed to be flexible and accessible and to encourage creativity, innovation, entrepreneurship, and sustained commitment to artistic work.

IS ARTIST SUPPORT RIGHT FOR YOU?
Grant funds may be designated for (but not limited to) equipment and materials, rental space, arts-related travel, conference fees, living artist wage, project completion, salaries, professional and artistic development, training, and other resources for an individual artist of any discipline.

Artist Collective/Co-Creators
RAC will accept a single application on behalf of a group of two or more artists working as an artist collective or as co-creating artists. An artist collective/ co-creator team consists of at least two consistent members who have a history of creating together. 501(c)3 organizations are NOT eligible to apply for an Artist Support Grant.
All members of the collective must meet the eligibility requirements outlined below. One member of the collective will submit the application and serve as the application contact. The applying member will be responsible for signing the application, and if awarded, the Terms & Conditions Agreement. Artists may apply for either an individual artist grant OR an artist collective/co-creator grant, NOT both.

ARTIST SUPPORT GRANT RESTRICTIONS- WE DO NOT FUND
Click here to review the list of programs, projects, or events that RAC does not fund.

ARTIST SUPPORT GRANT ELIGIBILITY
An individual artist is eligible to apply for an Artist Support Grant if the following requirements are met:
• The artist is 18 years or older
• The artist is a current resident of St. Louis City or County and has maintained primary residence in St. Louis City or County for at least one year (documentation required)
• In the past three years, the artist has created and presented their own original works to the public or performed for the public (documentation required; this should be documented in a CV or Resume)

**HOW MUCH CAN I APPLY FOR?**
The maximum amount of funding an individual artist can apply for and receive is $7,500.

**NOTE: All awards and grants to individual artists are taxable income.**

**WHAT ARE THE FUNDING CRITERIA?**
Artist Support applicants will respond to three grant review criteria:

1. Cultural and/or Artistic Essentials (weighted at 40%)
   A culturally and artistically significant practice or work that contributes to the creative life of the artist and, ultimately, to St. Louis.

The artist has provided (1) the essential information for their request, (2) an artist statement, and (3) proof of residency.

- Includes clearly articulated plans such as location, dates, frequency (as applicable) (the who, what, when, where, and why).
- Proposed work contributes to the artist’s practice, skills, and craft.
- Proposed work contributes to innovation and new thinking in the artform and wider culture.
- Indicates how grant funds will be used.
- Artist statement demonstrates artistic significance, and the project is relevant to the artistic field and/or the arts & culture sector.
- The artist is a current resident of St. Louis City or County and has maintained primary residence in St. Louis City or County for at least one year.
- If the applicant is applying as a part of a collective or co-creator team, each member of the collective/co-creator team is a current resident of St. Louis City or County and has maintained primary residence in St. Louis City or County for at least one year.

2. Community Benefit (weighted at 30%)
   Artist demonstrates broad community benefit with a practice or work that considers diversity, equity, inclusion, and accessibility.

The artist has provided a description of (1) their intended audience, (2) potential partners in the work, and (3) DEIA efforts.

- The intended audience is clearly defined.
- It is clear this is a direct (public project) or an indirect (artist need) contribution to the St. Louis community.
- Artist considers and articulates documentation/dissemination of work (if applicable).
- Efforts in place to develop meaningful collaborations with diverse groups to expand artistic practice (if applicable).
- Demonstrates community participation/connection (if applicable).
- Specifies community partnerships that increase engagement (if applicable).
- If the applicant is applying as a part of a collective/co-creator team, each member is listed and their role in the work is clear.
• Creates and presents art that represents the telling of stories of diverse populations (if applicable).
• Provides equitable opportunities to create and participate (if applicable).
• Activities/artwork, and the locations where work is presented are intentionally accessible to all people (if applicable).

3. Capacity & Sustainability (weighted at 30%)

*Artist is intentional about artistic/practice capacity and sustainability.*

The artist has provided (1) a budget explaining their request, (2) a Resume or CV related to their artistic work, and (3) work samples.

• Has a realistic and balanced budget and clearly articulated budget narrative.
• Budgeting is appropriate to scope of what artist proposes.
• Budget indicates diverse revenue streams.
• Indicates contingency plan to support program completion.
• Resume/CV is related to the individual’s artistic career.
• Resume/CV conveys a clear and ongoing commitment to artistic planning, goal setting, and promotions (where applicable).
• Resume/CV shows a connection to the artist’s earlier work or represents an intentional shift from what the artist has done in the past as indicated by artist statement and CV or resume, if applicable.
• Resume/CV indicates in the past three years, the artist has created and presented their own original works to the public or performed for the public.
• Work samples indicate alignment with what is outlined in the application.
• Work samples are relevant to the project for which the artist is applying (if applicable).
• Work samples are within the limits set by the application.

**Artist Support Grant Application Required Uploads Checklist**

• Artist Statement (PDF or Video Upload)
• Proof of Residency Documentation (i.e., voter registration, automobile registration, income tax or property tax receipt)
• Budget Template ([Click here](#))
• Resume/CV
• Up to 3 Work Samples

II. DECISION-MAKING

**APPLICATION REVIEW PROCESS**

Grant reviewers play a central role in RAC’s annual grantmaking process. Reviewers commit to the following:

• Attend/view an online orientation meeting to learn how to review the applications according to the guidelines and review criteria.
• Read the assigned applications, including videos, photos, recordings, or other work samples and provide a final rating for each application by the communicated deadline.
• Provide feedback on the application review process for improvement purposes.
Note: Grant reviewers will independently read and rate all applications within the GMS portal. Staff will review the ratings and make recommendations for funding based on reviewer ratings.

Eligible reviewers are offered an honorarium of $200 as a demonstration of RAC’s acknowledgement of and appreciation for the time and effort invested in this work. Reviewers who do not meet the deadline can receive an extension but do not receive the honorarium.

**RATING SYSTEM**
Each application will be rated according to RAC’s review criteria and the rating system, shown in the table below.

- There are three review sections that correspond to RAC review criteria: Artistic Essentials; Community Benefit; and Capacity/Sustainability.
- Each review section has three questions, for a total of nine questions in the application.
- Each review section is weighted and conveys the corresponding points possible for each question. Application question responses can be rated exemplary, strong, good, fair, or weak and given a score within the provided point range.
- The maximum number of points available is 100.

The points assigned to each question in the application are used to determine funding. Points are combined to provide an overall application score. Reviewer scores for an application are then averaged for the final application score.

Final application scores are determined in whole numbers. Most applications will receive an average that is not a whole number. For example, if an application receives a 60.7 overall score. This means the application’s final score is 60. The final score is determined by the whole number and not rounded up or down.

Applicants who receive a rating of 100 are considered model – meeting all review criteria in an exemplary fashion; a rating of 100 is rare and means an applicant is eligible to receive 100% of their request amount. Applicants who receive a rating of 60 are considered good, some development is necessary, and they are eligible to receive 100% of funding. **Applications with a rating of 47 or lower (fair or weak) are considered in need of improvement in multiple areas and are not eligible for funding.**
Using the application rating key: Use your application overall score and find where it lies in the point range column (highlighted yellow). Use that column to find your applications overall rating, the rating definition, and the percentage of your ask for which you are eligible.

<table>
<thead>
<tr>
<th>Rating</th>
<th>Rating Definition</th>
<th>Point Range</th>
<th>Percent Eligible</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exemplary</td>
<td>Applicant provides overwhelming evidence of all three review criteria. Application is exemplary.</td>
<td>100-90</td>
<td>100% of ask</td>
</tr>
<tr>
<td>Strong</td>
<td>Applicant provides strong evidence of all three review criteria. Application is strong.</td>
<td>81-69</td>
<td>100% of ask</td>
</tr>
<tr>
<td>Good</td>
<td>Applicant provides sufficient evidence of all three review criteria. Application is good.</td>
<td>60-48</td>
<td>100% of ask</td>
</tr>
<tr>
<td>Needs Work</td>
<td>Applicant provides limited evidence of all three review criteria. Application needs work and is not eligible for funding.</td>
<td>39-28</td>
<td>Not Eligible</td>
</tr>
<tr>
<td>Weak</td>
<td>Applicant provides little to no evidence of all three review criteria. Application is weak and not eligible for funding.</td>
<td>19-0</td>
<td>Not Eligible</td>
</tr>
</tbody>
</table>

Please note: The available source of funding for RAC Artist Support Grants is not sufficient to meet applicant demand.

The final distribution of funding is dependent on several factors. These variables factor into the final funding matrix:
- The available funding
- The number of applications submitted
- The applicant score
- The number of applicants awarded funding

Given the above information, the percentage for funding for which your application is eligible may not be your grant award amount.
**APPLICATION QUESTIONS AND RATING**

**Cultural and/or Artistic Essentials (40% weighting)**
A culturally and artistically significant practice or work that contributes to the creative life of the artist and, ultimately, to St. Louis.

The artist has provided (1) the essential information for their request, (2) an artist statement, and (3) proof of residency.

<table>
<thead>
<tr>
<th>Application Question</th>
<th>Review Criteria</th>
<th>Rating</th>
<th>Rating Definition</th>
<th>Point Range</th>
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</thead>
<tbody>
<tr>
<td><strong>Artistic Essentials</strong></td>
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<tr>
<td>1 Essentials:</td>
<td>Provide an overview of what you are requesting grant funds for. Indicate if funds will be used for a personal need to support your artistic practice or a public project.</td>
<td></td>
<td>Exemplary Applicant provides overwhelming evidence of Cultural and/or Artistic Essentials.</td>
<td>14-16 pts</td>
</tr>
<tr>
<td></td>
<td>• Includes clear plans such as location, dates, frequency (as applicable) (the who, what, when, where, and why).</td>
<td></td>
<td>Strong Applicant provides strong evidence of Cultural and/or Artistic Essentials.</td>
<td>11-13 pts</td>
</tr>
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<td></td>
<td>• Proposed work contributes to the artist’s practice, skills, and craft.</td>
<td></td>
<td>Good Applicant provides sufficient evidence of Cultural and/or Artistic Essentials.</td>
<td>8-10 pts</td>
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<td></td>
<td>• Proposed work contributes to innovation and new thinking in the artform and wider culture.</td>
<td></td>
<td>Fair Applicant provides limited evidence of Cultural and/or Artistic Essentials.</td>
<td>4-7 pts</td>
</tr>
<tr>
<td></td>
<td>• Indicates how grant funds will be used.</td>
<td></td>
<td>Weak Applicant provides little to no evidence of Cultural and/or Artistic Essentials.</td>
<td>0-3 pts</td>
</tr>
<tr>
<td>2 Artist Statement:</td>
<td>Upload You may choose to upload a 90 second video of your artist statement OR a one-page pdf.</td>
<td></td>
<td>Exemplary Applicant provides overwhelming evidence of Cultural and/or Artistic Essentials.</td>
<td>11-12 pts</td>
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<td></td>
<td>• Artist statement demonstrates artistic significance and how the project is relevant to the artistic field and/or the arts &amp; culture sector.</td>
<td></td>
<td>Strong Applicant provides strong evidence of Cultural and/or Artistic Essentials.</td>
<td>8-10 pts</td>
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<td></td>
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<td></td>
<td>Good Applicant provides sufficient evidence</td>
<td>5-7 pts</td>
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<tr>
<td>3</td>
<td>Proof of Residency: <strong>Upload</strong> Acceptable forms of proof of residency: voter registration, automobile registration, or income tax or property tax receipt.</td>
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<td>• The artist is a current resident of St. Louis City or County and has maintained primary residence in St. Louis City or County for at least one year.</td>
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<td>• If the applicant is applying as a part of a collective or as a co-creative, each member of the collective/co-creative team is a current resident of St. Louis City or County and has maintained primary residence in St. Louis City or County for at least one year.</td>
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<td>Good</td>
<td>Applicant provides sufficient evidence of Cultural and/or Artistic Essentials.</td>
<td>5-7 pts</td>
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<tr>
<td>Fair</td>
<td>Applicant provides limited evidence of Cultural and/or Artistic Essentials.</td>
<td>3-4 pts</td>
<td></td>
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</tr>
<tr>
<td>Weak</td>
<td>Applicant provides little to no evidence of Cultural and/or Artistic Essentials.</td>
<td>0-2 pts</td>
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</tbody>
</table>

**Community Benefit** (30% weighting)
Artist demonstrates broad community benefit with a practice or work that considers diversity, equity, inclusion, and accessibility.

The artist has provided a description of (1) their intended audience, (2) potential partners in the work, and (3) DEIA efforts.

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<tr>
<td><strong>Community Benefit</strong></td>
<td></td>
<td>Exemplary</td>
<td>Applicant provides overwhelming</td>
<td>9-10 pts</td>
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<tr>
<td>4 <strong>Audience:</strong> Who is your community/intended</td>
<td>• The intended audience is clearly defined.</td>
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</table>
| **audience? Do you plan to document your creative process and/or how will you disseminate your work?** | **It is clear this is a direct (public project) or an indirect (artist need) contribution to the St. Louis community.**  
**Artist considers and articulates documentation/dissemination of work (if applicable).** | **evidence of community benefit.** |
<table>
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<td><strong>Strong</strong></td>
<td>Applicant provides strong evidence of community benefit.</td>
<td><strong>7-8 pts</strong></td>
</tr>
<tr>
<td><strong>Good</strong></td>
<td>Applicant provides sufficient evidence of community benefit.</td>
<td><strong>5-6 pts</strong></td>
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<tr>
<td><strong>Fair</strong></td>
<td>Applicant provides limited evidence of community benefit.</td>
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<td><strong>0-2 pts</strong></td>
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| **5 Partners:** | **Efforts in place to develop meaningful collaborations with diverse groups to expand artistic practice (if applicable).**  
**Demonstrates community participation/connection (if applicable).**  
**Specifies community partnerships that increase engagement (if applicable).**  
**If the applicant is applying as a part of a collective each member of the collective is listed and their role in the work is clear.** | **Exemplary** | Applicant provides overwhelming evidence of community benefit. | **9-10 pts** |
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<tr>
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<td>Applicant provides little to no evidence of community benefit.</td>
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| **6 DEIA:** | **Creates and presents art that represents the telling of stories of diverse populations (if applicable).**  
**Provides equitable opportunities to create and participate (if applicable).**  
**Activities/artwork, and the locations where they are provided, are** | **Exemplary** | Applicant provides overwhelming evidence of community benefit. | **9-10 pts** |
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</tbody>
</table>
| **7** Budget: **Upload** The budget to include budget narrative notes explaining expenses and revenues. | • Has a realistic and balanced budget and clear budget narrative.  
• Budget is appropriate for the scope of what artist proposes.  
• Budget indicates diverse revenue streams (if applicable).  
• Indicates contingency plan to support program completion. | Exemplary | Applicant provides overwhelming evidence of Capacity & Sustainability. | 9-10 pts |
| | | Strong | Applicant provides strong evidence of Capacity & Sustainability. | 7-8 pts |
| | | Good | Applicant provides sufficient evidence of Capacity & Sustainability. | 5-6 pts |
| | | Fair | Applicant provides limited evidence of Capacity & Sustainability. | 3-4 pts |
| | | Weak | Applicant provides little to no evidence of Capacity & Sustainability. | 0-2 pts |
| **8** Resume or CV: **Upload** | • Resume /CV is related to the individual’s artistic career. | Exemplary | Applicant provides overwhelming evidence of Capacity & Sustainability. | 9-10 pts |

**Capacity & Sustainability** (30% weighting)
Artist is intentional about artistic/practice capacity and sustainability.

The artist has provided (1) a budget explaining their request, (2) a Resume or CV related to their artistic work, and (3) work samples.
<table>
<thead>
<tr>
<th><strong>Resume or CV related to your artistic career and accomplishments.</strong></th>
<th><strong>Capacity &amp; Sustainability.</strong></th>
<th><strong>Points</strong></th>
</tr>
</thead>
</table>
| • Resume/CV conveys a clear and ongoing commitment to artistic planning, goal setting, and promotions (where applicable).  
  • Resume/CV shows a connection to the artist’s earlier work or represents an intentional shift from what the artist has done in the past as indicated by artist statement and CV or resume, if applicable.  
  • Resume/CV indicates that in the past three years, the artist has created and presented their own original works to the public or performed for the public. | Strong  
  Applicant provides strong evidence of Capacity & Sustainability. | 7-8 pts |
| | Good  
  Applicant provides sufficient evidence of Capacity & Sustainability. | 5-6 pts |
| | Fair  
  Applicant provides limited evidence of Capacity & Sustainability. | 3-4 pts |
| | Weak  
  Applicant provides little to no evidence of Capacity & Sustainability. | 0-2 pts |

<table>
<thead>
<tr>
<th><strong>Work Samples:</strong> Upload</th>
<th><strong>Exemplary:</strong> Applicant provides overwhelming evidence of Capacity &amp; Sustainability.</th>
<th><strong>Points</strong></th>
</tr>
</thead>
</table>
| • Work samples indicate alignment with what is outlined in the application.  
  • Work samples are relevant to the project for which the artist is applying, (if applicable).  
  • Work samples are within the limits set by the application. | Strong  
  Applicant provides strong evidence of Capacity & Sustainability. | 7-8 pts |
| | Good  
  Applicant provides sufficient evidence of Capacity & Sustainability. | 5-6 pts |
| | Fair  
  Applicant provides limited evidence of Capacity & Sustainability. | 3-4 pts |
| | Weak  
  Applicant provides little to no evidence of Capacity & Sustainability. | 0-2 pts |
NOTIFICATION
If awarded a grant, applicants will be notified both in the online grantmaking portal and via email.

TERMS AND CONDITIONS ACCEPTANCE
Once awarded, an artist will sign a terms and conditions agreement before receiving the grant award in full, via direct deposit. Direct deposit must be set up prior to the payment date. Grantees will have access to instructions on how to do this through the online grantmaking portal or in email communications.

III. GRANT MANAGEMENT

PAYMENT PROCESSING
Each Artist Support Grant recipient will be asked to sign an agreement before collecting the payment. Grant awards are disbursed in a single payment through automatic deposit to the grantee’s designated bank account through the BILL (formerly Bill.com) platform.

After signing the agreement, grantees will receive payment via BILL (formerly Bill.com). Instructions will be emailed to grantees and are also available on the RAC website to help guide grantees through this process. Once the BILL account is created with the proper banking information, RAC will process the award payment.

The Artist Support Grant payment will be received in one disbursement equaling the total award amount.

IV. ANALYSIS

REPORTING
RAC will issue final report instructions and the report form through the online grantmaking portal.

Each grantee will be required to submit a final report at the end of the grant period. Should a grantee not complete the reporting requirement, they will be ineligible to apply for RAC grants in the future. Please Note: Any funds not expended for the purposes of the grant as applied for must be returned to RAC.
ARTIST SUPPORT GRANT SPRING 2024 SCHEDULE

<table>
<thead>
<tr>
<th>Event</th>
<th>Date/Deadline</th>
</tr>
</thead>
<tbody>
<tr>
<td>Application Questions Published</td>
<td>December 2024</td>
</tr>
<tr>
<td>Workshop Dates</td>
<td>TBD</td>
</tr>
<tr>
<td>Application Available</td>
<td>Monday, February 5</td>
</tr>
<tr>
<td>Application Deadline</td>
<td>Friday, March 4 (four weeks)</td>
</tr>
<tr>
<td>Eligibility Review (Internal)</td>
<td>Week of March 4</td>
</tr>
<tr>
<td>Reviewers Receive Applications</td>
<td>Week of March 11</td>
</tr>
<tr>
<td>Reviewer Ratings Due</td>
<td>Friday, April 12 (four weeks)</td>
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<tr>
<td>Staff Rating Analysis</td>
<td>Week of April 15</td>
</tr>
<tr>
<td>Commission Vote on Awards</td>
<td>(Email) Week of April 22</td>
</tr>
<tr>
<td>Award Announcements</td>
<td>Wednesday, May 1</td>
</tr>
<tr>
<td>Contracts Signed</td>
<td>Week of May 6</td>
</tr>
<tr>
<td>Payment/Final Report Available</td>
<td>Week of May 13</td>
</tr>
<tr>
<td>Grant Programming Timeframe</td>
<td>May 2024 – Jan 2025 (9 months)</td>
</tr>
</tbody>
</table>

ARTIST SUPPORT GRANT FALL 2024 SCHEDULE

<table>
<thead>
<tr>
<th>Event</th>
<th>Date/Deadline</th>
</tr>
</thead>
<tbody>
<tr>
<td>Application Questions Published</td>
<td>December 2024</td>
</tr>
<tr>
<td>Workshop Dates</td>
<td>TBD (same as Spring dates)</td>
</tr>
<tr>
<td>Application Available</td>
<td>Friday, July 5</td>
</tr>
<tr>
<td>Application Deadline</td>
<td>Friday, August 2 (four weeks)</td>
</tr>
<tr>
<td>SUMMER BREAK</td>
<td>August 2 - August 31</td>
</tr>
<tr>
<td>Eligibility Review (Internal)</td>
<td>Week of September 2</td>
</tr>
<tr>
<td>Reviewers Receive Applications</td>
<td>Week of September 9</td>
</tr>
<tr>
<td>Reviewer Ratings Due</td>
<td>Monday, October 7 (four weeks)</td>
</tr>
<tr>
<td>Staff Rating Analysis</td>
<td>Week of October 14 (14-holiday)</td>
</tr>
<tr>
<td>Commission Vote on Awards</td>
<td>(Email) Week of October 21</td>
</tr>
<tr>
<td>Award Announcements</td>
<td>Friday, November 1</td>
</tr>
<tr>
<td>Contracts Signed</td>
<td>Week of November 4</td>
</tr>
<tr>
<td>Payment/Final Report Available</td>
<td>Week of November 11</td>
</tr>
<tr>
<td>Grant Programming Timeframe</td>
<td>November 2024—May 2025 (8 months)</td>
</tr>
</tbody>
</table>

*Workshops will be recorded and available on the RAC website

WHO TO CONTACT WITH QUESTIONS

Chloe Smith  
Grants & Programs Manager  
chloe@racstl.org

Ann Haubrich  
Grants & Programs Senior Manager  
an@racstl.org

Leigh Winter  
Grants Operations Assistant  
leigh@racstl.org

FOR TECHNICAL QUESTIONS ABOUT BLACKBAUD GRANTS MANAGEMENT SYSTEM
Blackbaud Technical Support  
MS_RACSTL_Grantmaking@blackbaud.com