

Organizational Resilience & Well-Being Capacity Building Grants Frequently Asked Questions

What is the purpose of these grants?

ACT for Alexandria's Organizational Resilience & Well-Being Capacity Building Grants support nonprofit leaders and teams as they navigate challenges, adapt to change, and create the conditions for their organizations to learn, grow, and thrive.

We believe that strong organizations and healthy teams are essential to sustaining meaningful community impact. These grants provide flexible support for organizations to invest in the leadership, people, practices, and systems they need to remain resilient and effective.

How much funding is available?

Organizations may request up to \$10,000.

When is the application due?

Applications must be submitted online by November 2, 2026 at 11:59pm.

How do I submit my application?

Applications can be submitted online at:

<https://www.grantinterface.com/Home/Logon?urlkey=actforalexandria>

Please note: organizations must have an account with Foundant GLM, ACT's grants management system, in order to apply. Applicants are encouraged to create an account in advance of the November 2 deadline. [A PDF version of the application](#) is also available for those who wish to review the questions in advance.

What can grant funds be used for?

We intentionally do not prescribe a specific list of capacity-building activities. We invite organizations to identify the investments that would be most meaningful and useful for their leaders, teams, and organizations.

Examples may include:

- Leadership development or coaching
- Team building and development
- Workplace culture and organizational health
- Burnout prevention and staff well-being
- Staff retention and professional development
- Succession planning
- Board development and governance
- Strengthening organizational systems, processes, or skills
- Training or facilitation
- Other investments that strengthen organizational resilience and well-being

These examples are not exhaustive. If your organization has a different capacity-building need, we encourage you to tell us about it.

Can we request funding for something that isn't listed as an example?

Yes. The examples above are intended to illustrate the types of investments the grant may support, not to create a checklist of eligible activities. We trust nonprofit leaders to understand what their organizations need. If an investment would meaningfully strengthen your organization's resilience, support your people, or increase your ability to sustain your work, we encourage you to explain the need and proposed investment in your application.

What do you mean by "organizational resilience and well-being"?

For this grant, organizational resilience and well-being means having the people, practices, relationships, skills, and systems needed for an organization to navigate challenges, adapt to change, support its leaders and staff, and sustain its work over time. This can look different from organization to organization. We are interested in understanding what resilience and well-being mean in the context of your organization and its current circumstances.

Who is eligible to apply?

Eligible applicants are nonprofit organizations serving Alexandria, Virginia, whose work advances the economic well-being of Alexandrians, we are specifically interested in funding organizations focused on:

- Advocacy and systems change that influence policies, practices, and systems affecting economic opportunity and stability.
- Childcare and early care and education that expand access to affordable, high-quality care and support parents' ability to work and build economic stability.
- Food security that helps individuals and families consistently meet basic needs and reduce financial hardship.
- Healthcare that increases access to affordable, high-quality care and reduces health-related barriers to economic stability and opportunity.
- Housing stability that helps people access and maintain safe, affordable housing, and avoid housing crises and displacement.
- Workforce development that connects Alexandrians to education, skills, employment, career pathways, and wages that support long-term economic mobility.

What does ACT mean by "economic well-being"?

For ACT, economic well-being means more than meeting basic needs, it means having stability to weather challenges, opportunities to build a future, a sense of dignity and belonging, and the power to shape the future individuals and families want for themselves in the community they call home.

By investing in the resilience and well-being of the organizations and people doing this work, ACT seeks to strengthen their ability to adapt, sustain their work, and create lasting impact for Alexandrians.

Does our organization need to focus exclusively on one of ACT's priority areas?

No. Organizations may have work that spans multiple areas or addresses economic well-being in ways that do not fit neatly into a single category. What matters is that your organization can clearly describe how its work advances the economic well-being of Alexandrians.

Does our capacity-building request need to directly support a program?

No. This is a capacity-building grant, not a program grant. The proposed investment may strengthen the organization as a whole, including its leadership, staff, culture, systems, practices, or organizational capacity. Applicants should explain how strengthening the organization will help sustain or deepen its impact in the community.

Can grant funds support staff development or staff well-being?

Yes. Supporting the people who do the work is an important part of organizational resilience and well-being. Examples may include professional development, leadership coaching, team development, burnout prevention, staff retention, workplace culture initiatives, or other investments that support the well-being and effectiveness of leaders and staff.

Can funds support consultants, coaches, trainers, or facilitators?

Yes, when the support is connected to the organization's identified capacity-building need. Applicants should describe what support they are seeking, why it is needed, who will benefit, and what they hope will be different as a result.

Can we use the grant for technology, equipment, or other organizational infrastructure?

Potentially. We recognize that organizational infrastructure needs vary. If technology, equipment, software, or another infrastructure investment is part of a broader effort to strengthen organizational resilience, capacity, or well-being, explain the need and anticipated benefit in your application.

Can we use the grant for general operating expenses?

The purpose of these grants is to support capacity-building investments rather than ongoing operating expenses. If you are unsure whether a proposed expense fits the purpose of the grant, contact ACT to discuss your idea.

What should we include in our application?

The application asks organizations to describe:

1. Your organization and the community you serve
2. How community voices and racial equity inform your work

3. Your organizational need or opportunity
4. How you would use the grant
5. What you hope will change as a result
6. How strengthening your organization will support your impact in the community
7. How you will sustain and build on the investment

[Click here to review the application questions in advance.](#)

Do we need to have a formal racial equity strategy?

No. Organizations are at different points in their racial equity work. We want to understand how your organization engages with the communities it serves and how racial equity informs your decisions, program design, resource allocation, partnerships, or other organizational practices. We are interested in learning about your organization's approach and how you put your commitments into practice.

How will applications be evaluated?

Applications will be reviewed based on the strength of the organization's identified need, the connection between the need and proposed investment, the anticipated organizational impact, the organization's contribution to the economic well-being of Alexandrians, and the potential to sustain and build on the investment. ACT will also consider the overall range of organizations and needs represented in the applicant pool.

Is organizational budget size a factor in funding decisions?

Applicants will be asked to provide their approximate annual operating budget so ACT can better understand the size and organizational context of applicants. Budget size will not be used as a factor in grant decision-making.

Can organizations that received a previous Capacity Building Grant apply again?

Yes. Previous recipients may apply if they have a new or ongoing organizational need that this grant could meaningfully address. We encourage returning applicants to describe what they learned from previous investments and how the proposed work builds on or differs from that experience.

Can we apply if we don't know exactly what the solution is yet?

Yes. You do not need to have every detail figured out before applying. We encourage organizations to clearly describe the challenge or opportunity they are navigating, what they believe would help, and what they hope will change. If part of the grant would involve exploring or determining the right approach, explain that in your application.

Do we need to have a consultant or vendor identified before applying?

No. You may identify a specific consultant, coach, trainer, or other resource if you have already selected one, but you do not need to have finalized those details to apply.

What if our organizational need changes after we receive the grant?

We understand that nonprofit organizations operate in changing environments. If circumstances change after a grant is awarded, grantees should communicate with ACT about significant changes to the proposed use of funds.

What will ACT expect from grantees?

ACT will ask grantees to share what they are learning from the investment and what changes they see as a result. We want to understand not only what organizations do with the funding, but how the investment strengthens their people, practices, and ability to sustain meaningful community impact.

What reporting will be required?

We want reporting to be proportional to the size and purpose of the grant. Grantees will be asked to reflect on the investment, what changed, what they learned, and how they plan to build on the work. This can be done via written report, video, or a virtual or in-person conversation.

Who do I contact if I have additional questions?

Please email grants@actforalexandria.org or call 703-739-7778.