



## Program to Aid Citizen Enterprise a partner of The Pittsburgh Cultural Treasures Initiative

The Pittsburgh Cultural Treasures Initiative (PCTI) is a collaborative effort between The Heinz Endowments, the POISE Foundation and Program to Aid Citizen Enterprise (PACE), in partnership with the Ford Foundation to “provide regionally significant cultural organizations of color with meaningful sums of operating support during this period of unprecedented upheaval, and to encourage related local efforts to strengthen cultural endeavors that reflect and benefit BIPOC communities over the next five years.” The initiative is guided by a diverse advisory group representing members of the local and national arts and cultural communities. In Phase I, the advisory group and Heinz granted \$5 million to 16 Black led organizations in initial, unrestricted grants ranging from \$150,000 to \$1 million. Phase II of the initiative will provide learning opportunities, programming designed to increase organizational effectiveness or capacity, and grants. Phase III will respond to unanticipated needs uncovered in the prior phases and/or challenges or opportunities that may arise in the future.

PACE refers to capacity building as the “*the funding and technical assistance to help nonprofits increase specific capacities to deliver stronger programs, take risks, build connections, innovate and iterate.*” We know from our Nonprofit Effectiveness Study that 66% of nonprofit organizations in Southwest Pennsylvania do not receive adequate amounts of capacity building and that organizations led by Black leadership receive even less. PACE will provide the following opportunities for organizations to be engaged in the initiative:

### Learning Opportunities

Informational and topical workshops will be open to all Black arts and cultural organizations seeking to enhance their knowledge of organizational development and capacity building. PACE will plan and present workshops that respond to the expressed needs and interests of the community.

### Capacity Building 1 Cohort

To participate in this 3-year program, organizations must already be 501(c)3 nonprofits. With the assistance of a planning consultant, groups in this cohort will complete a 2 year plan for which they will receive implementation support. Groups in this cohort will receive a \$10,000 unrestricted grant as well as access to a certified African American executive coach.

### Capacity Building 2 Cohort

Organizations in this cohort could be 501(c)3 nonprofits, groups or artist collectives. Groups who do not already have a fiscal sponsor will be assisted in selecting one. Through the use of an organizational assessment, PACE will help groups identify a project that can be accomplished within the following two years or less. Accepted groups will initially receive a \$10,000 unrestricted grant to support their participation.

**Customized Capacity Support** will be provided, upon request, by other consultants to those organizations who are unable to participate in either CB1 or CB2.

PACE will assist interested organizations in determining the right level of capacity-building for them. Small and mid-sized arts organizations and artist's collectives who serve Black communities and reflect them on their staff and leadership will have priority. Priority will also be given to organizations that have not historically been funded by local philanthropy, including PCTI Phase I or PACE's Intensive Services and Strategic Action Planning Programs.

The application processes for Capacity Building 1 and 2 program tracks will take place in fall 2022 and spring 2023, respectively. Contact Sharon Jefferson at [sjefferson@pacepgh.org](mailto:sjefferson@pacepgh.org) to be placed on the mailing list for more information.

## About PACE

Program to Aid Citizen Enterprise (PACE) was founded in 1968 on the heels of the social and political unrest following the assassination of Dr. Martin Luther King, Jr. PACE's mission is to advance a more equitable community by increasing the capacity of individuals, groups, and organizations that challenge injustice. PACE is a vital community resource in an environment that is still profoundly challenging for African American and other marginalized communities.

Known for its multi-year, in depth cohort approach to capacity-building, PACE programs include: Intensive Services, Leadership Development (Coaching), PACE Consulting, Building Productive Partnerships with The Bayer Center of Nonprofit Management, Inclusive Voices an annual event, and Special Projects.

Phase II of the PCTI will be overseen by:

Luci Dabney - President and CEO

Sharon Jefferson - Program Manager

Brionna Street - Program Associate

